

PROSE Technologies (Suzhou)Co., Ltd

(2025)

Sustainable Development Report

2026/03/30

INDEX

Regarding Report	1
Report Scope	1
Organizational Boundary	1
Reference Standard	1
Reference Explanation	1
Reliability Declaration	1
1. Manager's Speech	2
2. About Us	2
2.1. Company Profile	2
2.2. Company Development Milestones	3
2.3. Corporate Honors	4
3. Corporate Governance	6
3.1. Sustainable Development Management	6
3.2. Stakeholder Identification and Communication	7
3.3. Evaluation of Substantive Issues	8
3.4. Internal Control and Risk Management	8
3.5. Business Ethics	9
3.6. Information Security and Privacy Protection	11
4. Environmental Responsibility and Green Development	12
4.1. Environmental System Construction	12
4.2. Energy Management	14
4.3. Water Management	17
4.4. Renewable Resources	18
4.5. Environmental Compliance Management	19
4.6. Greenhouse Gas Management	24
4.7. Green Products	28

4.8. Green packaging.....	30
5. Employee.....	31
5.1. Employee Diversity.....	31
5.2. Employee Rights Protection.....	32
5.3. Employee Communication.....	33
5.4. Employee Career Development.....	34
5.5. Occupational Health and Safety.....	35
6. Supplier Management.....	37
6.1. Basic Supplier Admissio.....	37
6.2. Review of Potential Supplier Qualifications.....	37
6.3. Supplier Performance Evaluation.....	39
6.4. Suppliers Continuously Improve.....	39
6.5. Optimizing Supplier Conflict Minerals Management.....	40
7. Product Quality and Customer Service.....	40
7.1. Quality Management.....	40
7.2. After-sales Service.....	42
8. Responsibility Commitment.....	42
9. Index	44
GRI Index.....	44
SDGs Inde.....	46

Regarding the report

This report is the 2025 annual Sustainability and Social Responsibility report released by Prostonic Technology (Suzhou) Co., LTD., highlighting the company's concepts, significant progress, work summaries, and future plans in the areas of sustainability and social responsibility.

Report scope

From January 1, 2025 to December 31, 2025, some contents will be traced back or extended backward due to considerations of project continuity or significant impact.

Organizational boundary

Unless otherwise stated, the policies, statements, materials, etc. in this report cover the actual business scope of Prostone Information Technology (Suzhou) Co., LTD.

Reference standard

This report is compiled with reference to the GRI (Global Reporting Initiative) standards issued by GSSB (Global Sustainability Standards Board). The report preparation adheres to the principles of "accuracy, balance, clarity, comparability, completeness, timeliness and verifiability" of the GRI standards.

Reference explanation

For ease of expression and reading, in this report, "Prostonic Technology (Suzhou) Co., LTD.", "the company", "the company", "we" and "PROSE" are used to refer to Prostonic Technology (Suzhou) Co., LTD.

Reliability statement

All the materials used in the report are from Prostonic Technology (Suzhou) Co., LTD. The company is responsible for the authenticity, accuracy and completeness of the report content.

1. Speech by the manager

We entered China in 1997 and changed our name to PROSE in 2022. During the rapid development process that is people-oriented and continuously growing, the company has evolved from a traditional manufacturing enterprise into a high-tech and high-value-added technology-leading company. What is the driving force behind the company's continuous growth and development? I believe that the company culture is based on the core values of the company: value innovation, customer focus, continuous growth and social responsibility. It enables us to never be content with the achievements we have made, constantly set new goals, pay attention to customer needs, strive to realize customers' dreams, and grow together with customers continuously.

For the past 25 years, as the leader of the team, what have we relied on to unite the team? It is precisely the culture we have jointly established, recognized and adhered to until now that has helped us overcome countless difficulties over the past twenty-five years and reach where we are today, becoming a respected company in the industry. Everyone in our industry is facing the same difficulties and challenges. Only those who can adapt to the situation can survive and continue to succeed

Long. As long as we hold firm to our beliefs, set clear goals, keep learning, always focus on customers, and always persist in innovation, we

In this way, while continuously growing, various difficulties and challenges can be overcome to undertake the social responsibility of the enterprise.

There is no doubt that we will survive in this difficult and challenging era and lead the company towards a brighter future!

2. About us

2.1. Company Profile

PROSE business entered China in 1997 and officially embarked on its journey in Chinese mainland in 1998. In early 2022, the Rosenberg Group split its business, with the wireless communication business establishing a separate brand, PROSE. As an independent entity, the company serves global customers with its lean, agile and decentralized organizational structure, and drives business growth by rapidly developing new technologies and solutions, more comprehensively meeting the growing needs of customers. PROSE products uphold Rosenberg's tradition of pursuing ultimate innovation and top quality, providing customers with technological improvements and localized support on a global scale.

Currently, PROSE has nearly 3,500 employees worldwide, a factory area of nearly 100,000 square meters, and a turnover of several billion yuan. We have R&D and production bases in China (Kunshan, Jiangsu, Beijing, Dongguan, Guangdong) as well as in the United States, India, Australia and other places. At the same time, we have an operator service center in China. We have established branches, subsidiaries and representative offices in nearly 30 countries and regions around the world, and have built a complete and comprehensive systematic strategic development framework. Our business covers most of the leading enterprises in the industry, and we have fully formed a sustainable development system of win-win

cooperation with customers.

As a leading mobile communication company in the industry, we focus on technological innovation, lead the development trend of the industry, and provide customers with end-to-end complete wireless communication solutions. The company is equipped with world-class production lines and possesses independent capabilities in research and development, production, sales and on-site services. It adopts international advanced production technologies and testing standards, and has formed a modern enterprise management system that is "professional, rigorous and perfection-pursuing". PROSE has a strict production management control system, technical standards and professional production equipment. The company is based on the core values of "value innovation, customer focus, sustainable development and social responsibility", attaches great importance to independent research and development and technological innovation, possesses numerous core patents, masters key core technologies and maintains a leading technological advantage.

"Putting people first" is the company management philosophy that PROSE has always adhered to. Talents are the foundation of an enterprise's development and its most valuable asset. Since its establishment, the company has always attached great importance to and made good use of talents, emphasizing the training, development and motivation of human resources. It encourages employees to constantly surpass themselves, grow rapidly and develop together with the enterprise. Our principle is to respect employees at all times and provide them with equal employment and development opportunities on the basis of equality and fairness. The company has maintained a stable and rapid growth. Looking ahead, PROSE has accumulated strength and is now on a fast track of sustainable development. We will continue to provide excellent customized overall solutions for our customers and partners with innovative designs, reliable products and high-quality services. At the same time, we will fulfill our duties for a harmonious society, perfectly reflect the value and luster of our own brand, and strive to build a world-class enterprise.

2.2. Company Development Mileage

Time	Development mileage
1958	Mr. Hans Rosenberg founded the company in southern Germany, starting with metal processing business and expanding into high-frequency technology in the 1970s Business-related business
1998	Rosenberg has rapidly grown into a world-leading manufacturer of high-frequency coaxial connectors and established Beijing Rosenberg Electronics Co., Ltd. in China It limited the company and officially entered the Chinese market
2001	In April 2001, a modern production and office integrated factory covering an area of 17,000 square meters was officially completed in Beijing Airport Industrial Park
2004	Beijing Rosenberg Electronics Co., Ltd. has been officially renamed Rosenberg Asia Pacific Electronics Co., Ltd. and has officially entered the entire Asia Pacific market field
2008	Establish Nettop to engage in the research and development, production and sales of wireless communication products, and set up 13,000 units in Qingpu Industrial

	Park, Shanghai A research and development production base of square meters
2011	Rosenberg Asia Pacific merged with Shanghai Nettop
2012	Build new modern factories in Goa and Manisa, India
2013	Establish a research and development center in North America
2014	Establish a modern integrated R&D and manufacturing factory covering an area of 25,500 square meters in Dianshan Lake, Kunshan, China
2018	Establish new factories of 3,217 square meters in New Jersey, USA and 12,879 square meters in Pune, India respectively
2022	Rosenberg split up its wireless communication business and established Pross. Pross '25 subsidiaries, sales and service organizations worldwide With three production and manufacturing bases and four R&D centers, and its lean, agile and decentralized organizational structure, it will be better Serve global customers

2.3. Corporate Honors

Name	Time	Issuing department
High-tech enterprise	2018	Jiangsu Provincial Department of Science and Technology, Jiangsu Provincial Department of Finance, State Taxation Administration of Jiangsu Province
Suzhou City Demonstration Intelligent Workshop	2019	Suzhou Municipal Bureau of Industry and Information Technology
Top Ten Outstanding Contribution Enterprises of Dianshan Lake Town in 2019	2020	The Communist Party Committee of Dianshanhu Town, Dianshanhu Town People's Government
Charitable Donation Certificate	2022	Kunshan Charity Federation, Kunshan Charity Foundation
The 2022 Kunshan Tourist Resort Tax Contribution Award	2023	The Party Working Committee and the Management Committee of Kunshan Tourist Resort
A growth-oriented enterprise under the Suzhou Intellectual Property Strong Enterprise Cultivation Project	2023	Suzhou Market Supervision and Administration Bureau (Suzhou Intellectual Property Office)



3. Corporate Governance

3.1. Sustainable Development Management

PROSE Company has formulated its Articles of Association in strict accordance with the requirements of the Company Law of the People's Republic of China and other laws, regulations and normative documents, and established a governance structure composed of the shareholders' meeting, the board of directors, the supervisor and the senior management. In accordance with the Articles of Association, the company has clearly defined the responsibilities, authorities, procedures and obligations to be fulfilled at each level in terms of decision-making, execution and supervision, and has established a mechanism of mutual coordination and checks and balances among the power body, decision-making body, supervisory body and management.

The company continuously optimizes its organizational structure by establishing a clear hierarchy, well-defined rights and responsibilities, and effective checks and balances organizational structure and system, constantly enhancing the performance capabilities of the shareholders' meeting, the board of directors, the board of supervisors, and the senior management. On the one hand, the company continuously enhances

the independence and professionalism of the board of directors, and strengthens the scientificity and rationality of the company's decision-making. On the other hand, the company continuously enhances the authority of supervisors and gives full play to their role in supervising and checking the management team.

The company has established and continuously improved a supervision and restraint system to provide institutional guarantees for supervisors to supervise and check the behavior of directors. The company timely introduces external supervision and forms a sound external restraint mechanism through external audits and other means.

The board of directors: The shareholders' meeting of the company appoints directors in accordance with the conditions and procedures stipulated in the Articles of Association. At present, there are a total of 7 members on the company's board of directors. Each director has different professional backgrounds in the electronic manufacturing industry, financial management, etc., and has been deeply involved in the corresponding fields for many years, accumulating rich working experience, which ensures the full implementation of the diversified policy. The term of office for directors is three years and they are eligible for re-election. The chairman of the board is nominated by the major shareholder from among the directors and elected by the shareholders' meeting. The chairman of the board is the legal representative of the company and performs and conducts duties and activities in accordance with the articles of association and applicable laws of China.

Supervisor: The company shall have one supervisor, who shall be appointed by the shareholders' meeting. The supervisor has a background in law and comprehensive and rich experience in legal affairs, ensuring the establishment and implementation of an effective supervision mechanism. The term of office for supervisors is three years and they can be re-elected. Directors and other senior management personnel shall not concurrently hold the position of supervisor. Supervisors, in accordance with the relevant laws, regulations and rules and regulations such as the Company Law of the People's Republic of China, earnestly perform their duties, diligently and responsibly carry out various tasks, and supervise the standardized operation of the company. To safeguard the legitimate rights and interests of the company and its shareholders. On the one hand, during the performance of their supervisory duties, supervisors supervise the behavior of directors in performing their duties for the company. For directors who violate laws, administrative regulations, the company's articles of association or resolutions of the shareholders' meeting, they can propose the removal of them. On the other hand, when the actions of a director or other senior management personnel harm the interests of the company, the supervisor has the right to require such director or senior management personnel to make corrections. Supervisors may attend board meetings but have no voting rights and may raise questions or suggestions regarding matters resolved by the board.

Management: The company adopts the general manager's full responsibility system under the leadership of the board of directors as stipulated in the Articles of Association. The general manager is appointed by the board of directors for a term of three years and is eligible for re-election.

3.2. Stakeholder Identification and Communication

The expectations of stakeholders are an important consideration for companies in formulating sustainable

development strategies and optimizing sustainable development management. We identify stakeholders and their key areas of focus through various methods. Based on the company's own governance structure, operation model and business characteristics, and drawing on the experience and practice of global peers, we have identified the main stakeholders as: customers, employees, suppliers, governments and regulatory authorities, partners, shareholders, communities and the public.

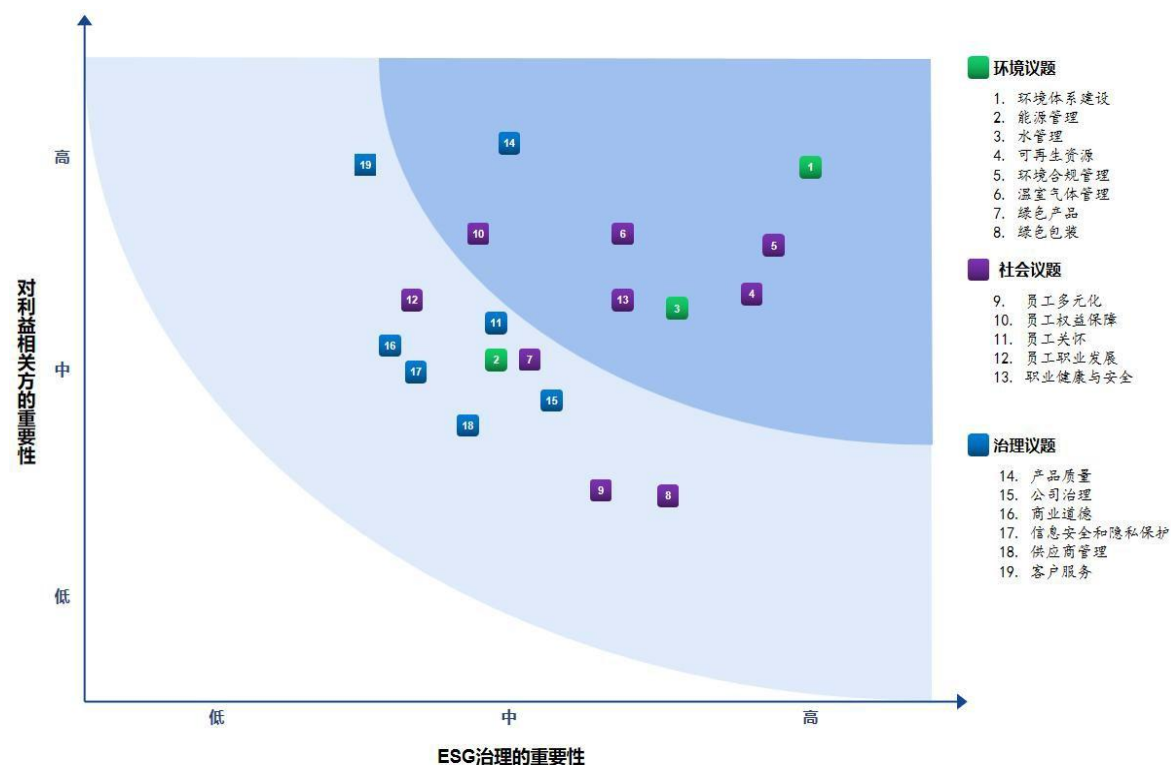
Maintaining effective communication with stakeholders is an important way to continuously improve sustainable development governance. The company has established diversified communication channels tailored to the characteristics of different stakeholders and adopted various measures to ensure the smooth and effective operation of these channels, including but not limited to proactive information disclosure, press conferences, meetings, exchange meetings, discussion meetings, consultations, visits, and research. Through effective communication, we actively listen to the suggestions and opinions of stakeholders, deeply understand their expectations and requirements, and incorporate their demands into the company's daily operations and sustainable development governance. We work hand in hand with all stakeholders to jointly promote the continuous progress and development of the company.

Stakeholders	Main topics of concern	Communication channels
Government regulatory agency	Compliant operation Climate change Carbon emission management Resource utilization	Accept supervision Regular disclosure Report and discussion
Shareholder/Investor	Corporate governance, corporate behavior, risk control, compliance, sustainable development management, return on investment, business and profit growth	Information disclosure
Supplier partner	Sustainable supply chain transparent procurement Supplier management conflict mine management	Open tendering
Customer	Product quality, product innovation, excellent service Energy conservation and emission reduction management	Online communication platform Carbon reduction commitment and certification management ISO14064&ISO14067 &ISO50001认证

	Climate change, carbon reduction	
Employee	Labor rights and interests Employee health and safety, employee development and training, employee communication and care	Trade union
Community	Pay attention to and supervise environmental protection operations	Promote clean production and garbage classification

3.3. Evaluation of Substantive Issues

Through communication with stakeholders, we understand the sustainable development issues they are concerned about. At the same time, through the analysis of the global political, economic, legal and social development trends, we identify the risks, opportunities and challenges faced by the company. Combined with the company's operation strategy and development policy, we conduct a comprehensive identification of sustainable development governance issues. By means of the GRI substantive issue analysis method, the substantive issues of the company's sustainable development were analyzed and evaluated.



3.4. Internal Control and Risk Management

The company continuously strengthens risk control, improves compliance management, promotes internal

auditing, and facilitates its sustainable development.

3.5.1. Risk Control and Compliance Management

The company has established an internal control system, comprehensively, systematically and continuously collecting relevant information and promptly conducting risk assessments. The company accurately identifies internal and external risks related to the control targets, determines the corresponding risk tolerance, weighs risks and benefits, and formulates risk response strategies. Through the comprehensive application of risk avoidance, risk reduction, risk sharing and risk tolerance and other response strategies, it achieves effective risk control.

The company adopts a combination of qualitative and quantitative methods to analyze and rank the identified risks based on their likelihood of occurrence and the degree of their impact, etc., and determine the key points of concern and the risks that need to be prioritized for control. With the changes in the internal and external business environment of the company, the company will further improve its risk assessment mechanism to meet the needs of future development. Compliant operation is the prerequisite for enterprises to achieve long-term and stable development. The company adheres to the governance concept of legality and compliance, is committed to creating a standardized and healthy development model, continuously improves internal management, and ensures that all links of the company operate normally, orderly, in compliance and effectively

In the procurement process, the company strictly standardizes procurement contracts to reduce legal and commercial risks. At the same time, it attaches great importance to supplier management and has established a complete mechanism for supplier development, certification, evaluation and exit to reasonably ensure the stability and efficiency of the supply chain. The company regularly inspects and evaluates the weak links in the procurement process, takes effective control measures, and ensures that the material procurement meets the needs of the enterprise's production and operation.

In the production process, the company strictly adheres to relevant quality control standards based on customer demands, and conducts strict supervision and testing throughout the entire process from product development to production. This effectively ensures the production of high-quality products and avoids major product quality and non-compliance risks.

In the sales process, the company has established a complete sales and collection management system, and formulated standard operating procedures to regulate sales behavior and prevent sales risks.

In addition, the company also optimizes the management of the entire process, including capital activities, asset management, research and development, and budget management, to ensure that all business activities of the company are within the framework of legality and compliance.

3.5.2. Internal Audit

To ensure that the corresponding management systems, measures and procedures of the enterprise are fully and accurately implemented, the company attaches great importance to internal supervision and has established and improved an internal audit system that is "specialized in responsibility, comprehensive in

coverage and focused on key points". Specialized responsibility: To further standardize the company's internal audit work and improve the quality of internal audit work, the company has established the Internal Control and Inspection Department as a dedicated internal audit institution. The Internal Control and Inspection Department is responsible for the daily supervision and inspection of the implementation of the company's internal control system, the authenticity and completeness of the company's financial information, and other aspects. Comprehensive coverage: The company's internal audit covers all business links related to financial reporting and information disclosure affairs in the company's business operations. It includes not only hard aspects such as research and development, procurement business, sales business, and asset management, but also flexible aspects such as organizational structure, development strategy, social responsibility, and corporate culture. Meanwhile, the Internal Control and Inspection Department can adjust the business links of internal auditing in accordance with the changes in the company's operating conditions. The company, based on its own business operations, conducts regular or irregular special audits with a focus on high-risk areas and matters such as fund raising, providing guarantees, and related-party transactions. The company attaches particular importance to special audits against corruption and fraud. The Internal Control and Inspection Department is responsible for assisting in establishing and improving the anti-fraud mechanism, determining the key areas, critical links and main contents of anti-fraud, and paying close attention to and inspecting possible corruption and fraud behaviors in the internal audit process.

3.5. Business Ethics

In response to business ethics, we have formulated the COC Code of Conduct, adhering to the concept of promoting sustainable development. This guideline aims to ensure that our organization members and the entire institution adhere to a series of rules and expected behaviors, in order to maintain compliance with laws and company regulations. The code of conduct covers multiple aspects This includes but is not limited to 12 aspects: compliance with laws and company regulations, fair competition and anti-monopoly, gifts and hospitality, security of confidential information, data protection and processing, quality and safety, business asset management, avoidance of conflicts of interest, social and ethical responsibility, export control and customs, sustainable development and environmental protection, violation of code of conduct, communication and training, etc.

To prevent internal corruption and bribery incidents, we have taken a series of preventive measures. Regular training is one of them. We have established a system prohibiting the acceptance of gifts and regularly issue notices of the ban on gift acceptance within the company. At the same time, we also regularly send notifications and questionnaires to suppliers prohibiting the giving of gifts and sign integrity agreements. To manage gift hospitality, we have also issued a ban on accepting gifts andThe received gifts are required to be turned over and registered by the human resources department. If the received gift is in cash, it will be handed over to the finance department for handling. The distribution of gifts received by the human resources department also needs to be approved and registered.

In addition, we have set up a reporting hotline and email address, and made them public in the employee

handbook. In 2024, we did not receive any complaints or reports regarding corruption or bribery. This fully demonstrates our company's high regard for ethical behavior and its unrelenting pursuit of standardized conduct and a fair environment. We will continue to strive to ensure that the practice of business ethics runs through all aspects of the company and make positive contributions to sustainable development.

The company has always been concerned about ethical behavior, normative conduct, employee safety and a fair and just working environment within the organization. We also actively maintain honest and clean cooperation with business partners and are committed to safeguarding our legitimate rights and interests. At the same time, we attach great importance to social demands and the sustainable development of society and the environment. For this reason, in 2024, we organized our employees to participate in the training on the Code of Conduct (COC). The basic contract risk management training requires each employee to make a compliance commitment.



COC Training

总时长 2464.988

播放时间 2464.9888

PROSE软件合规管理规范-2025

备注:

课程名称: 软件合规管理规范.mp4

开始时间: 2025-05-19 00:00

结束时间: 2026-05-19 00:00

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总时长 2464.988

播放时间 2464.9888

PROSE软件合规管理规范-2025

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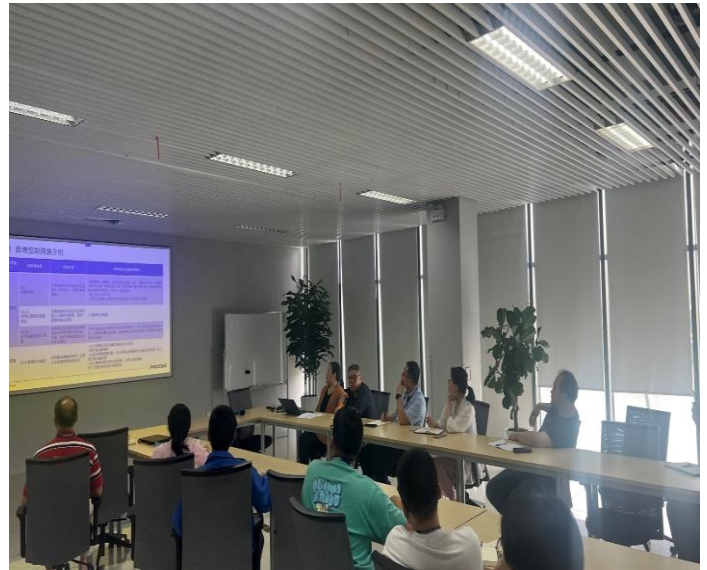
Risk management training

3.6. Information Security and Privacy Protection

The information security policy of our company is: risk management, full participation, prevention first, rapid response, and continuous improvement. In accordance with the requirements of ISO/IEC 27001:2022/GB/T 22080-2016 standards, and in combination with actual business and activities, we have established, implemented, operated, monitored, reviewed and improved a documented information security management system, which includes first-level manuals, second-level procedure documents, third-level regulations and fourth-level implementation monitoring records, etc.



ISO27001



Information Security Training

Internally, we systematically identified the company's information assets and quantitatively assigned values to each asset based on information classification, confidentiality, integrity, and compliance with laws and regulations, thus forming the "Information Asset List". At the same time, identify the possible impact on the assets caused by the loss of confidentiality, integrity, availability and compliance of these assets. Then, for the information risk levels that may be faced, determine the acceptable degree of risk, and select and implement corresponding control measures for different risks. Establish an information risk management system to reduce the possibility of information security incidents.

Externally, we communicate our information security measures and achievements to stakeholders in a transparent and responsible manner. To ensure the information security with third-party partners, we have taken due diligence measures. Before cooperating with third parties, we conduct thorough investigations and evaluations to ensure that they comply with our information security standards and requirements.

In the past three years, we have not experienced any advanced information security incidents such as data breaches or data damage. By establishing and improving the information security supervision and guarantee system, continuously monitoring and measuring, "learning lessons from security incidents and drawing experience from excellent industry standards", the performance of the company's information security management system is constantly improved. Ensuring the information security of the company is the obligation and responsibility of every employee. We encourage each employee to actively participate in

The company holds an "Information Security Training" every year. The participants include new employees and those who are currently employed in the middle of the year. The mid-year information security training covers departments such as the Information Technology Department, Finance Department, Human Resources Department, Purchasing Department, Resources Department, and Quality Control Department. The training is conducted both online and offline, with a coverage rate of over 90%.

4.1. Environmental System Construction

We have always been committed to environmental protection, using environmentally friendly facilities, dedicated to green environmental protection and pollution prevention, promoting resource recycling and reuse as well as industrial waste reduction, and minimizing the impact of production, operation and the entire life cycle of products and services on the environment. We enhance the guidance of employees' environmental awareness, identify compliance obligations related to the company's environment and update and solidify them into the company's management system. At the same time, we strive to extend it to upstream supply chain management. Strengthen environmental risk management, continuously improve the environmental management system, constantly enhance the company's environmental performance, and promote the company's sustainable development. In 2025, 100% of our staff will have received training in environmental affairs.

[illegible]

In 2016, we obtained the ISO 14001 certification audit for the environmental management system. We have always been committed to low-carbon design of our products through actions, developing energy-saving and environmentally friendly products, and striving for sustainable environmental development. Protect our environment in accordance with standard compliance requirements. This is our mission and also our responsibility.

4.2. Energy Management



4.2.1. Energy System

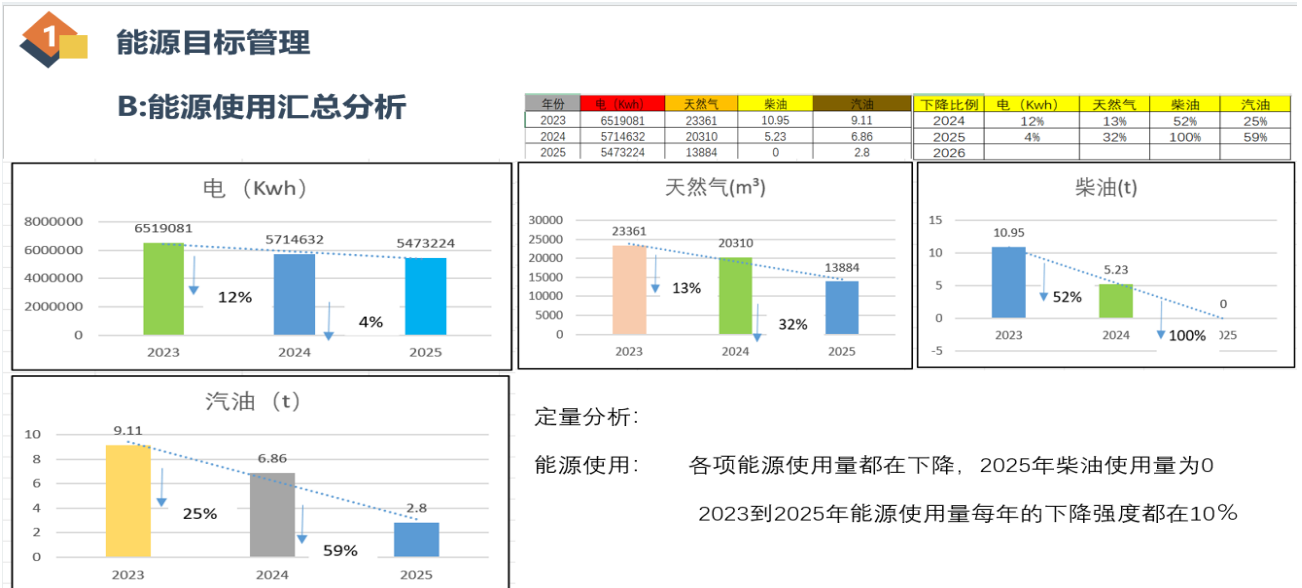
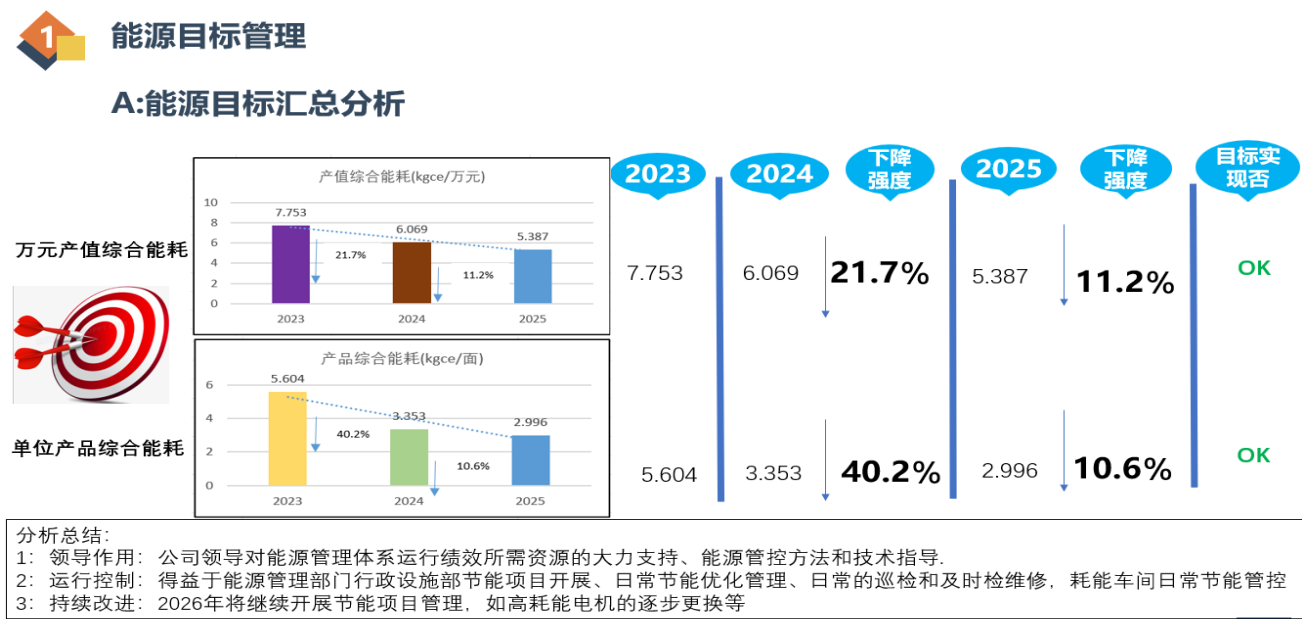
Our company is actively promoting the construction of an energy management system to achieve the goals of improving energy efficiency and sustainable development. The following are the key contents of our energy management system construction:

We have set clear energy management goals and policies, and all energy consumption in 2025 will see a significant reduction compared to 2024. In 2026, we will continue to be committed to optimizing energy usage, enhancing energy efficiency and reducing environmental impact. By carefully reviewing and evaluating energy usage, we collected and analyzed data on energy consumption, efficiency, etc., providing a foundation for subsequent improvement measures. Based on the review results, we have formulated a detailed energy management plan and implementation measures, covering aspects such as energy-saving renovations, technological upgrades, and equipment optimization. We have formulated the "Regulations on Energy Conservation Management" and the "Regulations on Air Conditioning Conservation Management". We have clarified the responsibilities and resource allocation for energy management to ensure that managers at all levels assume their corresponding duties and obligations.

The company's energy consumption mainly consists of electricity and natural gas. During the reporting

period, our electricity consumption for the year 2024 was 5,714,633 kwh, a decrease of 12.34% compared to 2023. During the reporting period, our water consumption for the year 2024 was 27,362 tons, representing a 21.39% decrease in energy consumption compared to 2023. During the reporting period, our gas consumption for the year 2024 was 20,310, representing a 13.06% decrease in energy consumption compared to 2023.

Types of energy consumption	electricity (kwh)	Photovoltaic (kwh)	water (t)	Gas (m³)	Diesel (t)	Gasoline (t)
Annual usage	3408728	2064496	22248	13884	0	2.87



We attach great importance to staff training, enhancing their awareness and knowledge of energy management, and encouraging them to actively participate in energy conservation and efficiency improvement. And we conduct regular monitoring and measurement: We have established a complete energy monitoring and measurement system, regularly collecting, analyzing and reporting energy data to evaluate the effectiveness of our energy management and continuously optimize improvement measures.



4.2.2. Energy Management System Certification Certificate



4.2.3. Energy-saving renovation measures

A: Upgrade of the air compressor system

In 2024, a new generation of intelligent variable frequency air compressor system was introduced. This

system adopts advanced variable frequency control technology and can automatically adjust the operating frequency according to the actual gas consumption, effectively avoiding the energy waste phenomenon of "a big horse pulling a small cart" in traditional air compressors, and enhancing the continuity and stability of production. It is expected that this upgrade will help the company achieve an annual electricity saving rate of over 40%, making a significant contribution to energy conservation and emission reduction.



B: Green renovation of the lighting system

In 2025, a comprehensive assessment and renovation of the lighting facilities in the factory area was carried out. High-efficiency and energy-saving LED lamps have been adopted to replace the original high-energy-consuming fluorescent lamps and ordinary LED lamps. LED lamps, with their high luminous efficiency, long lifespan and low heat generation, can save energy by more than 50% compared with traditional lighting equipment. It not only ensures a good working environment but also effectively reduces the energy consumption of lighting. This renovation not only brought considerable electricity bill savings to the company, but also created a more comfortable and healthy working space for the employees.



C Energy system

By the beginning of 2025, the company will implement an energy system management system, which will enable real-time monitoring of the changes in major energy consumption and trend analysis. This will effectively monitor the company's energy usage and facilitate the energy management team to make data-based decisions for energy management, thereby effectively enhancing energy conservation management.



4.3. Water Management

In terms of water resource utilization, the company is actively building a water-saving enterprise. We do not use water for production. It is mainly used for daily domestic water supply. The company strictly follows the municipal water supply network and complies with the requirements for water resource management stipulated in the environmental impact assessment approval. After being pre-treated in septic tanks, domestic sewage is discharged through the factory's discharge outlet to the local sewage treatment plant to ensure that the discharge meets the requirements of the environmental impact assessment standards. The total water consumption in 2024 is 27,365 tons.

The company actively improves the efficiency of water resource utilization by taking measures such as water-saving publicity, installing water-saving appliances and equipment, implementing water recycling, renovating pipelines and facilities, and inspecting and controlling leakage in the pipeline network.



4.4. Renewable resources

To promote the company's sustainable development, the company installed a photovoltaic power generation system on 26,000 square meters of idle rooftops. The project was completed and put into operation in September 2023. The following environmental benefits are expected to be achieved annually: saving 780.64 tons of standard coal, reducing carbon dioxide emissions by 1,039 tons, sulfur dioxide emissions by 71.4 tons, carbon dust emissions by 647.36 tons, and nitrogen oxide emissions by 35.7 tons.

Through the construction of photovoltaic power generation systems, we have achieved remarkable environmental benefits, saving a large amount of standard coal resources and reducing a significant amount of greenhouse gas and pollutant emissions. This measure has provided gratifying results for the company's sustainable development management and construction, and will also make positive contributions to the sustainable development of society and the environment.



4.5. Environmental Compliance Management

4.6.1. Environmental Risks

During the construction of our project, we strictly abide by relevant national and local laws and regulations, including those related to environmental protection, land use, and building safety. We will, in accordance with the requirements of laws and regulations, apply for and obtain the necessary licenses and approval documents for construction projects in a timely manner to ensure the legality and compliance of the projects.

Every year, we conduct regular assessments to identify potential environmental risks and challenges, as well as the health hazards of the working environment to employees. Through risk assessment, we identify possible environmental accidents and emergencies of the project and formulate corresponding "Emergency Response Plans", including prevention, mitigation and recovery measures. We also establish relevant

emergency management teams and organize employees to conduct emergency drills. During the reporting period, the company organized a total of 6 environmental emergency drills to ensure that risk incidents could be controlled in the first instance.

We will continue to monitor and improve our environmental risk management measures to ensure that our projects have the least impact on the environment and society, and to promote the realization of sustainable development. In 2025, our risk assessment work will cover 100% of the production sites where we operate.



4.6.2. Chemical Management

For the management and use of chemicals, we have formulated the "Measures for the Storage and Use of Chemicals", and all personnel involved in the management and use of chemicals must be trained and hold relevant certificates before taking up their posts. Clear hazard signs and precautions must be pasted or hung in the areas where hazardous chemicals are used and stored. Do not use or come into contact with chemicals that are unfamiliar or unknown to you without authorization. For chemicals that pose a risk of skin corrosion, wear protective clothing and gloves when using or coming into contact with them. When handling chemicals or dust particles that may splash into the eyes and cause harm, wear protective glasses.

Fire-fighting equipment must not be used for other purposes. Normally closed fire doors should be closed immediately when entering or leaving. Flammable and combustible materials must not be piled up around electrical equipment and lighting facilities. After work is completed, the power supply of the equipment should be cut off. Comply with the company's electrical operation regulations and rules, enhance your awareness of electrical safety. In case of an electrical fire, cut off the power supply first and then carry out rescue operations. Department managers identify, evaluate and control the chemical, physical and other risk factors that employees are likely to come into contact with. When risk factors cannot be fully controlled through engineering technology and management methods, appropriate personal protective equipment must be provided to employees and protective knowledge training should be conducted.



Drill + Training

4.6.3. Waste Gas Management

The company conducts corresponding treatment and control measures based on the types of waste gas generated during the production process, covering aspects such as source collection, process control, and end-of-pipe treatment, to ensure that the concentration of waste gas emissions meets the standards. Meanwhile, the company has established a management mechanism for environmental protection equipment and facilities, strengthened the operation management of environmental protection equipment and facilities, and ensured their efficient operation. In accordance with the pollutant discharge permit and the monitoring requirements of the environmental protection department, professional third parties were entrusted to conduct regular monitoring of the waste gas, and the monitoring results all met the emission standards.

检测报告

检测编号: HJ2407050

第 4 页 共 31 页

2 有组织废气

采样日期: 2024/07/17		检测结果					
检测 点位	序 号	检测内容	单位	1	2	3	均值
生产车间 1#废 气排 气筒出口 Y2 排气筒高 度: 15 m	1	大气压力	kPa	100.80	100.80	100.80	/
	2	烟温	℃	38.9	38.1	38.8	/
	3	检测管道截 面积	m ²	0.7853			/
	4	动压	Pa	36	37	38	/
	5	静压	kPa	0	0	0	/
	6	流速	m/s	6.7	6.8	6.9	/
	7	含湿量	%	1.30	1.14	1.09	/
	8	烟气流量	m ³ /h	19172	19301	19775	/
	9	标干流量	m ³ /h	16342	16521	16900	16588
处理设 施: 活性 炭过滤棉	10	24 种挥发性 有机物实测 总和	mg/m ³	34.9	41.8	33.4	36.7
		24 种挥发性 有机物排放 速率总和	kg/h	0.570	0.691	0.564	0.609

4.6.4. Wastewater Management

In terms of water resource usage, we do not use water for production. We mainly use water for daily domestic purposes. Our company strictly follows the tap water supply from the municipal water network and complies with the water resource management standards set by the local regulatory authorities and the requirements of the local sewage treatment station. We do a good job in daily control and monitoring the discharge of pollutant factors. Currently, after testing, there are no abnormal factors in the wastewater we discharge.

二、检测结果:

1 废水

采样时间	检测项目	单位	检测结果 W1	排放限值
2024/07/18	pH 值	无量纲	6.7(水温 31.3℃)	6~9
	化学需氧量	mg/L	198	500
	悬浮物	mg/L	94	400
	氨氮	mg/L	15.1	45
	总磷	mg/L	1.77	8
	动植物油类	mg/L	3.28	100
	五日生化需氧量	mg/L	92.5	350
排放标准	废水中 pH 值、悬浮物、化学需氧量、动植物油类执行《污水综合排放标准》(GB8978-1996)表 4 三级标准限值; 废水中五日生化需氧量、氨氮、总磷执行《污水排入城镇下水道水质标准》(GB/T31962-2015)表 1B 级标准限值。			

Details of pollutant emissions

Pollutants	Unit (T)	2025Emissions	2024Emissions	Remarks
COD	T	0.38	4.95	
Ammonia nitrogen	T	0.83	0.378	
SS	T	0.2	2.35	
Total phosphorus	T	0.005	0.008	
Animal and vegetable oils	T	0.007	0.91	
BOD	T	0.21	2.3	
Total	T	0.621	10.888	

4.6.5. Waste

The solid waste generated by the company is classified into general waste, hazardous waste and domestic garbage.

General waste is classified within the factory and then handed over to resource recycling and utilization manufacturers for recycling and disposal. Domestic waste is transferred to designated environmental sanitation recycling points and disposed of by the environmental sanitation department.

Hazardous waste is collected, stored and transported in accordance with national laws and regulations, and is legally disposed of by units with hazardous waste treatment qualifications. At the same time, the company has formulated the "Waste Management Plan", actively promoting the reduction, harmlessness and resource utilization of hazardous waste, and reducing the generation of hazardous waste from the source. For the domestic waste company to actively carry out the construction of waste classification, it has implemented and followed up from several major aspects such as personnel training, system construction, and inspection and publicity, achieving the reduction and classification management of waste.

The total annual amount of waste emissions

Indicator	"Unit	2025	2024
The total amount of general waste generated	T	250	358
General waste disposal volume	T	250	358
General waste disposal rate	%	100.00%	100.00%
Total amount of hazardous waste generated	T	1.94	1.64
The volume of hazardous waste disposal	T	1.94	1.64
Disposal rate of hazardous waste	%	100.00%	100.00%

The diagram illustrates four types of waste bins used in China's waste management system:

- Red Bin (Hazardous Waste):** Labeled "危险垃圾" (Dangerous Waste) and "有害垃圾" (Harmful Waste).
- Yellow Bin (General Waste):** Labeled "其他垃圾" (Other Waste) and "其他垃圾" (Other Waste).
- Blue Bin (Recyclable Waste):** Labeled "可回收物" (Recyclable) and "可回收物" (Recyclable).
- Green Bin (Organic Waste):** Labeled "厨余垃圾" (Kitchen Waste) and "厨余垃圾" (Kitchen Waste).

4.6. Greenhouse Gas Management

4.6.1. Goal Commitment

The company responds to the commitment of the "1.5 ° C Temperature Control Target" issued by the Science Based Targets (SBTi) Global Initiative, jointly launched by the World Wide Fund for Nature (WWF), the CDP, the World Resources Institute (WRI), and the United Nations Global Compact (UNGC) in 2015. In accordance with the requirements of the ISO14064 international standard, the company has sorted out and investigated the key links of its carbon emissions, identified and managed the responsibilities, assets and risks related to greenhouse gases (GHG). Establish a GHG emission inventory; Establish a sound mechanism for quantifying, managing and reporting GHG emissions.

Carbon reduction target

Scope	Target in2030	Yearly target							
		2023	2024	2025	2026	2027	2028	2029	2030
Scope1	-50%	-7%	-7%	-7%	-7%	-7%	-7%	-7%	-7%
Scope2									
Scope3	-25%	-3%	-3%	-3%	-3%	-3%	-3%	-3%	-3%

Target dashboard

PROSE

FILTERS

DOWNLOAD XLS

COMPANY/FINANCIAL INSTITUTION	TARGETS			ORGANIZATION TYPE	
	NEAR TERM	LONG TERM	NET-ZERO		
PROSE Technologies (Suzhou) Co.Ltd China, Asia	1.5°C	-	-	Company	View less

Date published/updated

2023

Target summary

Near term: 1.5°C by 2030

Target

Prose Technologies (Suzhou) Co., Ltd commits to reduce absolute scope 1 and 2 GHG emissions 50% by 2030 from a 2021 base year. Prose Technologies (Suzhou) Co., Ltd also commits to reduce absolute scope 3 GHG emissions 25% within the same timeframe.

Sector

Telecommunication Services

SBTi Disclosure

4.6.2. Carbon Management Framework

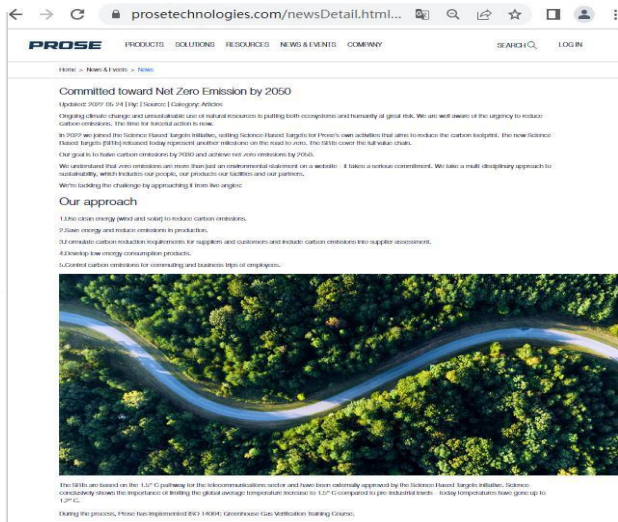
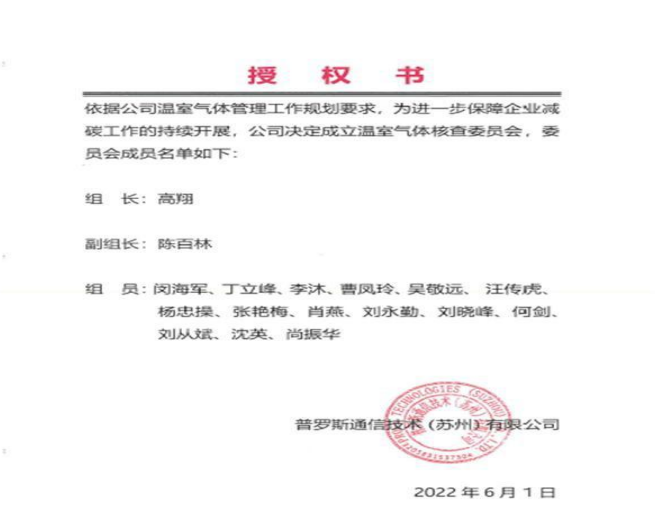
The management representative clearly defined the company's operations and customer expectations

regarding GHG emissions, led the establishment of a greenhouse gas management team, and assigned the functions of each relevant department. The company's GHG reduction target is to halve GHG carbon emissions by 2030 with 2021 as the base year and achieve carbon neutrality by 2050.

The carbon reduction team consists of designated personnel from departments such as the company's system, facilities, human resources, logistics, procurement, administration, product research and development, and engineering, who are specifically responsible for identifying and inspecting GHGS within the company's operational control boundaries, guiding and coordinating the statistics of the specific emissions of each emission source, and matching

The Integrated System Department has completed the verification of the carbon data inventory and reports, and formulated carbon reduction commitments, appointment letters for carbon reduction teams, and carbon reduction targets. Contents of which have been in the company's website:

<https://www.prosetechnologies.com/>



PROSE Technologies Earns Top SME B-Level CDP Rating Again

Updated: 2025-12-22 19: | Source: | Category: Article
Donaueschingen, Germany — PROSE Technologies has once again been recognized for its outstanding commitment to environmental management and sustainability by CDP, the global environmental non-profit that operates the world's independent environmental disclosure system.
For the 2025 reporting cycle, PROSE Technologies earned a B-level rating, which is the highest score available for small and medium-sized enterprises, for climate change based on data disclosed through CDP's questionnaire. This rating reflects the company's commitment to transparent environmental disclosure and governance.
This recognition comes as part of CDP's global assessment of nearly 20,000 companies scored in 2025, with more than 22,100 companies reporting environmental data through CDP's platform in the same year.
CDP applies a rigorous methodology to evaluate disclosure quality, awareness of environmental risks and opportunities, and management practices. Its scoring system is widely used by investors and procurement teams to inform decision-making and support a sustainable, net-zero economy. CDP is fully aligned with the Task Force on Climate-related Financial Disclosures (TCFD) framework, underscoring the relevance of high-quality environmental reporting in today's financial and regulatory environment.

About PROSE Technologies

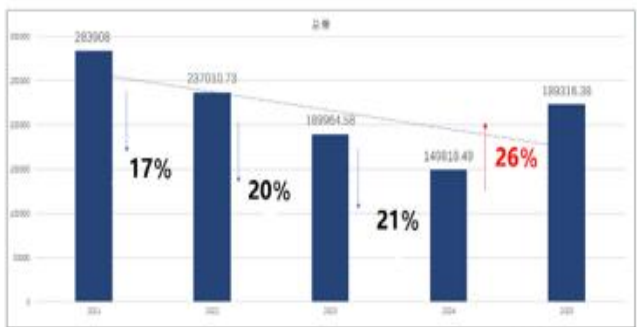
PROSE Technologies is a global team of wireless communication professionals driven by a mission to connect people's lives, work, and everything in between. We strive to provide the most innovative and advanced wireless communication solutions in the market. As an industry leader, we invite all our partners and customers to join us on our journey to revolutionize the telecom industry and create a future where everyone is connected.

About CDP

CDP is a global non-profit that runs the world's only independent environmental disclosure system. As the founder of environmental reporting, we believe in transparency and the power of data to drive change. Partnering with leaders in enterprise, capital, policy and science, we surface the information needed to enable Earth-positive decisions. We helped more than 24,000 companies and almost 1,000 cities, states and regions disclose their environmental impacts in 2024. Financial institutions with more than a quarter of the world's institutional assets use CDP data to help inform investment and lending decisions. Aligned with the ISSB's climate standard, IFRS 52, as its foundational baseline, CDP integrates best practice reporting standards and frameworks in one place. Our team is truly global, united by our shared desire to build a world where people, planet and profit are truly balanced.

4.6.3 Annual Emission data

2 碳数据-基准年与2022、2023、2024、2025碳数据分析(总量)

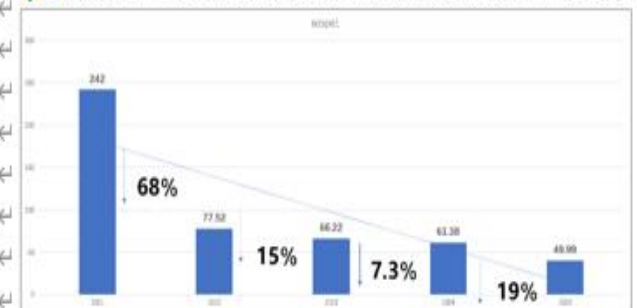


总量： 2025年较基准年减碳降幅为：33%

4 碳核查认证—ISO14064



2 碳数据分析-基准年与2022、2023、2024、2025碳数据分析 (scope1)

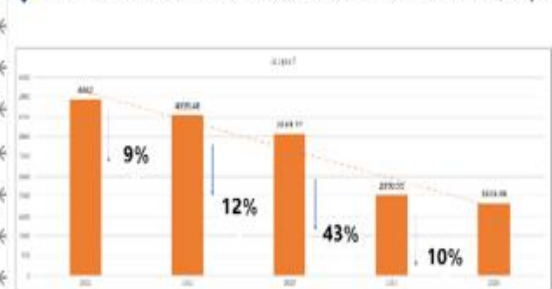


Scope1: 2025年较基准年减碳降幅为：79%

4 产品碳足迹认证—ISO14067



2 碳数据分析-基准年与2022、2023、2024、2025碳数据分析 (scope2)



Scope2: 2025年较基准年减碳降幅为：59%

2 碳数据分析-基准年与2022、2023、2024、2025碳数据分析 (scope3)



Scope3: 2025年较基准年减碳降幅为：33%

2 范围三：2025碳排放数据分解分析



2 2025碳排放数据分析结论



4.6.4. Carbon reduction plans and measures

Scope 1	Construction of photovoltaic power stations	We plan to install photovoltaic power generation equipment in four buildings (AB and CD) within the factory area. This will utilize solar energy resources, generate clean energy through photovoltaic power generation systems, reduce reliance on traditional energy sources, and thereby lower carbon emissions. At present, we have entered the review stage for qualified suppliers. We are currently evaluating and selecting suppliers with relevant qualifications and experience to ensure that the quality and performance of the equipment meet our requirements. We plan to complete the installation of photovoltaic power generation equipment by the middle of the year. This includes installing photovoltaic panels, inverters and grid connections and other equipment to ensure the normal operation of the system and inject sustainable clean energy into our energy consumption.
Scope 2		
Scope 3	Adjust the development of market business	The focus of the market business has gradually shifted from 4G antennas to 5G antennas. As the weight of 5G products is significantly reduced compared to 4G products, the amount of raw materials required annually is also correspondingly decreased, thereby reducing the carbon emissions of raw materials.
	Selection of nearby suppliers	When choosing raw material transportation suppliers, we adopt the principle of proximity and try to select those that are closer to the production base to reduce the transportation distance. In addition, we have established direct shipping relationships with some suppliers, delivering goods directly from the manufacturer to customers, which further reduces the turnover distance of goods and carbon emissions.
	By sea	We encourage the use of sea transportation as much as possible in the transportation of finished products and reduce the volume of air transportation. Compared with air transportation, sea transportation has a lower carbon emission level and can reduce the carbon footprint during the transportation process.
	Company charging pile facilities	We are actively installing charging facilities to support employees' green travel. This encourages employees to use low-carbon transportation such as electric vehicles or hybrid vehicles, reducing their reliance on traditional fuel vehicles and thereby lowering vehicle exhaust emissions. Let it go.



4.6.5. Product Carbon Footprint:

We are paying close attention to this issue. We attach great importance to environmental and social responsibility and actively take measures to promote sustainable development. Based on the requirements of ISO14040:2006, ISO14044:2006, and ISO14067:2018 standards, we have developed base station antennas (model: 2RA-51, Model: 4M90TC-06, model: The life cycle of 2FD-00CT-H was evaluated to quantify its carbon emission data, and its environmental impact and carbon footprint in the value chain were analyzed. By understanding the carbon footprint of the product, we can identify the key optimization links in the design and production of the product, reduce energy consumption and greenhouse gas emissions, and promote the improvement of sustainability and resource efficiency.



4.7. Green products

Our main products are base station antenna products. This series of products usually do not face direct end-of-life problems in the short term. However, with the advancement of technology and changes in the market, there may be some situations in the future that cause certain base station antenna products to gradually exit the market or no longer meet current demands. This may include factors such as outdated technology, spectrum adjustment, and network architecture upgrade. Therefore, green products are an important part of our company's sustainable development strategy, and they will affect the recyclable value and carbon emissions of the products. We are committed to establishing and implementing the following policy framework:

Product design stage: Considering the factors of management and recycling at the end of the product life cycle. By adopting recyclable materials, green materials, modular design and easy-to-disassemble structures, we strive to reduce the complexity of product recycling and disposal, and enhance recycling efficiency and resource utilization.

Actively participate in extended producer responsibility: To promote the feasibility and efficiency of product

recycling and reuse, we will provide clear and definite guidance and information based on the actual situation, communicate our policies and practices to consumers, supply chain partners and stakeholders, and encourage them to actively participate in product recycling and sustainable development efforts.

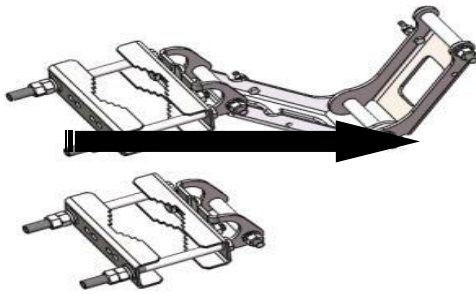
By formulating and implementing the above policy guidelines, we will promote the sustainable development of product end-of-life cycle management and product recycling. We firmly believe that effective product recycling and resource recycling are an important part of achieving the sustainable Development goals, and we will continue to strive for innovation and improvement to ensure that our products achieve the greatest environmental and economic benefits throughout their entire life cycle.

4.7.1. Green Product Design

Non-ferrous metals replacing ferrous metals: In antenna products, we have used non-ferrous metals instead of ferrous metals, which can reduce the use of electroplating processes. By using non-ferrous metals, we can achieve multiple environmental benefits.

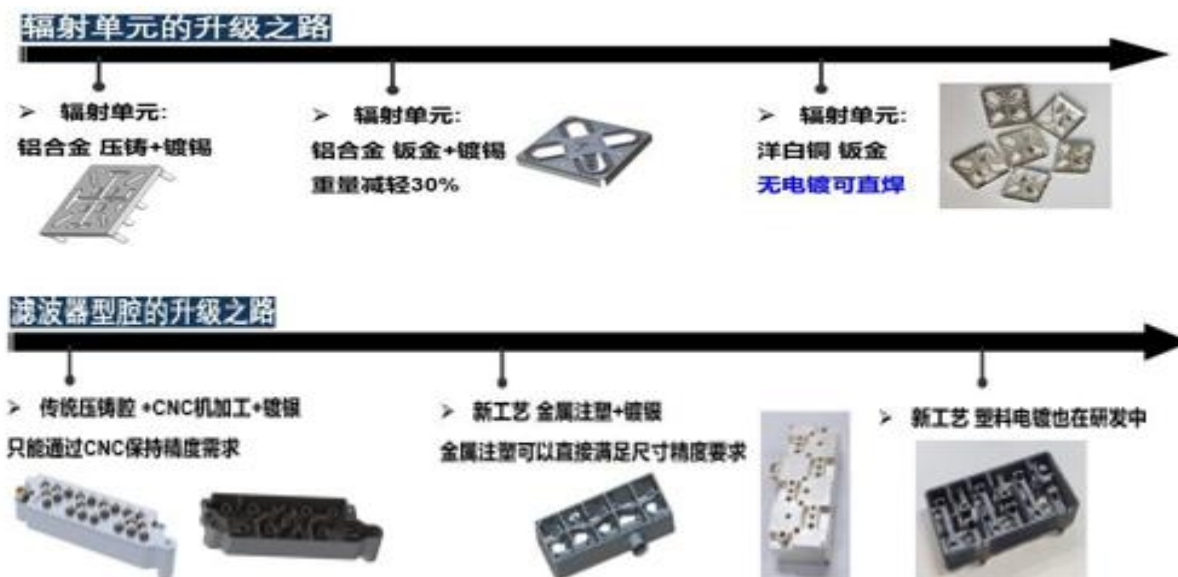
Firstly, it reduces the use of chemicals required in the electroplating process, lowers the environmental load and the generation of wastewater. This helps to reduce the consumption of water resources and water pollution. Secondly, non-ferrous metals that replace ferrous metals usually do not require electroplating processes, simplifying the production process. This reduces the process steps and time on the production line, enhancing production efficiency and capacity.

In addition, non-ferrous metals have high recycling and reuse value. Compared with ferrous metals, non-ferrous metals are easier to recycle and reuse, which is conducive to the recycling of resources and the reduction of waste generation.



Research and application of direct soldering of non-ferrous metals: This technology reduces surface treatment processes and lowers the generation of wastewater. Traditional metal welding requires complex chemical treatment processes, while direct soldering avoids these steps by directly connecting solder and non-ferrous metals. This green technology reduces the use of chemicals and is conducive to environmental protection and resource conservation. At the same time, it simplifies the production process, improves efficiency and provides more reliable welding connections. The application of direct soldering conforms to the principle of sustainable development, promoting green manufacturing and reducing environmental impact. It is for creation

It has made significant contributions to creating more environmentally friendly products.



Substitution of recyclable materials: By adopting MRPP thermoplastic radomes, we have achieved significant improvements in the weight and recyclability of radomes. This not only enhances the performance and sustainability of the product, but also helps to reduce transportation costs and energy consumption. This



传统的 FRP 玻璃钢·天线罩

重量较重，材料不可回收

优化后 MRPP·热塑型天线罩

重量减轻 23%，材料可回收

optimization measure brings a more environmentally friendly and cost-effective option for radome applications in the telecommunications industry and other fields.

High-gain antenna mass production: Through the mass production of high-gain antennas, the radiation efficiency has been significantly improved, enabling customers to achieve coverage effects comparable to those in the past with lower energy consumption under the same coverage area. Compared with the 60% to 70% radiation efficiency of traditional antennas, ultra-efficient antennas can convert 90% of the input power into radio coverage. Each antenna has an additional gain of approximately 1.2dB, expanding the coverage area of each site and thus making it feasible to reduce the number of deployed sites. Fewer sites mean lower costs for site leasing, maintenance and software, which brings significant savings from the perspective of operating costs.

The application of high-gain antennas has achieved higher energy conversion efficiency, reduced energy consumption, and accordingly decreased carbon dioxide emissions. This improvement in efficiency is of great significance for sustainable development and environmental protection. By enhancing the performance and efficiency of antennas, we can achieve greater energy savings and carbon footprint reduction in the field of wireless communication, making a positive contribution to a sustainable future.

4.7.2. Green raw materials

Reuse of waste plastic raw materials: We use plastic crushing to break down waste plastic products into fine particles, providing an important pretreatment step for their subsequent recycling and reuse. The application of plastic shredders enables waste plastic products to be effectively recycled and processed,



promoting the recycling of plastics and the sustainable utilization of resources.

4.8. Green packaging

We attach great importance to energy conservation and environmental protection. In terms of packaging, we have adopted degradable material EPE (polyethylene foam) as the cushioning inner lining. This material can naturally decompose during use, reducing the load on the environment. We apply EPE cushioning material to 80% of product packaging to ensure that the majority of products can benefit from environmentally friendly features. In addition, we have pasted a special environmental protection label number on the outer contour of the packaging to further emphasize our commitment to environmental protection. These measures not only help reduce the generation of waste, but also reflect our company's positive attitude towards sustainable development and environmental protection. We will continue to promote the use of eco-friendly materials and take relevant measures to facilitate sustainable packaging and more environmentally friendly business practices.

5. Employees

5.1. Employee diversity

PROSE is a global company and a very dynamic team. We adhere to international norms such as the United Nations Convention on Human Rights Protection and the conventions of the International Labour Organization. We embrace and respect every employee working at Prologis, and clearly stipulate in the "Recruitment System" and "Promotion System" that the daily mobility management of employees affected by discrimination due to gender or other reasons is prohibited. The company, in accordance with its management plan, regularly or irregularly recruits personnel on public online recruitment platforms. The company implements the principles of "equal opportunity" and "no discrimination" for all candidates,

providing them with equal opportunities and treatment during the recruitment and promotion processes.

In terms of caring for and protecting female employees, PROSE, in accordance with local laws and regulations, grants female employees full leave benefits such as prenatal check-up leave, maternity leave, and breastfeeding time, and fully pays their salaries. The company gives a half-day off on March 8th every year and distributes care gifts to all female employees. A spacious mother-and-baby room has been set up for female employees who are breastfeeding. In addition, the company offers paid parental leave to both male and female employees, encouraging male employees to be more involved in family child-rearing and advocating the concept of gender equality.

Annual employee distribution data			
Indicator	Unit	2024	2025
Total number of employees	人	780	760
The total number of female employees	人	315	302
The proportion of female employees among all employees	%	40.38 %	36.16%
The number of senior management	人	13	13
The number of members of the Safety committee	人	15	1
The number of employee representatives	人	100	100
The number of employees who undergo performance and career development evaluations	人	1235	1132
Gender structure			
The number of male senior managers	人	11	11
The number of female senior managers	人	2	2
The percentage of women in senior management positions	%	18.18 %	18.18%
The total number of board members	人	7	7
The number of women on the board of directors	人	1	1
The percentage of women in organizational boards	%	14.23%	14.23%

5.2. Employee Rights Protection

The company, in accordance with the provisions of the Labor Law and relevant local regulations, guarantees the legitimate rights and interests of its employees, including social insurance, legal holidays, overtime pay, and basic wages that comply with the local minimum wage standards. The company requires its employees to complete their work as much as possible during normal working hours and strictly controls the situation of overtime. In 2024, we will pay social insurance for 100% of all our employees.

The company resolutely prohibits the employment of child labor and forced labor, forges discrimination and harassment, and effectively safeguards the legitimate rights and interests of employees in all aspects such as inclusiveness and equality, openness and diversity, career choice and employment, association and assembly, religion and belief. It has also formulated relevant behavioral norms such as the "Human Rights

Management Regulations", "Measures for the Protection of Minor Employees", and "Anti-Discrimination and Anti-Harassment Regulations".

To enhance employees' awareness of human rights protection, we hold regular and irregular human rights awareness training sessions to help them better maintain their self-awareness. During the reporting period, all employees received training related to labor human rights. In 2025, we did not experience any incidents of discrimination, harassment, or the employment of child labor.



COC Training

5.3. Employee Communication

The company established an employee representative assembly to promptly listen to the opinions of its employees and initiated a voting system for the employee representative assembly in accordance with relevant policies to ensure fairness, objectivity and impartiality. The company organized and planned the establishment of the staff congress in 2022, and the staff congress was officially held in October 2022

The conference held a publicity meeting and an internal election was conducted from November 21st to December 13th, 2022. Eventually, 100 employee representatives and 8 members of the employee representative group were elected and signed collective contracts. In 2025, the coverage rate of employee representatives and collective contract workers in the company will be 100%. Because all the employee representatives are elected by voting from 28 departments based on the company's organizational structure.

We conducted a questionnaire survey covering six major areas: work environment, work process, learning and development, overall management, salary and performance, and organizational atmosphere. Each area is scored out of 4 points. The survey results are shown in the following table.

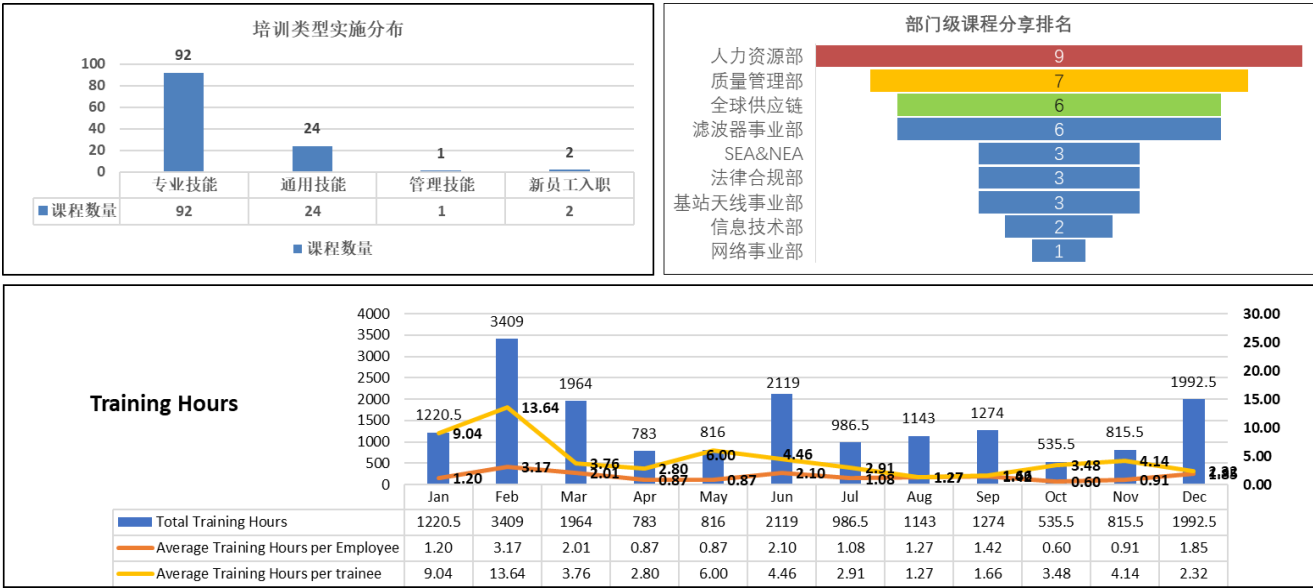
Subsequently, we summarized and organized the investigation results, and sent the issues responsible for the corresponding departments to the relevant departments for confirmation and rectification. At the same time, they were listed in the daily work improvement plans of each department. For instance, additional

check-in machine locations should be set up to facilitate the diversion of time for people to check in after work. Add a rain and sun protection shed for moped bicycles to protect employees' vehicles. The improvement of the old OA office automation platform and the introduction of a new OA office automation platform to enhance office efficiency. Complaints about the existing food suppliers have increased, and the company is considering a new food supplier plan. Implement grade assessment for front-line personnel, team leaders, and R&D technical staff, and ensure fair salary adjustments. Raise the original outing standards by 2 to 3 times, etc. Strive to improve the working environment for employees and enhance service quality in all aspects.

5.4. Employee Career Development

Cultivate talents for the company's continuous development and meet the human resource needs of the company's strategic development goals. Constantly enhance the capabilities and qualities of employees to make the company a "learning" organization that is constantly learning and full of vitality, achieving the common development of employees and the company. We have established a sound development and training mechanism to create learning opportunities for our employees, enhance their knowledge, skills and experience, correct their attitudes and meet their needs to realize their self-worth.

According to the career development path of employees in the enterprise, it is divided into new employee training, on-the-job training, job transfer and re-employment training, promotion training, special position training, etc. And it is divided into external training for enterprises and internal training for enterprises according to training resources. According to the form of training implementation, it includes but is not limited to various learning methods such as online training, face-to-face instruction, audio-visual, seminars and salons, lectures, conferences, team-building activities, etc. At the same time, we have also established an internal trainer system to help the company better maximize the utilization of training resources.



5.5. Occupational Health and Safety

The company is committed to establishing and maintaining a complete occupational health and safety management system to ensure the health and safety of its employees. We have established a

comprehensive set of occupational health and safety policies and procedures, clearly defining the company's commitments and requirements regarding health and safety. We have established a Safety Committee to assist the management in supervising and promoting the construction of the occupational health and safety management system, and to hold regular meetings to discuss and review issues related to health and safety. The Safety Committee is composed of representatives elected from various departments and employees, covering 100% of all departments and employees of the company. Committee members share information, offer improvement suggestions, and participate in the formulation and assessment of EHS goals and indicators.



ISO45001



Second-level safety standardization compliance certification

The company is responsible for taking effective management measures for the prevention and control of occupational diseases, and providing employees with a workplace, environment and conditions that meet national occupational health standards and hygiene requirements. At the same time, employees also have the obligation to learn and master relevant occupational health knowledge, abide by relevant operation norms, correctly use and wear protective equipment and supplies provided by the company, and ensure their own health and safety. The company conducts regular on-site safety operation risk assessments of the workplace every year. The company regularly provides free occupational health check-ups for its employees (before, during and after work) to ensure their health and safety. Meanwhile, the company offers special protection to pregnant employees and prohibits them from working in positions with occupational hazard factors. In 2024, the coverage rate of employee physical examinations was 100%, and the incidence of occupational diseases in the company was 0.

The company strictly adheres to technical safety regulations, provides necessary safety training and operation guidance for employees, and conducts pre-job skills and safety education training for all employees. Employees who have not received training and do not possess the necessary skills and experience are not allowed to engage in dangerous and harmful work. Before taking up their posts, all employees of the company must receive more than 24 hours of pre-job occupational health, safety and environmental education and training provided by the company. The training coverage rate 100%. Employees who violate occupational health and safety and environmental regulations will be dealt with seriously in accordance with relevant rules and regulations by the company. If they cause personal injury,

equipment damage or environmental pollution, the company has the right to hold them accountable for relevant economic and legal responsibilities. The company provides a healthy and safe working environment for all employees and is responsible for implementing all regulations related to health and safety.

PROSE

在职培训记录及签到表

培训日期	2024.11.7	培训地点	会议室	培训主题	新员工入职培训
培训讲师	HR	培训对象	新员工	培训方式	☒ 笔试 ☒ 实操考核 ☒ 现场演练 ☒ 其他()
培训目的	新员工入职培训，了解公司文化、规章制度、岗位职责等。				
参加培训人员名单					
序号	员工ID	姓名	部门	签到	备注
1	010101	张三	市场部	☒	
2	010102	李四	市场部	☒	
3	010103	王五	市场部	☒	
4	010104	赵六	市场部	☒	
5	010105	陈七	市场部	☒	
6	010106	孙八	市场部	☒	
7	010107	周九	市场部	☒	
8	010108	吴十	市场部	☒	

PROSE

在职培训记录及签到表

培训日期	2024.11.7	培训地点	会议室	培训主题	新员工入职培训
培训讲师	HR	培训对象	新员工	培训方式	☒ 笔试 ☒ 实操考核 ☒ 现场演练 ☒ 其他()
培训目的	新员工入职培训，了解公司文化、规章制度、岗位职责等。				
参加培训人员名单					
序号	员工ID	姓名	部门	签到	备注
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3	010103	王五	市场部	☒	
4	010104	赵六	市场部	☒	
5	010105	陈七	市场部	☒	
6	010106	孙八	市场部	☒	
7	010107	周九	市场部	☒	
8	010108	吴十	市场部	☒	

Occupational health and safety training records

6. Supplier Management

As one of the world's leading manufacturers of communication devices, PROSE has established close cooperative relationships with high-quality suppliers all over the world. Adhering to the principle of sincere cooperation, mutual benefit and common development, we are committed to continuously meeting the requirements of laws and regulations and customers, fulfilling our social responsibilities, and have formulated the "Sustainable Procurement Policy".

PROSE treats factories of both domestic and foreign partners fairly. All suppliers must abide by the laws, regulations and corresponding industry standards of the countries and regions where they are located. At the same time, all suppliers are required to sign the "Environmental Protection and Social Responsibility Agreement" to supervise, manage and guide their social responsibility behaviors. Requirements should be imposed on suppliers in terms of social responsibility and ethical standards, environmental and occupational safety and health, and conflict mineral management.

6.1. Basic Supplier Access

To identify the production capacity and social responsibility risks of new suppliers, ensure the quality of the company's products and services, effectively safeguard the legitimate rights and interests of customers, and promote the implementation of sustainable development capabilities in the supply chain. The company requires that the suppliers eligible for access obtain the corresponding certificates (such as ISO 9001, IATF 16949, ISO14001). When applying for access, suppliers need to provide qualification certificates and authorization certificates within the validity period.

6.2. Qualification Review of potential suppliers

PROSE actively promotes the construction and improvement of the supply chain social responsibility management system, controlling every stage from supplier development, qualification assessment, performance evaluation to subsequent development to ensure that suppliers fulfill the company's social responsibility requirements.

The company has formulated the "Supplier Selection and Management Procedure" and implemented the provisions of the procedure in its work. PROSE will conduct a comprehensive social and environmental responsibility risk assessment of suppliers in accordance with the "Supplier Selection and Management Procedure".

The company divides the management process of suppliers into several stages, including basic access, potential qualification review, performance evaluation and continuous improvement, to promote the implementation of responsible supply chain management. For suppliers that meet the basic access conditions, the company requires them to provide and sign the "Supplier Investigation Form"

"Commercial Confidentiality Agreement" Potential suppliers are listed based on the scoring results of the "Supplier Information Evaluation List".

The company's qualified procurement auditors will review suppliers in accordance with the "Sustainable Procurement Policy", "Supplier Selection and Management Procedures", and "Supplier Audit Report". Suppliers that pass the review will be approved to be included in the list of qualified suppliers. Qualified suppliers must sign the "Quality Assurance Agreement", "Procurement Framework Agreement", "Green Procurement Assurance Agreement", and "Honesty and Integrity Cooperation Agreement".

To ensure that new suppliers comply with the operational requirements of the supply chain. Every year, the company organizes purchasing staff to study and receive training on sustainable procurement-related knowledge, and conducts performance evaluations for them. This is to ensure that the suppliers reviewed by the purchasing staff comply with the company's sustainable procurement policies while also having the ability to control the performance of suppliers, assist them in continuous improvement, and promote the common development of suppliers and the company. To reduce the cooperation risks for suppliers.

Annual	The number of purchasing personnel	The number of people trained in sustainable procurement	Proportion
2021	16	16	100%
2022	12	12	100%
2023	12	12	100%
2024	7	7	100%
2025	7	7	100%

Rosenberger Asia Pacific Electronic Co., Ltd.					Rosenberger				
在职培训记录及签到表									
培训日期	2021.05.17	培训地点	库壳会议室	培训课题	考核/签到/备注				
培训课时	1	培训讲师	廖国军	评估方式	☐ 笔试	☐ 实操考核	☒ 现场提问	☐ 其它 ()	
培训目的		培训员工可以掌握哪些相关知识，以加强供应链的审核及认证							
参加培训人员名单									
序号	员工ID	姓名	部门	签到	签到/考核				
1		廖国军	SC	廖国军	☒ 正常	☐ 迟到	☐ 早退	☐ 其他	
2		林国军	SC	林国军	☒ 正常	☐ 迟到	☐ 早退	☐ 其他	
3		林国军	SC	林国军	☒ 正常	☐ 迟到	☐ 早退	☐ 其他	
4		廖国军	SC	廖国军	☒ 正常	☐ 迟到	☐ 早退	☐ 其他	
5		廖国军	SC	廖国军	☒ 正常	☐ 迟到	☐ 早退	☐ 其他	
6		Nicole	Nicole	Nicole	☒ 正常	☐ 迟到	☐ 早退	☐ 其他	
7		李国军	SC	李国军	☒ 正常	☐ 迟到	☐ 早退	☐ 其他	
8		李国军	SC	李国军	☒ 正常	☐ 迟到	☐ 早退	☐ 其他	
9		李国军	SC	李国军	☒ 正常	☐ 迟到	☐ 早退	☐ 其他	
10		周国军	SC	周国军	☒ 正常	☐ 迟到	☐ 早退	☐ 其他	
11		朱国军	SC	朱国军	☒ 正常	☐ 迟到	☐ 早退	☐ 其他	
12		陈国军	SC	陈国军	☒ 正常	☐ 迟到	☐ 早退	☐ 其他	
13		王国军	SC	王国军	☒ 正常	☐ 迟到	☐ 早退	☐ 其他	
14		王国军	SC	王国军	☒ 正常	☐ 迟到	☐ 早退	☐ 其他	
15		王国军	SC	王国军	☒ 正常	☐ 迟到	☐ 早退	☐ 其他	
16		王国军	SC	王国军	☒ 正常	☐ 迟到	☐ 早退	☐ 其他	

PROSE

在职培训记录及签到表

HR-TP-01-2021.0

培训日期	2022.06.15	培训地点	库壳会议室	培训课题	供应链开发准备会议事项			
培训课时	1	培训讲师	刘永鑫	评估方式	☐ 笔试	☐ 实操考核	☒ 现场提问	☐ 其它 ()
培训目的	培训新员工工作职责、绿色采购岗位要求及文件采购相关知识，以确保供应链的审核及认证							

参加培训人员名单

序号	员工ID	姓名	部门	签到	签到/考核			
1		廖国军	SC	廖国军	☐ 正常	☐ 迟到	☐ 早退	☐ 其他
2		林国军	SC	林国军	☐ 正常	☐ 迟到	☐ 早退	☐ 其他
3		林国军	SC	林国军	☐ 正常	☐ 迟到	☐ 早退	☐ 其他
4		廖国军	SC	廖国军	☐ 正常	☐ 迟到	☐ 早退	☐ 其他
5		廖国军	SC	廖国军	☐ 正常	☐ 迟到	☐ 早退	☐ 其他
6		Nicole	SC	Nicole	☐ 正常	☐ 迟到	☐ 早退	☐ 其他
7		廖国军	SC	廖国军	☐ 正常	☐ 迟到	☐ 早退	☐ 其他
8		李海清	SC	李海清	☐ 正常	☐ 迟到	☐ 早退	☐ 其他
9		李海清	SC	李海清	☐ 正常	☐ 迟到	☐ 早退	☐ 其他
10		陶子明	SC	陶子明	☐ 正常	☐ 迟到	☐ 早退	☐ 其他
11		陈俊	SC	陈俊	☐ 正常	☐ 迟到	☐ 早退	☐ 其他
12		朱伟娜	SC	朱伟娜	☐ 正常	☐ 迟到	☐ 早退	☐ 其他

6.3 Sustainable Procurement Training sign-in sheet

For qualified suppliers, PROSE will continuously track and assess whether they always meet PROSE's compliance requirements for suppliers. The company regularly releases the "Qualified Supplier Performance Evaluation Form", which is jointly conducted by SQE, the Purchasing Department, and the Resources Department to evaluate the performance of qualified suppliers. The evaluation scope includes aspects such as the quality of goods upon arrival, price assessment, on-time delivery rate, and service response. The scores are classified from high to low into four grades: A, B, C, and D.

At the same time, the Supplier Quality Management Department formulates an annual audit plan every year, and the audit items cover the quality system, social responsibility, and environmental system. Supervise and guide suppliers to continuously improve to meet the development needs of PROSE supply chain business.

6.4. Suppliers continuously improve

Based on the results of the performance evaluation of suppliers, PROSE analyzes the directions in which suppliers should continuously improve, helps suppliers enhance their sense of social responsibility and management capabilities, and works hand in hand with suppliers to build a responsible supply chain. For suppliers who perform outstandingly in the evaluations of social responsibility and ethical standards, environmental and occupational safety and health, conflict mineral management, and proactive carbon reduction, the company will, in accordance with the "Supplier Selection and Management Procedure", appropriately add points during the supplier performance assessment. At the same time, they will be given increased order volumes, priority orders or long-term contracts, preferential payment terms or reduced rates

Low future costs and other performance rewards; As for the suppliers who fail to meet the standards in the evaluation, the company will take a series of measures to encourage them to implement improvements. At the same time, PROSE will also provide diversified guidance to suppliers to assist in helping them ultimately meet the requirements of PROSE and customers.

6.5. Optimize the management of conflict minerals for suppliers

Labor rights and environmental pollution issues in mineral procurement have increasingly drawn social attention. PROSE actively assumes corporate social responsibility and promotes responsible mineral

Annual	Supplier survey quantity	Sign a commitment letter of no minerals Number of suppliers	Proportion	CMRT Report Reply	Proportion
2023	30	30	100%	30	100%
2024	48	48	100%	48	100%
2025	50	50	100%	50	100%

procurement.

PROS has established the "Conflict Minerals Management Policy" and management system, and does not purchase or support the use of any conflict minerals that directly or indirectly fund or support regions affected by armed conflicts. Through the management process of "signing commitments, due diligence, and risk control", supply chain investigations are carried out to effectively enhance risk control capabilities and strengthen the management of conflict minerals. Ensure that all suppliers adopt responsible practices when purchasing minerals, respecting human rights and the environment in conflict-affected areas.

6.5.1. Contract Commitment

When PROSE conducts transactions with any supplier involving gold, tantalum, tungsten, or tin metals, it requires the supplier to sign a "Conflict-Free Minerals Commitment", demanding that the supplier only purchase raw materials from environmentally and socially responsible suppliers, and purchase metals from the list of smelters and refiners approved or certified by RMI, LBMA, or the Responsible Jewellery Council procedures. Smelters and refineries that do not meet customer requirements must be removed from the supply chain to ensure that these minerals do not directly or indirectly provide funds or benefits to armed organizations that trade on labor rights in the Democratic Republic of the Congo and other politically unstable regions.

6.5.2. Due diligence

PROSE conducts conflict mineral investigations on suppliers involved in gold, tantalum, tungsten, and tin metals. Suppliers must fill out and respond to the "Conflict Mineral Reporting Template CMRT" to determine the country of origin of the tin, tantalum, tungsten, and gold used by smelters, refining plants, and suppliers. The company will review and confirm the conflict mineral investigation template submitted by the supplier to verify whether the raw material sources they provide meet the requirements. If the review result indicates that the materials contain the use of conflict minerals from the Democratic Republic of the Congo and its surrounding areas, PROSE will require the supplier to provide a written statement and immediately cease the purchase and use of conflict minerals from the Democratic Republic of the Congo and its surrounding areas, and provide valid evidence to prove that the minerals comply with the requirements of the "Conflict-Free Minerals Commitment Letter". Or PROSE will change the supplier to one that meets the requirements of the "Conflict-Free Minerals Commitment", sign the "Conflict-Free Minerals Commitment", and reply in writing to the "Conflict Minerals Reporting Template CMRT" at the same time.

7. Product quality and customer service

7.1. Quality Management

Pross has always been committed to building a sound quality system to ensure the provision of the world's most advanced communication products and services to the global communication field. We pay close attention to all aspects of our customers' requirements and constantly adopt innovative methods and apply cutting-edge technologies to enhance the quality level of our products and services. We follow the international standard ISO 9001, have established a quality management system internally, planned a complete management process, and obtained qualification certification.

Quality is the foundation and core of the work of all employees in the company. Its connotation is:

Customer Focus: The top management, management team and all employees of Pross focus on customers, providing products, services and operational performance that meet customer requirements, and are committed to meeting customer demands and continuously enhancing customer satisfaction.

- Value Innovation: Pross advocates and supports all employees in cultivating professional, rigorous, and perfectionist concepts to achieve value innovation. Through innovation, it creates more value for customers, enhances customer satisfaction, and fulfills social responsibilities.

- Continuous Growth: The company's operational performance is composed of the accumulation of process operational performance, and at the same time, process operational performance also affects product quality and service quality. Pross pays close attention to the identification, management, control, and improvement of processes.

Social Responsibility: Providing products, services and operational performance that meet customer requirements, satisfying customer demands and continuously enhancing customer satisfaction are the responsibilities and commitments that Pross fulfills to society. Total quality: The quality of products, services and operational performance is accumulated by the process quality of each link and the work quality of each employee. Any mistake in any link or negligence of any employee will cause losses to customers, including internal customers. Pross is committed to promoting the contribution of all employees to quality implementation and communicating the concept of all-staff quality to partners within its reach.

Pross has established a series of processes in quality management to ensure the high quality standards of its products and services. We conduct comprehensive control over various aspects including supplier quality management, incoming material inspection quality management, product process quality management, as well as product traceability and reliability quality management. Through these processes, we constantly strive to enhance the quality level of our products and services, providing customers with reliable and high-quality communication products.

7.2. After-sales Service

When the Quality Department receives feedback from customers regarding product quality issues. We will establish a customer service team, whose members will include relevant personnel from quality, engineering, production, technology and other fields. The following principles will be followed in handling

the incident investigation and after-sales recall, etc. : Minimize customer losses to the greatest extent; If the customer has requirements for the timeliness of the after-sales service process or the method of problem-solving, the product replacement shall be carried out in accordance with the customer's requirements. Keep records of relevant activities during the after-sales process; Communicate customer complaints and the results of on-site failure tests and analyses to customers and within the company. In 2022, we did not experience any serious product quality incidents or customer complaints.

We conduct regular customer satisfaction surveys to fully understand their demands and satisfaction with our products and services. We monitor customer satisfaction with the company through continuous evaluation of internal and external performance indicators, which are based on objective evidence and include the quality performance of delivered parts, disruptions to customers, usage sites, returns, recalls and warranties, the performance of delivery schedules, and customer notifications related to quality or delivery issues. Based on the results of customer satisfaction surveys, we constantly improve our products and services to better meet the needs of our customers.

In addition, we have formulated the "Nonconforming Product Control Procedure" to control nonconforming products and prevent them from being misused or leaked out. This includes steps such as discovering, identifying and isolating non-conforming products, alarming and upgrading, reviewing non-conforming products, and handling non-conforming products. At the same time, we also attach great importance to the formulation, implementation and effectiveness verification of corrective and preventive measures to prevent the recurrence of non-conforming products or the generation of potential non-conforming products.

8. Responsibility Commitment

8.1. Fulfill responsibilities through actions

PROSE has always attached great importance to implementing corporate responsibility, achieving a dynamic balance among economic, social and environmental responsibilities of the enterprise, enhancing the competitiveness of the enterprise, establishing a good reputation and image for the enterprise, thereby improving the brand image of the company, obtaining a good impression of the enterprise from all stakeholders, strengthening investor confidence, and attracting the outstanding talents needed by the enterprise And retain talents, etc.

8.2. Responsibilities to the Government

PROSE voluntarily operates in accordance with the relevant laws and regulations of the government, pays taxes in accordance with the law, assumes other responsibilities and obligations stipulated by the government, and accepts the supervision and legal intervention of the government.

8.3. Responsibilities to Shareholders

PROSE strictly adheres to the relevant laws and regulations of various countries, is responsible for the security and returns of shareholders' funds, and strives to provide shareholders with substantial investment returns. We have the responsibility to provide shareholders with true and reliable information regarding

operation and investment, and must not deceive investors.

8.4. Responsibilities to Customers and Partners

The maximization of PROSE profits ultimately depends on the purchasing behavior of customers to be achieved. The growth of our company stems from our focus on customers. We always put ourselves in the customers' shoes and strive to realize their dreams. This is the value of our existence and also the driving force for our continuous growth. To ensure the safety and quality of our products, it is necessary for us and our partners to jointly fulfill social responsibilities. We should not only clarify our own social norms but also provide our partners with clear behavioral guidelines.

8.5. Responsibilities to Employees

Running the enterprise well, making it larger, longer-lasting and stronger, and providing stable job positions and career development opportunities for employees is our primary responsibility to them. Human resources are a precious asset of society and also a supporting force for the development of enterprises. Ensuring the lives and health of enterprise employees and guaranteeing their work and income benefits not only concerns the sustained and healthy development of enterprises, but also the development and stability of society.

8.6. Responsibility for resources, the environment and sustainable development

Taking on social responsibility is an important part of PROSE's business mission. Sustainability and environmental protection are the main issues that PROSE focuses on, especially ultimately enhancing the environmental compatibility and ecological efficiency of our products and their manufacturing processes. Taking preventive measures to avoid environmental accidents and their causes is of vital importance to our activities. All employees worldwide have the obligation to protect our resources and play an active role in sustainable development and environmental protection. The priority goals are to protect natural resources, use raw materials responsibly, avoid, reduce, recycle and properly handle harmful emissions and waste, expand the energy supply using renewable energy, and prevent the failure and limit risk potential that are harmful to the environment. Furthermore, we recognize that we have the responsibility to work with suppliers, business partners and contractors to maintain sustainability and environmental protection.

8.7. Social responsibility

PROSE is a component of society. The responsibility of enterprises to society is to give back to society, provide charitable donations for public welfare undertakings of society, and disclose relevant information about enterprise operations to the public, etc. It is its due obligation to return a portion of the profits to the society in which it is located through appropriate means. For instance, when a company organizes donations for disaster-stricken areas, donates scarce supplies such as masks and protective suits to the community during the epidemic, participates in poverty alleviation projects to support farmers by purchasing agricultural products, organizes employees to donate blood voluntarily, and organizes donations for employees in need, all these are positive manifestations of social responsibility.



GRI Metrics Index

GRI Standards	disclose	location
GRI2: General Disclosure	2-1 Organizational details	2.1. Company Profile
	2-2 Entities included in the organization's sustainability report	2 Organizational boundaries
	2-3 Reporting period, reporting frequency, and contact person	About the report
	2-4 Restatement of information	/
	2-5 External assurance	/
	2-9 Regulatory Structure and Composition	3.1. Sustainability management structure
	2-10 Nomination and selection of the highest governing body	3.2. Stakeholder identification and communication
	2-14 The highest governance body is in the Sustainability Report The role of the notice	3.3. Assessment of Sustainable development issues
	2-16 Communication of important concerns	5.2. Protection of Employees' Rights and Interests
	2-19 Remuneration Policy	5.3. Employee care
	2-25 Procedures for remediating negative impacts	3.6. Business Ethics
	2-27 Compliance with laws and regulations	3. Corporate Governance
	2-29 Approaches to Stakeholder Engagement	3.3. Stakeholder identification and communication
	3-1 The process of determining substantive issues	3.4. Assessment of material issues

GRI3: Substantive Issues	3-2 List of substantive issues	3.4. Assessment of material issues
	3-3 Management of substantive issues	3.4. Assessment of material issues
GRI205: anti-corruption	205-2 Communication and training of anti-corruption policies and procedures teach	3.5. Business Ethics
	205-3 Confirmed Incidents of Corruption and Actions Taken move	3.5. Business Ethics
GRI 206: Anti-competitive conduct	206-1 Against anticompetitive conduct, antitrust, and Legal proceedings for antitrust practices	3.5. Business Rationale
GRI301: Materials	301-2 Recycled feed used	4.7.1. Green product design
GRI302: Energy	302-1 Energy consumption within the organization	4.2.1. Energy system
	302-4 Reduction of energy consumption	4.2.2. Energy-saving renovation measures

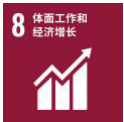
	302-5 Reducing the energy demand for products and services	4.2.2. Energy-saving renovation measures
GRI303: Water Resources and Sewerage	303-5 Water consumption	4.3. Water management
GRI305: Emissions	305-1 Direct (Scope 1) GHG emissions	4.6. Greenhouse gas management
	305-2 Energy Indirect (Scope 2) Greenhouse Gas Emissions put	4.6. Greenhouse gas management
	305-3 Other indirect (Scope 3) greenhouse gas emissions put	4.6. Greenhouse gas management
GRI306: Waste	306-3 Waste generated	4.6.5. Waste
	306-5 Waste entering for disposal	4.6.5. Waste
GRI308: Supplier Environmental Assessment	308-1 New suppliers screened using environmental criteria	6.2. Potential supplier qualification review
	308-2 Negative Environmental Impacts of Supply Chains and Procurement Take action	6.3. Supplier Performance Evaluation
GRI401:Employment	401-2 for full-time employees (excluding temporary.) or part-time employees).	5.1. Workforce Diversity
	401-3 Parental leave	5.1. Workforce Diversity
	403-1 Occupational Health and Safety Management System	5.5. Occupational health and safety

GRI403: Occupational Health and Safety	403-3 Occupational Health Services	5.5. Occupational health and safety
	403-4 Occupational Health and Safety Affairs: Workers' Engagement, Consultation and Communication	5.2. Protection of Employees' Rights and Interests
	403-5 Occupational Health and Safety Training for Workers	5.5. Occupational health and safety
	403-6 Promoting Workers' Health	5.5. Occupational health and safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.5. Occupational health and safety
	403-8 Workers covered by the occupational health and safety management system	5.5. Occupational health and safety
	403-9 Work Injury	5.5. Occupational health and safety
	403-10 Work-related health problems	5.5. Occupational health and safety
GRI404: Training and Education	404-1 Average of training per employee per year Hours	5.4. Employee career development
	404-2 Programs for upgrading employee skills and transition assistance programs	5.4. Employee career development
GRI405: Diversity and Equal Opportunity	405-1 Diversity of Governance and Workforce	5.1. Workforce Diversity

GRI414: Supplier Social Assessment	414-1 New Suppliers Screened Using Social Criteria	6.2. Potential supplier qualification review
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SDGs index

Sustainable Development Goals (SDGs)	Corresponding chapters
	Manager's Speech
	Manager's Speech
	Corporate honors
	Green products

	Occupational health and safety
	Employee care
	Employee career development
	Diversity of employees
	Protection of employees' rights and interests
	water management
	Renewable resources
	Green materials
	Message from the manager
	Corporate honors
	Company Profile

	Message from the manager
	Product quality, customer service
	Diversity of employees
	Protection of employees' rights and interests
	Message from the manager
	Sustainability management
	Message from the manager
	Sustainability management
	Environmental

		responsibility and green development
		Product quality, customer service
13 气候行动		Greenhouse gas management
16 和平、正义与强大机构		Company Profile
		Business ethics
		Corporate honors
		Protection of employees' rights and interests
17 促进目标实现的伙伴关系		Stakeholder identification and communication
		Protection of employees' rights and interests
		Supplier management
		Product quality, customer service