



# 2025

## Environmental, Social and Governance (ESG) Report

SHENZHEN SENIOR TECHNOLOGY MATERIAL CO., LTD.



Be the best global function separator manufacturer



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# About This Report

This report is the third Environmental, Social, and Governance (ESG) Report (the "ESG Report" or "the Report") published by Shenzhen Senior Technology Material Co., Ltd. (hereinafter referred to as the "Company" or the "Group"). It provides an overview of the management philosophy, initiatives, and key achievements of the Company and its subsidiaries (collectively referred to as "Senior," "the Company," or "we/our/us") in ESG-related areas for the year 2025.

## Abbreviation Explanation

Abbreviation	Full Company Name
Senior, the Company, we/our/us, or Senior Shenzhen	Shenzhen Senior Technology Material Co., Ltd.
Senior Nantong	Senior (Nantong) New Material Technology Co., Ltd.
Senior Changzhou	Changzhou Senior New Energy Materials Co., Ltd.
Senior Jiangsu	Jiangsu Senior New Material Technology Co., Ltd.
Senior Hefei	Hefei Senior New Energy Materials Co., Ltd.
Senior Foshan	Senior (Foshan) New Material Technology Co., Ltd.
Senior Europe	Senior Material (Europe) AB
ASEAN Base	INV New Material Technology (M) Sdn. Bhd.

## Basis for Preparation

- Global Reporting Initiative (GRI) *Sustainability Reporting Standards* (GRI Standards)
- United Nations Sustainable Development Goals (SDGs)
- *Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange – Sustainability Report (For Trial Implementation)*
- Appendix C2 *Environmental, Social and Governance Reporting Code* to the Main Board Listing Rules of Hong Kong Stock Exchange
- *IFRS Sustainability Disclosure Standard 2 – Climate-related Disclosures (IFRS S2)*

## Reporting Principles

This report has been prepared in accordance with four key reporting principles: "Materiality", "Quantitative", "Balance", and "Consistency", ensuring that the expectations of stakeholders related to Senior are effectively addressed.



The preparation of this report has fully considered the Company's business characteristics and identified current material ESG topics through stakeholder engagement. The findings have been submitted to the Board of Directors for approval. The final material topics, approved by the Board, serve as the foundation for this report and are thoroughly addressed throughout.



An ESG data collection and verification mechanism has been established. Where applicable, this report includes annual comparative data to help stakeholders track the progress of ESG management.



This report also highlights areas for improvement and outlines plans to address relevant topics, ensuring that no critical aspects are overlooked and that decisions are made transparently, without undue influence on stakeholder decision-making.



The quantitative data in this report are collected and disclosed consistently with previous reports, enabling stakeholders to analyze and assess performance over time. Any changes or updates in certain data scopes are clearly explained for stakeholder reference.

## Scope of the Report

The Reporting Period for this report is from January 1, 2025 to December 31, 2025 ("during the Reporting Period"). Some content may extend appropriately beyond this period.

Unless otherwise specified, the policy documents, statements, data, and other information in this report reflect the actual business scope of Senior. All monetary amounts are presented in Renminbi (RMB) in this report, unless otherwise stated.

## Data Sources

The data and information presented in this report primarily come from publicly available sources, internal statistical reports, third-party research, administrative documents, and other relevant resources.

## Report Access

This report is available in both Simplified Chinese and English versions. In case of any discrepancies, the Simplified Chinese version shall prevail. The electronic version of the report can be accessed on the Company's official website. For any comments or suggestions regarding this report, please feel free to email us at [esg@senior798.com](mailto:esg@senior798.com).

# Chairman's Statement



Shenzhen Senior Technology Material Co., Ltd.

Chairman

## Xiufeng Chen

Time remains silent, yet its imprint endures. Looking back from the milestone of 2025, Senior has devoted more than two decades to the lithium-ion battery separator industry. Amid a profound global energy transformation, we remained true to our original aspiration and further embedded sustainability into our corporate strategy. Guided by our core driver of "in-depth technology + diverse applications", we have continued to build a solid and sustainable foundation on our journey to becoming a global leader in the lithium battery separator industry.

### Strategic leadership: Anchoring the ambitious goal of carbon neutrality

The year 2025 marks a significant milestone in Senior's green transformation. We fully recognize that climate change is a critical challenge affecting the future of humanity. In response, the Company formally established its carbon neutrality goal this year—an initiative that represents not only a commitment, but also a profound process of self-transformation. By actively embracing the opportunities presented by carbon peaking and carbon neutrality, we are committed to building a clean, efficient, and circular green manufacturing system. Through these efforts, we strive to contribute "Senior solutions" to the global energy transition.

### Green pioneers: Building a solid low-carbon development moat

Our efforts in green manufacturing have delivered tangible results. In 2025, we became the first company in China's lithium battery separator industry to receive the EU Next Generation (NG) Gold Level Certification. This is not only international recognition of Senior's technical strength but also our green commitment to the global industry chain. Senior Nantong was awarded the "Green Factory in Jiangsu Province" title, and our bases in Foshan, Jiangsu, Nantong and ASEAN have fully launched distributed photovoltaic power generation and waste heat recovery projects, turning every square meter of factory space into a production endpoint for green energy. Beyond advancing our own development, we are committed to driving progress across the industry. Senior has taken the lead in drafting industry standards such as *Greenhouse Gas Emission Accounting Requirements for Lithium-Ion Battery Separator Manufacturing Enterprises* to guide the industry toward a standardized and low-carbon future.

### People-centric approach: Upholding the "One Senior" value community together

Our growth is inseparable from the efforts of every Senior employee. We uphold the "One Senior" values, advocating for a diverse and inclusive workplace culture. From safeguarding employee rights and ensuring equal pay for equal work to implementing the "Happy Work, Content Remuneration, and Comfortable Life" philosophy to improve employee welfare, and from ISO 45001 Occupational health and safety systems to establishing a comprehensive talent development pipeline, we are committed to ensuring that every employee grows and shares in the Company's success. We also collaborate with supply chain partners by signing the *Senior Supplier Sustainability Commitment Letter* and *Sunshine Agreement*, jointly building a responsible, transparent, and sustainable industrial ecosystem.

### Culture of responsibility: Deepening the connotation of ESG governance

Governance is the cornerstone of sustainable development. We have established a three-tier ESG governance structure comprising the Board of Directors, the ESG Office, and the ESG Working Group, with the Board of Directors as the highest decision-making body for ESG matters, ensuring effective alignment between the strategic design and implementation of our sustainability agenda. We actively embrace change, and further improve the scientific rigor and transparency of our decision-making processes through measures such as optimizing the governance structure and introducing employee directors, effectively safeguarding the rights and interests of all shareholders and stakeholders.

### Persevering forward, with a promising future ahead

At this pivotal moment in the global energy transition, every member of Senior is both a participant in and a witness to this profound green transformation. Looking ahead, we will engage the global market with greater openness, refine our products to even higher standards, and fulfill our social responsibilities with unwavering determination. Through continuous technological innovation, we are committed to advancing industry upgrades, creating greater value for our customers, delivering sustainable returns for shareholders, and contributing stronger green momentum in society.

From a single spark that inspires progress to a force that anchors the industry's development, Senior's journey has been defined by the courage to lead and the vision to grow alongside the broader ecosystem.

# About Senior

## Company overview

Senior is a national high-tech enterprise specializing in the research and development, production, and sales of lithium-ion battery separators, and is committed to providing global customers with high-quality products and systematic solutions. Founded in 2003, the Company has been deeply involved in the new energy and new materials sectors for over 20 years, and has been advancing its technological innovation and scale manufacturing capabilities.

With the mission of "creating a new life with SENIOR film". Its product portfolio includes dry-process, wet-process, and coated-process separators for lithium batteries, widely applied in industries such as new energy vehicles, energy storage power stations, electric bicycles, power tools, aerospace, medical devices, and the digital sector.

Senior stands out with its strong technical capabilities in lithium battery separators. The Company is the first globally to propose "power lithium battery separators". As a key high-tech enterprise under the National Torch Program, we are the first Chinese company to break the foreign monopoly on dry-process single-stretch technology for lithium battery separators and the first Chinese lithium separator manufacturer to mass-export these separators internationally. Additionally, the Company is the first of its kind in China to simultaneously own dry-process, wet-process, and coated-process separator manufacturing technologies and to list on the capital market with separators as its core business.

As one of the core components of a lithium-ion battery, the separator plays a crucial role in isolating the positive and negative electrodes to prevent physical short circuits, while also serving as an electrolyte carrier to enable efficient lithium-ion conduction. The performance of the separator directly impacts the safety, stability, energy density, and overall production cost of lithium-ion batteries. Senior is the first to master the core dry-process uniaxial stretching technology for lithium-ion battery separators, and has established a significant technological barrier in the relevant fields.

As an early entrant in the industry, the Company has become a globally influential enterprise of lithium-ion battery separators. It has in-house equipment design and manufacturing capabilities, an independent technology system covering key processes, and a competitive microporosity forming platform. Its products lead the industry in key performance metrics such as thickness control, porosity stability, thermal shrinkage, breathability, and puncture strength. In the domestic market, the Company serves a broad base of leading lithium-ion battery manufacturers, including CATL, BYD, CALB, Gotion High-Tech, Sunwoda, Qingtao Energy, EVE Energy, Xiamen Hithium, and Zhuhai CosMX, among others. In international markets, the Company supplies products in volume to top-tier manufacturers such as LG Energy Solution (LGES), Samsung SDI, Envision AESC, SK On, Murata, SAFT, and power battery subsidiaries under Volkswagen Group, while maintaining business partnerships with multiple global lithium-ion battery leaders. The Company has received numerous recognitions from key customers, including LGES's "Quality Excellence Award" and "Outstanding Supplier Award", EVE Energy's 2025 "Pioneer Award", and CALB's "Outstanding Supplier Award". Through continuous performance enhancement and the development of innovative products, the Company further strengthens its competitive position in the global market.

While consolidating its leadership in the lithium-ion battery separator business, Senior continues to expand into functional membranes and advanced materials. Guided by its "in-depth technology + diverse applications" strategy, the Company has developed a diversified product portfolio encompassing solid-state electrolyte membranes and various functional membranes. Solid-state electrolyte membranes, primarily used in next-generation battery systems, enable ion conduction between the positive and nega-

tive electrodes through solid materials rather than conventional liquid electrolytes, offering significant potential in terms of safety and energy density.

Building on its core technologies in the functional membrane sector, the Company has also extended its products to applications such as heat exchange membranes, waterproof and breathable membranes, and water treatment membranes, which serve air circulation and energy recovery systems, outdoor functional apparel, and municipal water treatment, respectively, providing reliable material solutions for green energy, semiconductor, and other high-value industries.

Leveraging continuous technological innovation, a leading and diversified product portfolio, high-quality and efficient scale production capacity, forward-looking global deployment, and a stable international customer network, Senior maintains a leading position in the global lithium-ion battery separator industry. Below is an overview of the Company's key achievements:

### Market share

- Dry process: 1st**  
In 2024, we ranked first in the dry-process separator market share (by shipment volume).
- Wet process: 2nd**  
In 2024, we ranked second in the wet-process separator market share (by shipment volume).
- 14.4%**  
Market share in 2024 (by total shipment volume).

### Designed overseas capacity

- Over 2 billion square meters**  
Designed an annual overseas capacity.

### Global layout

- Four global R&D centers**  
Japan, Sweden, Shenzhen, Nantong
- Nine production bases**  
United States, Malaysia, Sweden (under construction)  
Shenzhen, Changzhou, Jiangsu, Hefei, Nantong, Foshan

### Manufacturing

- Industry leader**  
The fifth-generation wet-process super production line has a single-line annual capacity of 250 million square meters.  
Ranking first in the lithium-ion battery separator industry.
- Few in the industry**  
Possessing in-house equipment R&D capabilities.

### R&D

- The only lithium-ion battery enterprise**  
Awarded the First Prize of the National Science and Technology Progress Award.
- China's first lithium-ion battery enterprise**  
Possessing dry-, wet-, and coated-process separator manufacturing technologies.

### Customers

- Over 100 global**  
Over 100 global lithium-ion battery customers.
- The top ten global**  
Established stable partnerships with the top ten global lithium-ion battery manufacturers.

## Business distribution

After more than two decades of development, Senior has established a global strategic network, with its headquarters in Shenzhen and nine production bases in Shenzhen, Hefei, Changzhou (two locations), Nantong, Europe (Sweden), Foshan, ASEAN, and the U.S. The Company also operates R&D centers in Shenzhen, Osaka (Japan), Nantong, and Sweden (Europe). Senior has developed an integrated system of R&D, production, and sales, forming a highly intensive, efficient, and resilient product supply chain, cementing its position as a leader in the global lithium battery separator industry.



# Honors and Certification

## Technological innovation

<p>Shenzhen Polymer Industry Association The 6th Polymer Industry Innovation Award</p>	<p>Shenzhen Polymer Industry Association 2024 Enthusiastic Contribution Award</p>	<p>Shenzhen Polymer Industry Association 2024 5A Member</p>
<p>The 7th Shenzhen Industrial Award</p>	<p>China Automotive Power Battery Industry Innovation Alliance (CAPBIA) Top 15 Enterprises with Outstanding Industry Contribution</p>	<p>Guangdong Battery Industry Association 2025 Leading Enterprise</p>
<p>Guangdong Battery Industry Association Advanced Technology Innovation Organization</p>	<p>2024 Changzhou "Five-Star Enterprise"</p>	<p>Co-Drafting Unit of the Group Standard T/GDBIA 008-2025, Design Specification for Integrated Green, Low-Carbon, and Efficient White Oil Extraction, Recovery, and Recycling in Wet-Process Lithium Battery Separators</p>
<p>Leading Enterprise in Shenzhen's Quality-Driven City Development</p>	<p>Government of Penang, Malaysia SPEED Administrative Innovation Award</p>	<p>adsalecprj.com 2025 Top Ten Enterprises in Rubber and Plastic Technology Trends</p>
<p>深圳市电源技术学会 Shenzhen Power Supply Technology Society 深圳市星源材质科技股份有限公司 标准创新贡献奖 ★★★★★</p>		<p>Shenzhen Power Supply Technology Society Standard Innovation Contribution Award</p>

## ESG

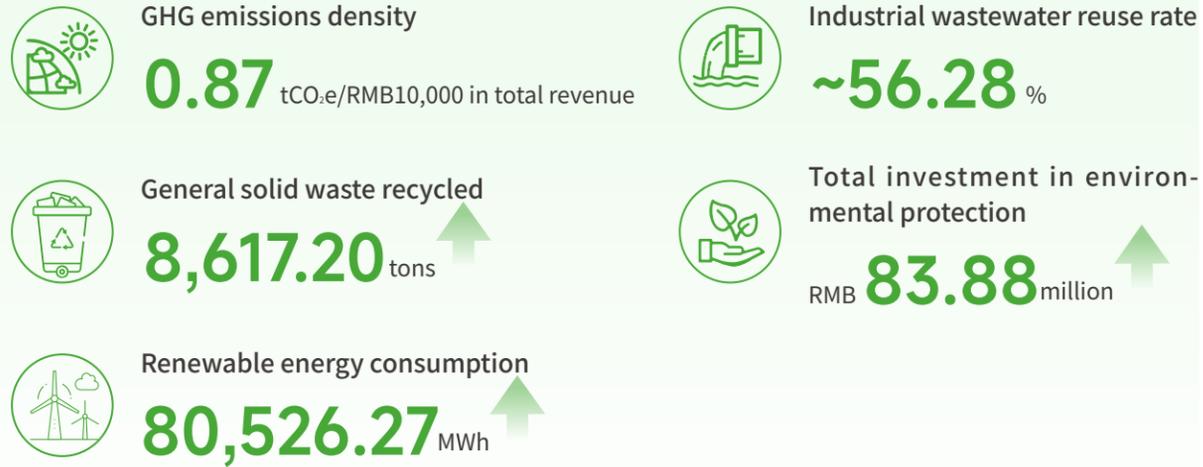
<p>2024 ESG Innovation Award</p>	<p>EU NG Gold Level Certification</p>	<p>EU Green Transition Contribution Award</p>
<p>2025 ESG Practice Pioneer Award</p>	<p>CCXGF 2025 Excellent Sustainability Report Award</p>	<p>The 1st China "ESG and Corporate Value Growth" Forum 2025 Best A-Share ESG Practice Award</p>
<p>Wind ESG A Rating</p>	<p>SZSE CNI Index ESG AA Rating</p>	<p>CCXGF ESG A Rating</p>

## Partners



# Report Summary

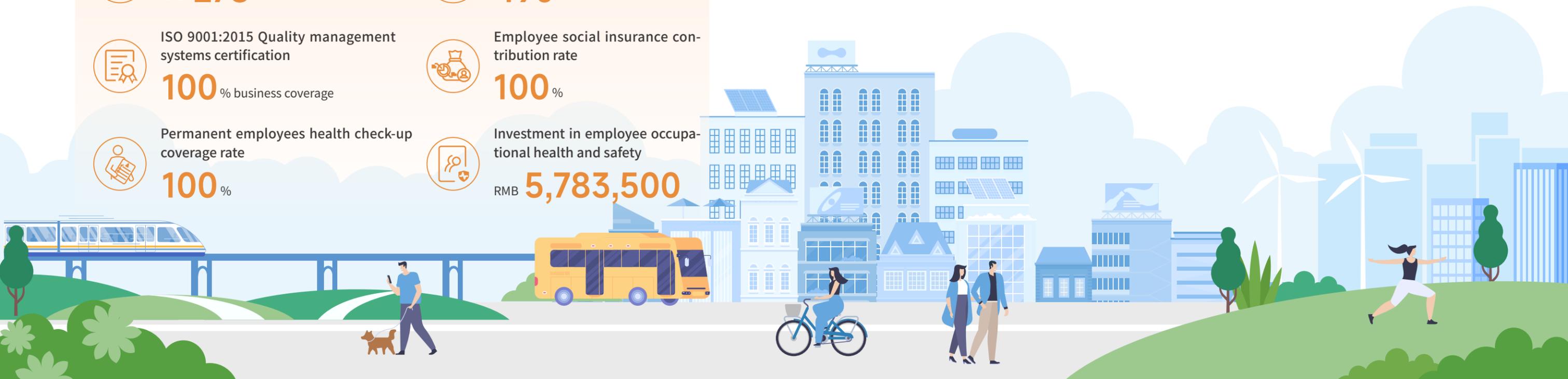
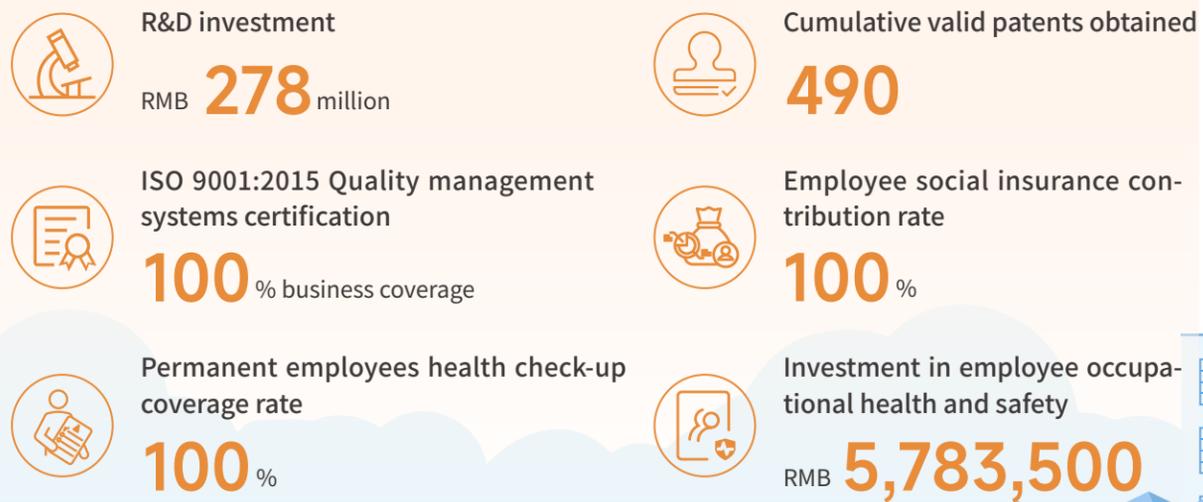
## Environmental



## Governance



## Social



# 01

## Responsible Governance

Achieving Sustainable Value  
Creation



### Material Topics in This Section

- Corporate Governance
- Business Ethics
- Risk Management



### Response to United Nations Sustainable Development Goals (SDGs)



# ESG management

## ESG governance mechanism

Senior adheres to the responsible development philosophy, systematically integrating sustainability requirements into the Company's strategic planning and day-to-day operational management, promoting the synergistic realization of economic, environmental, and social value. The Company has gradually built a well-defined and standardized ESG governance system and promotes the integration of ESG requirements into business management through standardized ESG management processes.

To proactively address and mitigate ESG-related risks, the Company has developed a systematic risk management mechanism. This includes regular risk identification, assessment, and response procedures. Meanwhile, the Company continuously conducts ESG materiality assessments, identifying ESG topics that have significant impacts on its development and, in combination with dynamic monitoring of ESG performance, ensuring that related practices align with its development strategy and stakeholders' concerns.

In 2025, the Company further improved the ESG governance mechanism, officially incorporating ESG management into the core governance framework, with the Board of Directors as the highest decision-making and supervisory body for ESG affairs, forming a three-tier management structure comprising the Board of Directors, the ESG Office, and the ESG Working Group. By clarifying responsibilities and coordinating operations, we provide institutional guarantees for the continuous promotion and optimization of ESG management.



## ESG internal training

In terms of internal capability building, the Company conducted a total of nine ESG internal training sessions in 2025. The training covered ESG regulations and standards interpretation, promotion of the EU Batteries and Waste Batteries Regulation, ESG rating management standards, as well as the Company's relevant management measures and action plans, further enhancing employees' understanding of ESG concepts and requirements.

## Material topic management

### Stakeholder engagement

Considering industry characteristics and operational realities, and drawing from both domestic and international best practices, the Company categorizes its key stakeholders into six main groups: shareholders and investors, customers, employees, government and regulatory agencies, partners, and the community, the public, and media. To foster effective engagement, Senior utilizes a variety of communication channels—including its official website, media agencies, special meetings, annual reports, and other activities—to maintain regular dialogues with stakeholders.

Stakeholders	Material Topics	Communication Channels
<p>Shareholders and investors</p>	<ul style="list-style-type: none"> <li>Corporate Governance</li> <li>Business Ethics</li> <li>Risk Management</li> </ul>	<ul style="list-style-type: none"> <li>General Meeting of Shareholders</li> <li>Board of Directors</li> <li>Financial Reports</li> <li>Business Reports</li> <li>Roadshows and External Exchange</li> </ul>
<p>Customers</p>	<ul style="list-style-type: none"> <li>Product Quality and Safety</li> <li>Technological Innovation</li> <li>Customer Service</li> <li>Green Products</li> </ul>	<ul style="list-style-type: none"> <li>Product Exhibitions</li> <li>Market Research</li> <li>Customer Satisfaction Surveys</li> </ul>
<p>Employees</p>	<ul style="list-style-type: none"> <li>Employee Rights and Welfare</li> <li>Employee Training and Development</li> <li>Occupational Health and Safety</li> </ul>	<ul style="list-style-type: none"> <li>Employee Activities</li> <li>Employee Training</li> <li>Corporate Intranet</li> <li>Employee Handbook</li> </ul>
<p>Government and regulatory agencies</p>	<ul style="list-style-type: none"> <li>Corporate Governance</li> <li>Business Ethics</li> <li>GHG Emissions</li> <li>Emissions and Waste Management</li> </ul>	<ul style="list-style-type: none"> <li>Regular Communication and Reports</li> <li>Institutional Visits</li> <li>Policy Implementation</li> <li>Information Disclosure</li> </ul>
<p>Partners</p>	<ul style="list-style-type: none"> <li>Supply Chain Management</li> <li>Compliant Operation</li> <li>Product Quality and Safety</li> </ul>	<ul style="list-style-type: none"> <li>Public Tender Meetings</li> <li>Strategic Partnerships</li> <li>Exchange and Visits</li> </ul>
<p>Community, the public, and media</p>	<ul style="list-style-type: none"> <li>Emissions and Waste Management</li> <li>Clean Technology Opportunities</li> <li>Community Investment</li> </ul>	<ul style="list-style-type: none"> <li>Community Volunteer Activities</li> <li>Philanthropy Projects</li> </ul>

## Materiality assessment

The latest guidelines issued by the Shenzhen Stock Exchange (SZSE) further clarify and emphasize the dual materiality principle, balancing the importance of both impact and financial materiality. On this basis, Senior systematically incorporated dual materiality assessment in its ESG management and information disclosure this year, focusing more on the combined impact of ESG topics in terms of their effect on external environments and stakeholders, as well as their financial impact on the Company's operations and value creation.

In the assessment process, Senior evaluated and analyzed 20 ESG topics identified from both financial materiality and impact materiality perspectives, focusing on key topics that may have a positive or negative impact on its value, providing a reference for ESG topic management and related decision-making.

### Identify and update the ESG topic list

Based on the existing topic list, we systematically review and update ESG topics, and form an ESG topic list that covers our actual business activities. Specific analysis dimensions include:

- Policy and regulatory trends: Closely track national strategic directions, systematically study national and local policies and industry regulations, and identify key sustainability topics of the industry.
- Corporate development planning analysis: Based on the Company's business strategy, operational priorities, and annual development plans, identify topics of significant importance for the Company's medium- and long-term development.
- Information disclosure standards: Refer to SZSE's sustainability reporting guidelines, GRI standards, United Nations SDGs, SASB, and ISSB disclosure guidelines, etc.
- Capital market concerns: Refer to core topics of interest identified by major ESG rating agencies and index systems.
- Peer benchmarking: Benchmark the sustainability reports of leading domestic and international peers, and identify common ESG topics widely concerned and disclosed by the industry.

### Conduct dual materiality analysis

Through various ESG communication methods, we engage stakeholders through surveys, interviews, etc., to gather feedback on their level of concern and comments on ESG topics. On that basis, following relevant ESG reporting guidelines, the identified ESG topics undergo dual materiality assessment:

- Impact materiality assessment: Assess the potential positive and negative impacts of each topic, take into account factors such as the scale, scope, irreversibility, and likelihood, as well as stakeholder survey results and expert ratings, and form an impact materiality conclusion.
- Financial materiality assessment: Identify risks and opportunities related to each ESG topic, analyze their potential impact on business operations, financial status, and performance, and set quantitative thresholds to determine whether the impact is financially material.

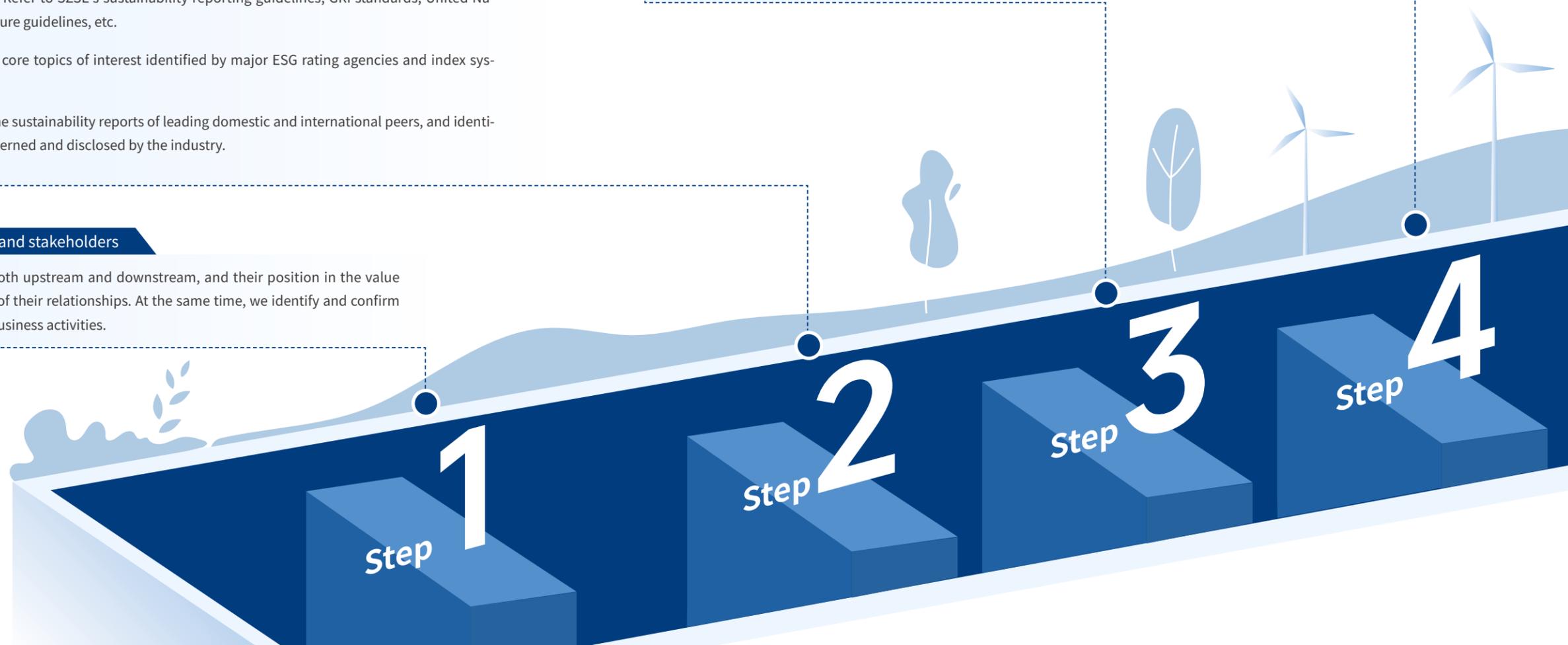
### Review and confirm materiality analysis results

Based on international mainstream sustainability reporting standards, the focus topics of leading domestic and international peers, and advice from professional ESG consultants, we review and verify the materiality analysis results, and determine the final dual materiality topics and their assessment results.

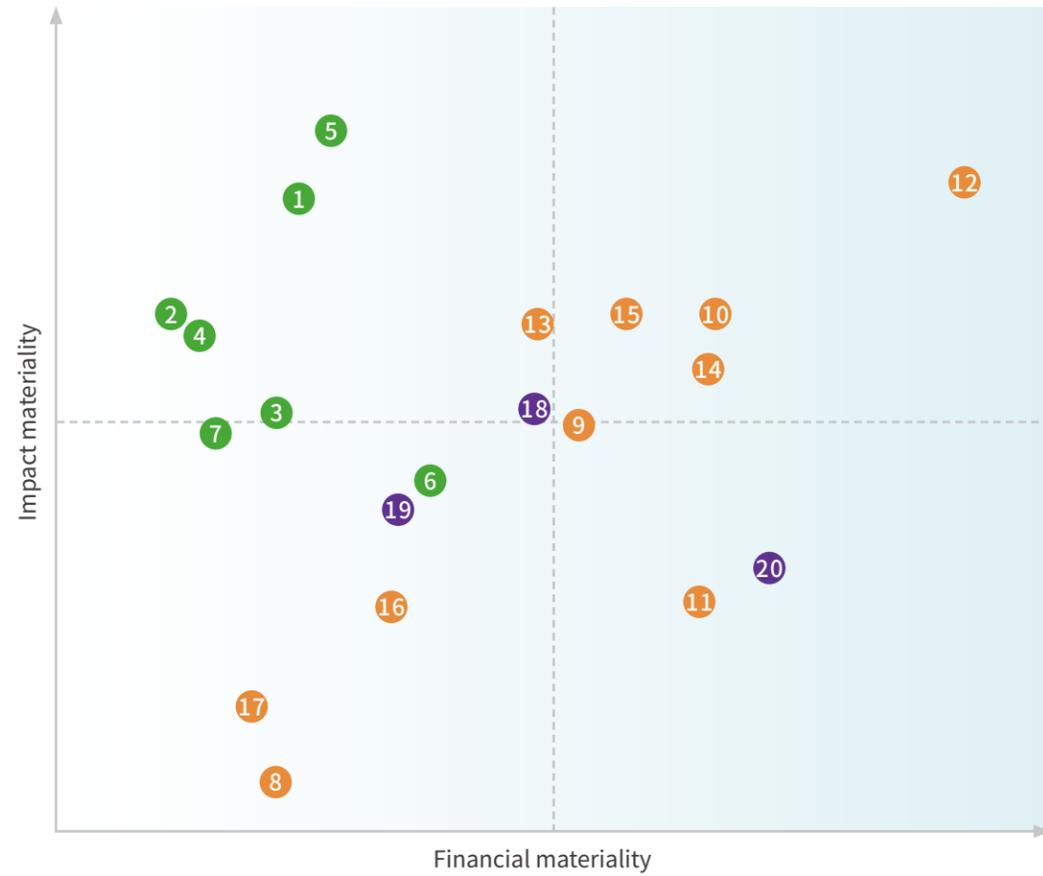
### Identify the Company's business activities and stakeholders

We sort out our primary business activities, both upstream and downstream, and their position in the value chain, and clearly define the types and nature of their relationships. At the same time, we identify and confirm key stakeholders who may be impacted by its business activities.

## Dual materiality assessment process



Senior's Dual Materiality Matrix



**Environmental**

- 1 GHG Emissions
- 2 Climate Response
- 3 Water Resource Management
- 4 Green Products
- 5 Emissions and Waste Management
- 6 Energy Management
- 7 Clean Technology Opportunities

**Social**

- 8 Community Investment
- 9 Supply Chain Management
- 10 Technological Innovation
- 11 Intellectual Property Protection
- 12 Product Quality and Safety
- 13 Customer Service
- 14 Occupational Health and Safety
- 15 Chemical Safety
- 16 Employee Rights and Welfare
- 17 Employee Training and Development

**Governance**

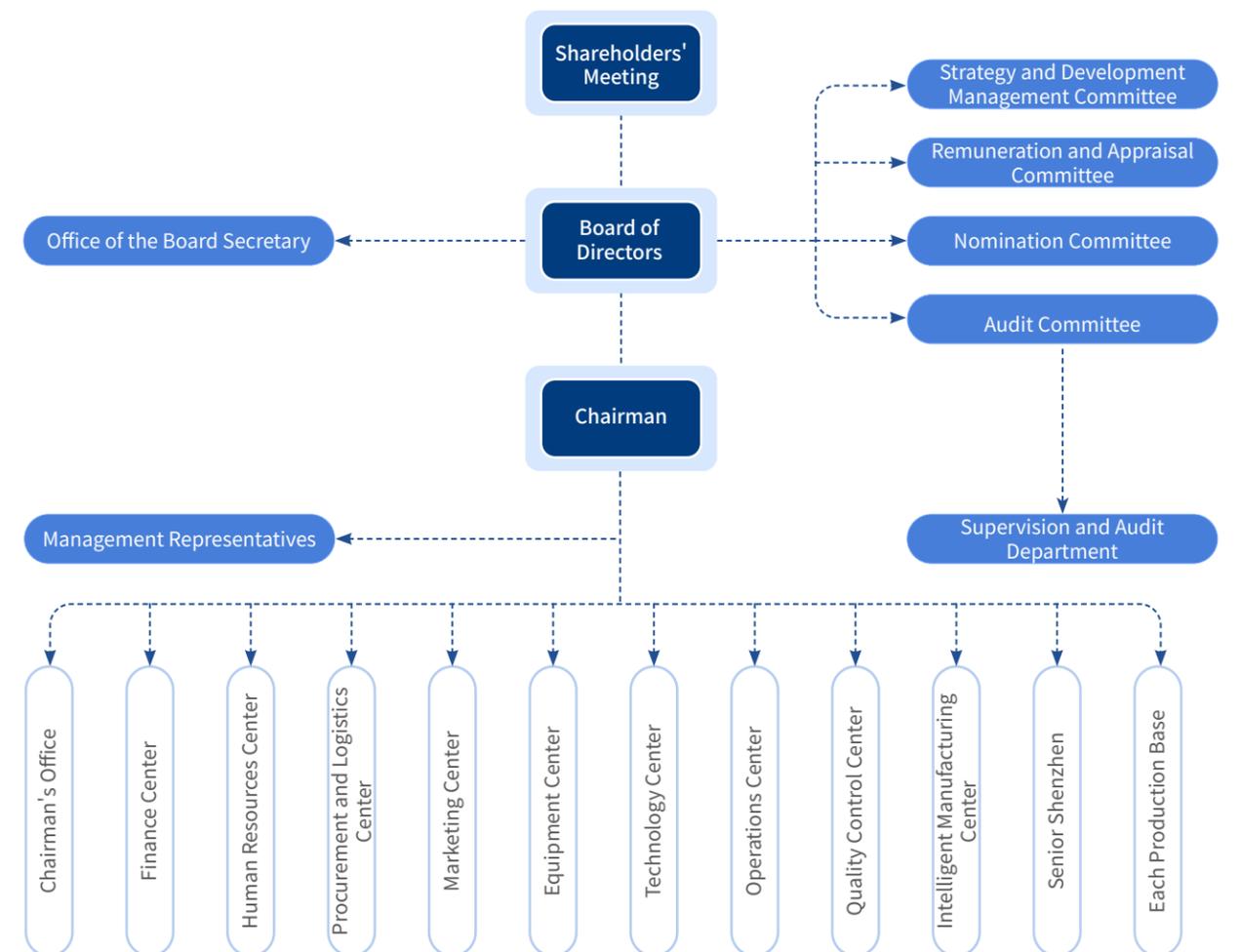
- 18 Corporate Governance
- 19 Business Ethics
- 20 Risk Management

# Corporate governance

## Governance structure

The Company strictly adheres to the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, and relevant securities regulations, and has established a standardized corporate governance structure. During the Reporting Period, corporate governance operations were conducted in a standardized and orderly manner, and each governance body performed its duties in compliance with the law, achieving effective decision-making, execution, and supervision, with particular attention given to safeguarding the legal rights of minority investors.

In 2025, the Company made significant optimizations to its governance structure. According to the revised Articles of Association, we abolished the Board of Supervisors. The responsibilities previously held by the Board of Supervisors are now assumed and exercised by the Audit Committee under the Board of Directors. Additionally, the Company's highest decision-making body, the General Meeting of Shareholders, has been changed to the Shareholders' Meeting. These adjustments have further clarified the supervisory powers and responsibilities, and improved governance efficiency.





**Shareholders' Meeting**

The Company's Shareholders' Meeting has clearly defined responsibilities, with a well-established rule of procedure that is consistently followed. The procedures for convening, holding, and proposing matters at shareholders' meetings are in full compliance with legal regulations and the Company's internal systems.

In 2025, the Company held **7** shareholders' meetings, at which **37** proposals were reviewed and approved.



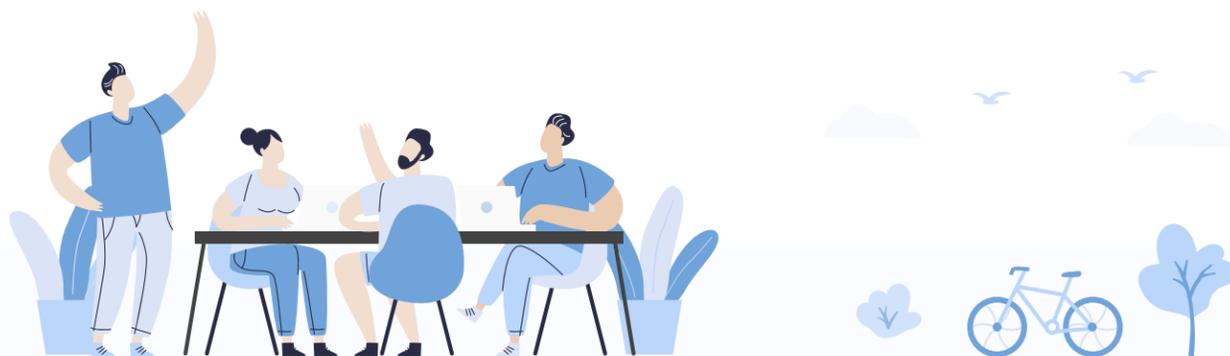
**Board of Directors and Directors**

The Board of Directors has clearly delineated responsibilities, and the procedures for convening and holding meetings align with relevant laws, regulations, and systems. All Board members attend both the Board of Directors meetings and the General Meetings of Shareholders, exercising their powers in accordance with the law. They diligently perform their duties, continually monitor the Company's operations, and actively participate in the Board of Directors meetings. By fully leveraging their professional expertise, they make prudent decisions and protect the interests of the Company and its shareholders.

In 2025, the Company held **12** Board meetings, at which **76** proposals were reviewed and approved, including proposals on regular reports, equity distribution, share repurchase, equity incentives, planned issuance of H-shares, and revisions to internal policies.

**In 2025**

<p>The Company held <b>1</b> Strategic and Development Management Committee meeting</p>	<p><b>5</b> Audit Committee meetings</p>	<p><b>2</b> Remuneration and Appraisal Committee meetings</p>	<p><b>1</b> Nomination Committee meeting</p>	<p><b>4</b> Special Meetings of Independent Directors</p>
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**Board of Directors' independence and diversity**

Senior continues to advance board diversity. In the director nomination and appointment process, the Company emphasizes board independence and structural diversity. We take into account factors such as gender, age, industry experience, and professional expertise of candidates to enhance the rigor and prudence of the Board's decision-making. The current Board of Directors comprises seven members, including three independent directors, accounting for 43% of the total, one female director, accounting for 14%, and one employee director, elected by the employee representative assembly.

The professional backgrounds of the Board members span diverse fields, including electronics, materials science, economics, accounting, and chemical engineering, providing essential professional support for the Board's performance and helping improve decision-making quality, which supports the Company's long-term stable development.

The Company places great emphasis on the capacity to perform duties and professional development of its directors. Through various training sessions, learning opportunities, and experience sharing, we continually improve the professional capabilities and compliance awareness of our Board of Directors members, ensuring they are well-equipped to fulfil their duties effectively.

**Investor communication**

The Company remains focused on its investors and continuously improves its investor relations management system. Based on the Investor Relations Management System, it regulates investor communication and information disclosure. Focused on information disclosure, regular communication, and special exchanges, we maintain regular communication with investors through various channels such as public announcements, shareholder meetings, performance briefings, investor exchange activities, and SZSE's interactive platform, responding promptly to investor concerns. The Company also emphasizes the quality of information disclosure, following the principles of truthfulness, accuracy, completeness, and timeliness, thus promoting the continuous improvement of governance level and communication transparency.

**In 2025, the Company**

<p>Held <b>4</b> investor communication events</p>	<p>Communicated with over <b>600</b> investors through phone or email</p>	<p>Replied to <b>121</b> investor inquiries on SZSE's interactive platform</p>	<p>Published <b>199</b> disclosure announcements</p>
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## Antitrust and fair competition

The Company has established an antitrust and fair competition management mechanism. At the governance level, senior management is responsible for supervising and managing antitrust and fair competition matters, regularly listening to compliance reports, and promoting the implementation of risk control measures; the Board supervises significant compliance risks to ensure that the Company's business activities comply with antitrust and fair competition laws and regulations.

We strictly comply with *the Anti-Monopoly Law of the People's Republic of China, Anti-Unfair Competition Law of the People's Republic of China*, and other relevant laws and regulations, and have developed the Antitrust Guidelines, which clearly regulate related concepts and prohibited behaviors. We adhere to the principle of fair trading, prohibiting employees from manipulating markets, exploiting privileged information, or gaining improper benefits in an unfair manner. Focusing on business practices, the Company systematically prevents unfair competition behaviors such as abuse of market dominance, deceptive conduct, commercial bribery, false advertising, infringement of trade secrets, and false prize-based sales, safeguarding fair and orderly market competition.

The Company continuously carries out antitrust and fair competition advocacy activities by publishing compliance guidelines, internal notices, and thematic publicity materials to strengthen employees' compliance awareness. It also organizes regular training, incorporating antitrust and fair competition content into onboarding training and specialized training for key positions.

### During the Reporting Period

The Company was **not involved in** any cases of unfair competition, or any significant lawsuits related to unfair competition, and was not subject to any administrative penalties.

## Risk management

### Management philosophy

The Company attaches great importance to the role of risk management in corporate governance, and continues to improve its risk management system covering strategic, operational, and ESG-related risks. By integrating risk management requirements into the governance structure, policy development, and day-to-day operations, the Company continuously enhances its ability to identify, alert, and respond to risks, ensuring long-term stable development.

### Management structure

The Company has established a risk management and internal control governance structure centered around the Board of Directors. The Board of Directors, as the highest decision-making body for risk management, bears the ultimate responsibility for the establishment and effective operation of the Company's overall risk management and internal control system; the Board's Audit Committee is responsible for supervising internal control and risk management efforts; management is responsible for organizing and implementing routine risk management and internal control operations. A clear and balanced management mechanism is thus formed.

In 2025, we further optimized our governance structure by strengthening the supervisory functions of the Audit Committee, and clarifying that the Audit Committee shall perform the original supervisory duties of the Board of Supervisors. Additionally, we further improved our governance participation mechanism by adjusting the Board seat structure and adding employee directors to enhance the systematic and effective risk supervision and response.

### Management policies

The Company strictly complies with the *Audit Law of the People's Republic of China* and other relevant laws and regulations, as well as the provisions of the *Articles of Association*, and has formulated and implemented the *Internal Control and Audit Management System*, *Internal Control Procedures*, and other policy documents, clearly defining the responsibilities and operational requirements for internal control and risk management.

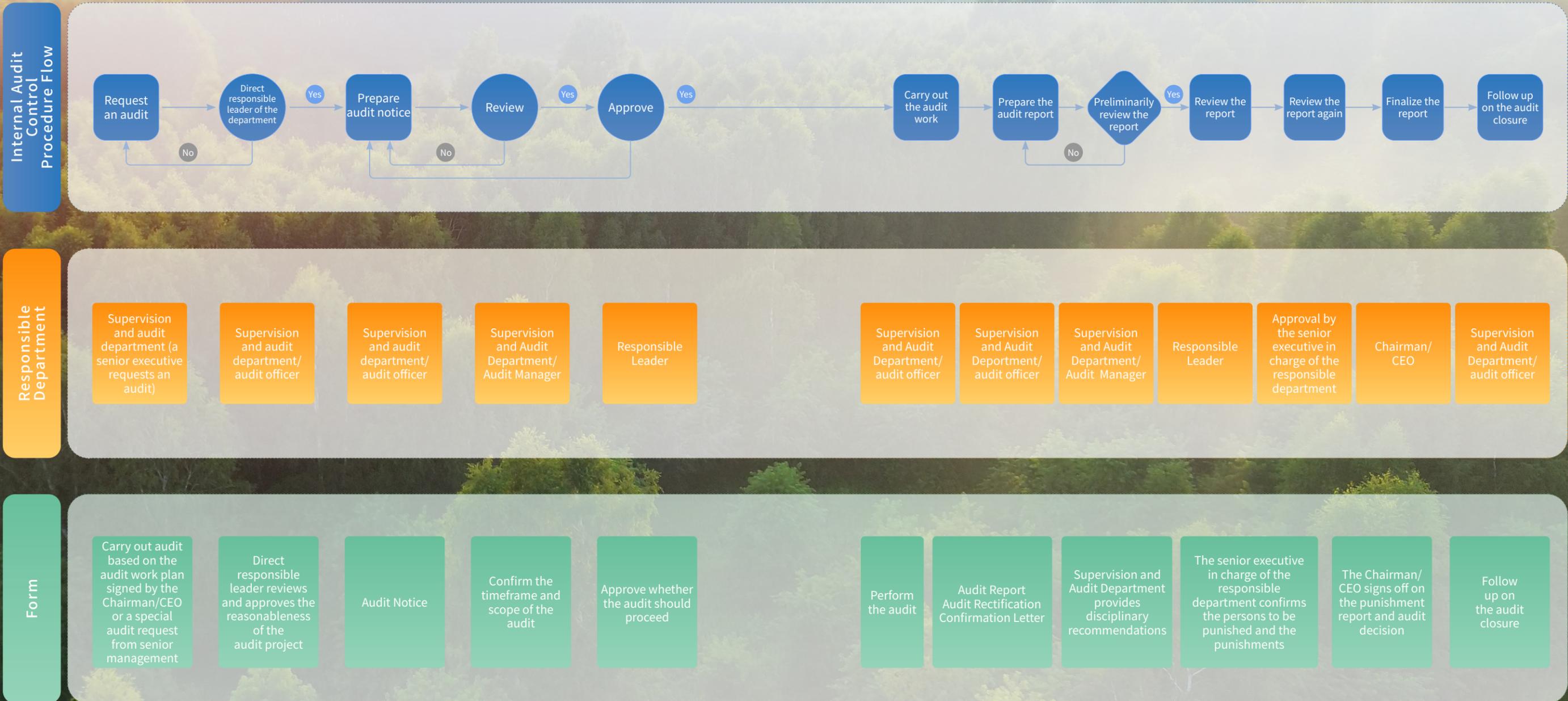
### Management practices

#### Improvement of internal control

The Company focuses on streamlining key operation management processes, systematically identifying critical risk control points across its business workflows. Based on this, we have established a process-centered internal control system to ensure compliance in business activities, protect asset security, and guarantee the accuracy and completeness of financial reports and related information.

In 2025, the Company's internal audit department, in line with the latest organizational structure, systematically reviewed relevant management policies and approval authorities. The Group and Subsidiary Authorization Manual was revised, and the OA approval process was continuously optimized. Additionally, the approval authority configurations for information systems such as ERP, SAP, MES, SRM, and HR were further streamlined, providing institutional and system support for resource integration and clear division of responsibilities.

## Internal Audit and Control Flowchart



## Enhancement of risk management and supervision

The Company has established a management process covering risk identification, assessment, and prioritization in accordance with relevant national laws and regulations, and defined risk monitoring standards and methods. The Supervision and Audit Department conducts routine and special audits of subsidiaries quarterly and, together with due diligence interviews, focuses on operational compliance and ESG-related risks. It also includes qualification certificate management in work safety and environmental protection in audits, generates audit reports, and continuously tracks rectification progress.

## Third-party risk assessment

On the basis of daily supervision and special supervision of internal control, the Company engages third-party professional institutions to conduct comprehensive risk assessments, provide an independent evaluation of the effectiveness of the internal control system and issue annual internal control evaluation reports. By introducing external professional perspectives, the Company promptly identifies management shortcomings, promotes targeted optimization improvements, and enhances the completeness and applicability of internal control systems.

## Risk culture promotion

The Company continues to strengthen risk management and compliance culture building by regularly providing compliance training to employees, suppliers, and partners. The training covers legal regulations, company systems, risk management, data privacy protection, and anti-corruption to enhance the risk prevention awareness of stakeholders.

In 2025, focusing on the issuance of H-shares and global expansion, the Company constructed a training system combining "external guidance, internal deepening, and policy implementation". A total of five special training sessions were organized, covering approximately 300 employees, with a total training duration of nine hours, further strengthening compliance duties and risk prevention capabilities among all employees.

# Business ethics

## Management philosophy

The Company consistently upholds principles of lawful operation and good faith, treating all stakeholders fairly and implementing a zero-tolerance policy for any actions that violate integrity standards. Through continuous efforts to strengthen integrity development, the Company continually improves employee self-discipline and supervision mechanisms to effectively prevent and address illegal and unethical behavior, ensuring overall integrity within the workforce. On this foundation, the Company focuses on enhancing employees' professional ethics, thereby laying a solid talent foundation for the healthy development of the business.



## Management structure

The Company has established a business ethics governance structure centered around the Board of Directors, with the Board being ultimately responsible for business ethics and anti-corruption efforts. The Board's Audit Committee is responsible for supervising business ethics compliance, anti-corruption, and related internal control efforts, while professional supervisory departments are responsible for specific execution and daily management, forming a three-tier governance structure comprising the Board of Directors, the Audit Committee, and professional supervisory departments.

In 2025, the Company further optimized the business ethics governance arrangement by integrating the original supervisory duties of the Board of Supervisors into the Audit Committee of the Board of Directors and introducing employee directors to participate in Board governance, continuously improving the supervision mechanism and internal participation structure, and enhancing the overall effectiveness of business ethics governance.

## Management policies

The Company has developed and implemented business ethics-related systems such as the *Code of Conduct for Professional Integrity and Whistleblower Protection System*, clearly defining employee behavior standards, whistleblower handling, and protection requirements. The Company also conducts regular effectiveness evaluations of these systems. This policy also applies to suppliers.

In 2025, the Company revised and improved core systems, such as the *Code of Conduct for Professional Integrity and Whistleblower Protection System*, in line with the latest legal requirements and business development needs, adding supporting implementation rules and updating whistleblower contact information. The *Integrity and Self-Discipline Commitment* was also revised and employees in key positions were required to sign it, continuously improving the business ethics system.

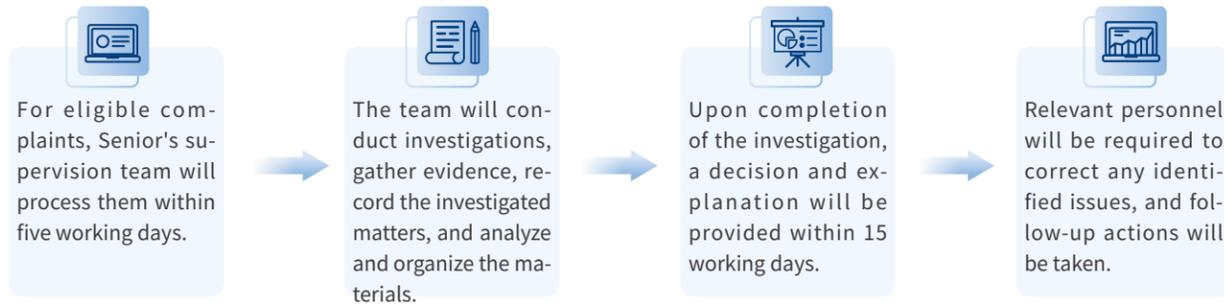
## Management practices

### Integrity management

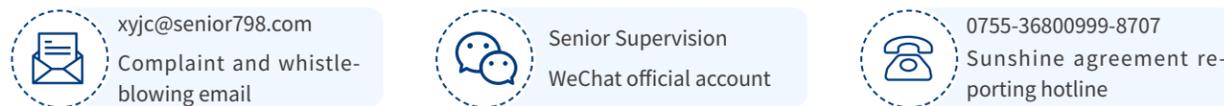
The Company clarifies employee integrity responsibilities through the signing of the *Commitment to Professional Integrity* and implements a zero-tolerance policy for bribery, corruption, and other behaviors that harm its interests. We include significant violations in the performance appraisal of management, and implement an accountability system to ensure the fulfillment of responsibilities.

We have also established a standardized reporting acceptance and investigation mechanism, led by the Supervision and Audit Department, and cooperate with relevant departments to conduct investigations and processing, ensuring whistleblower protection with information isolation and avoidance measures. Any acts of obstruction or retaliation against investigations are dealt with strictly in accordance with company regulations, and in serious cases are referred to the judicial authorities in accordance with the law.

### Complaint and Whistleblowing Handling Process



### Whistleblowing Channels



**In 2025**  
The Company received **1** whistleblower report, which has been investigated and resolved.

## Business ethics audit and risk assessment

In 2025, the Company conducted routine audits, project audits, and special audits at various bases, embedding business ethics reviews into all audit projects, covering all businesses, entities, and processes. Simultaneously, the Company conducted systematic business ethics risk assessments, establishing a "whistleblowing - verification - accountability - rectification" closed-loop management mechanism, identifying key risks and formulating targeted improvement measures.

## Integrity promotion

Through training, education and execution of commitments, the Company continuously strengthens the awareness of business ethics and anti-corruption. In 2025, the *Integrity and Self-Discipline Commitment* was updated, and 111 employees in key positions signed it.

Regarding business ethics and anti-corruption, the Company held five training sessions throughout the year, covering integrity, anti-corruption, and prevention of legal risks in occupational crimes involving the Company. The total training duration was five hours, with 258 participants, including management at supervisor level and above, as well as employees in key positions.



Integrity promotion

**In 2025**  
A total of **5** anti-bribery and anti-corruption training sessions were conducted, with a cumulative duration of **1,290** hours and **258** participants.

## Metrics and targets

In 2025, the Company set the following management targets regarding business ethics and anti-corruption management, and all targets were achieved:

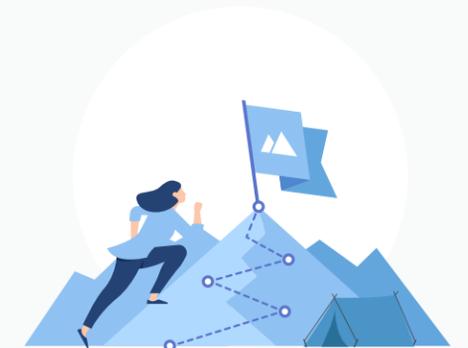
### Target

- Establish clear ethical guidelines and corporate values
- Strengthen education and awareness of all employees through onboarding and specialized training
- Establish and improve internal controls and supervisory mechanisms
- Promote supply chain partners' compliance with business ethics requirements through the signing of the *Sunshine Agreements* and other means
- Continue to strengthen compliance management to ensure that the Company's conduct conforms with laws and regulations



### Progress

- The Company completed the improvement of its institutional system
- The Company organized five anti-corruption training sessions at domestic and foreign bases
- The reporting mechanism was running effectively, with one report properly handled and closed, and no corruption-related lawsuits occurred
- The compliance management level of suppliers was further improved
- By embedding anti-corruption and business ethics into governance processes and culture, the Company provides a solid foundation for sustainable development



# 02

## Green Development

Moving Toward a Better Future



### Material Topics in This Section

- Emissions and Waste Management
- Energy Management
- Climate Response
- GHG Emissions
- Green Products
- Water Resource Management
- Clean Technology Opportunities



### Response to United Nations Sustainable Development Goals (SDGs)



# Green products

## Management philosophy

Senior actively supports the national "Dual Carbon" strategy, focusing on the research and application of green products. The Company adopts a customer-driven approach, guided by a research and development strategy of "focusing on internal development, supported by external cooperation, and advancing iterative upgrades." We continue to advance clean technology innovation and expand the application of green products from new energy vehicles to areas such as green hydrogen and seawater desalination. Additionally, environmental protection principles are integrated throughout the entire product lifecycle, aiming to minimize environmental impact.

## Management policies

Senior strictly adheres to national and local regulations, including the *Environmental Protection Law of the People's Republic of China* and the *Environmental Impact Assessment Law of the People's Republic of China*, ensuring that all operational activities comply with national environmental protection requirements. Furthermore, the Company continuously improves its internal management system by formulating and implementing regulatory documents such as the *Environmental Substance Management List*, the *Document Management Procedures*, and the *Production Process Control Procedures*. A systematic approach is employed to promote green product innovation and to identify and manage potential environmental risks throughout the product lifecycle.

## Management practices

### Investment in clean technologies

Senior plans to increase investment in clean technologies year over year based on its actual situation, fostering green product innovation and development. It improves its clean production management processes and establishes a dedicated Clean Technology R&D and Application Steering Group, led by the General Manager. The clean technology R&D team sets clear annual goals, assigns an implementation team to carry out the clean production plan, and reviews progress, while also conducting training to promote clean philosophy and technologies.

In 2025, we focused on resource recycling and low-carbon empowerment, working in parallel on efficient recycling technology promotion and photovoltaic system optimization, upgrading the efficiency of green production lines.

**Innovation in exhaust gas recovery**

Senior Shenzhen developed and applied gas separation membrane technology for dichloromethane recovery. This technology significantly outperforms existing recycling systems in terms of gas treatment capacity, and it has a longer service life and lower operating costs. The exhaust gas recovery system has been installed and is in the preparation stage for use.

**Improvement in photovoltaic power generation efficiency**

Senior Nantong has installed water diversion clips on roof photovoltaic modules, effectively alleviating the impact of accumulated dust on power generation efficiency. Compared to 2024, the base's photovoltaic power generation efficiency improved by about **1%**, resulting in an additional **220,000 kWh** of electricity, equivalent to saving about **27 tons** of standard coal and reducing CO<sub>2</sub> emissions by approximately **219 tons**.

**Grid connection of photovoltaic project**

The first phase of the photovoltaic project at ASEAN Base has been successfully connected to the grid and commenced power generation.

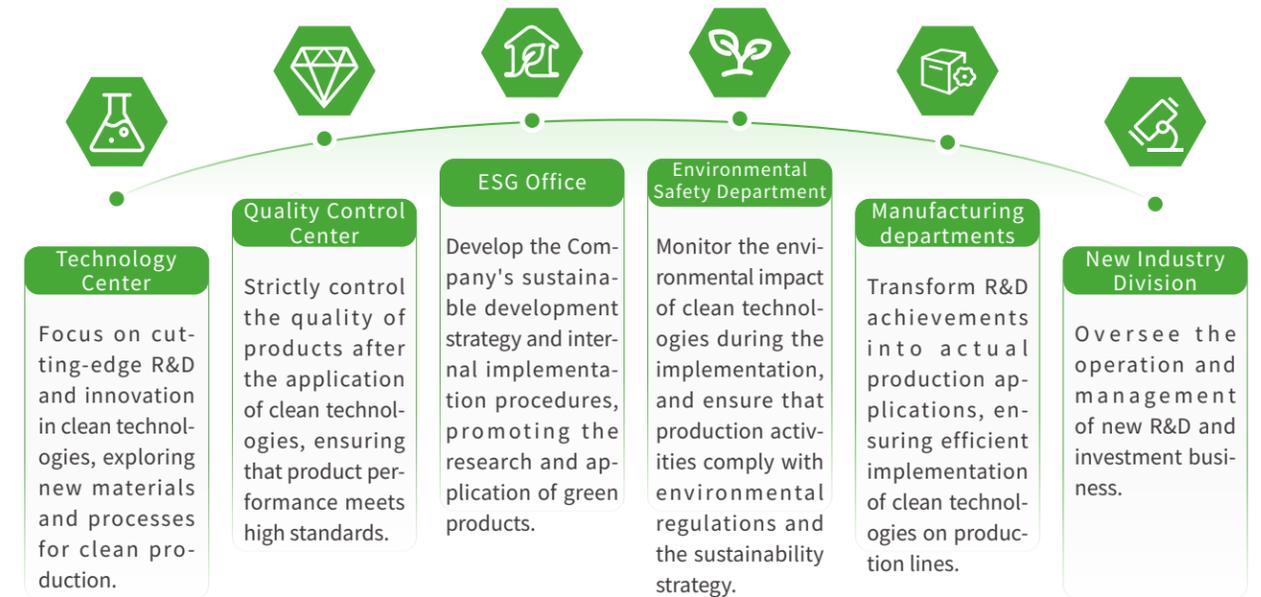




## Green product applications

To comprehensively reduce carbon emissions and resource consumption throughout the product lifecycle, and further enhance the environmental and sustainability performance of products, Senior continuously expands the application scenarios for green products. Each year, the Company organizes joint incubation of green products through the Technology Center, Quality Control Center, ESG Office, Environmental Safety Department, and relevant manufacturing departments.

In 2025, based on the existing collaboration mechanism, the Company established the New Industry Division to systematically promote clean energy planning, investment, and implementation, providing stronger organizational support for driving green product innovation and low-carbon strategy implementation.



## Industry low-carbon standards development

Senior actively responds to international regulatory requirements, such as the *Regulation (EU) 2023/1542 of the European Parliament and of the Council Concerning Batteries and Waste Batteries* and the European Union's (EU's) restriction on the use of undecafluorohexanoic acid (PFHxA) and PFHxA-related substances, by continuously increasing investment in the R&D investment of environmental protection materials. The Company is advancing technological research on non-fluorinated colloidal products to replace polyvinylidene difluoride (PVDF), ensuring that products align with the market's green entry standards. Additionally, the Company has joined the China Battery Industry Environmental Product Declaration Platform Technical Committee and the Battery Industry Carbon Emission Standard Working Group, playing an active role in the development of industry environmental standards and carbon emission accounting systems. These efforts contribute to the green and low-carbon transformation of the battery industry.

In 2025, the Company led the drafting and release of the *Greenhouse Gas Emission Accounting Requirements for Lithium-Ion Battery Separator Manufacturing Enterprises*, *Greenhouse Gas Emission Accounting and Reporting Requirements: Battery Separator Enterprises*, and *Design Specifications for Green, Low-Carbon, and Efficient Integrated White Oil Extraction, Recovery, and Recycling in Wet-process Lithium-ion Battery Separators*, continuously improving the industry's full value chain sustainability standards, driving the industry toward a more low-carbon, efficient, and circular direction.

**Achieving EU NG Gold Level Certification, Leading the Industry's Green Development**

In February 2025, Senior successfully obtained the EU NG Gold Level Certification, becoming the first company in China's lithium-ion battery separator industry to receive this highest rating. The certification is endorsed by the EU, focusing on evaluating a Company's leadership in green transformation, highlighting Senior's excellence in ESG.



# Improving resource efficiency

## Management philosophy

Senior is committed to utilizing intelligent and digital technologies to achieve the scientific allocation and efficient use of energy and resources, with a focus on reducing GHG emissions throughout the entire product production process. The Company reduces energy consumption through the establishment of a comprehensive energy management system, the optimization of the energy structure using intelligent platforms, and the expansion of green electricity applications. At the same time, we develop water-saving technologies, promote water conservation concepts, and continually enhance the efficiency of resource utilization.

## Management policies

The Company strictly complies with the *Law of the People's Republic of China on Energy Conservation and the State Council's Decision on Strengthening Energy Conservation*, along with other relevant laws and regulations. We have formulated and implemented the *Energy Management Measures* and established a dedicated inspection team. In addition, each base, according to its specific circumstances, has developed internal management systems such as the *Energy Procurement and Use Management System*, the *Energy Performance Management System*, and the *Energy Procedure Document*. These systems aim to clarify the basic principles of internal energy management, standardize the energy procurement process, and regularly assess energy management performance.

Furthermore, we strictly adhere to the *Water Law of the People's Republic of China* and other national and local laws and regulations applicable to our operating locations. The Company has established the *Water Conservation Management System*. For each base, we have developed internal systems such as the *Water Metering Management System* and the *Water Equipment Management System*. These efforts focus on continuously improving employee water-saving awareness and the Company's overall water resource management capabilities.

## Management practices

### Energy management

In daily operations, Senior regularly conducts energy audits to systematically assess and analyze energy consumption at each production base and for major energy-consuming equipment, continuously improving energy usage efficiency. At the same time, the Company actively uses digital technologies to empower energy management, and promotes photovoltaic power generation, waste heat utilization, and energy-saving technical modifications at each base, pushing the energy structure toward a green, low-carbon transformation.

### Photovoltaic/waste heat recovery

Senior Jiangsu uses waste heat from the basement of Workshop IV to supply hot water through an air-source heat pump. It has also promoted heat recovery from coating equipment ovens, improving energy efficiency through multiple actions.



### Distributed photovoltaic grid connection

Senior Foshan has implemented a distributed photovoltaic power generation project, revitalizing about 90,000 square meters of plants' roof space and 21,000 square meters of carport space. The project has a total installed capacity of 22,800 kWp and operates under a "self-consumption with surplus fed to the grid" model, with an expected average annual power generation of around 18 million kWh. The project was first connected to the grid for trial operation in May 2025, and reached full-capacity grid connection in November 2025.



### Energy saving in air conditioning systems

Senior Nantong has launched an air handling unit phase change energy optimization project, effectively reducing air conditioning energy consumption during the summer through technological upgrades and optimization of operating parameters, continuously improving energy utilization efficiency.



### In 2025, the Group achieved



Self-generated photovoltaic power:  
**41,005,533.20 kWh**



Purchased green certificates:  
**38,328 MWh**



Senior Recognized as a "Green Factory in Jiangsu Province", Exemplifying Green Manufacturing

Senior actively practices the ESG concept, deeply integrating sustainable development into its strategy and operational practices. The East China Base (Nantong) was awarded the "2024 Green Factory in Jiangsu Province" recognition from the Department of Industry and Information Technology of Jiangsu Province. This accolade reflects the Company's systematic achievements in environmental protection, efficient resource utilization, and energy consumption management.



By the end of 2025

Senior Nantong has obtained the ISO 50001 Energy management systems certification.



ISO 50001 Energy Management Systems Certificate

### Water resource management

Senior strictly complies with national and regional water resource-related laws and regulations. The group coordinates all bases to actively promote water-saving and consumption-reducing projects by establishing a digital water resource management system, conducting water-saving awareness training for all employees, and implementing regular water equipment inspections and maintenance to reduce water consumption intensity in production operations.

Senior Jiangsu

Conducts water balance tests to improve water resource utilization efficiency, completes calibration of water-saving metering devices to ensure data accuracy, and reuses treated wastewater in cooling towers to achieve zero wastewater discharge.

Senior Nantong

Recovers condensate water from steam and uses it as boiler makeup water to effectively reduce natural gas consumption and the amount of new water required for steam boilers, achieving reduction in both energy and water consumption.

Senior has set up specialized water-saving working groups at each base to strictly monitor the progress of water resource management and perform real-time supervision and precise statistics on water resource consumption data. During the Reporting Period, the Company's overall water source was compliant municipal water supply.

### Material and packaging material management

Senior is dedicated to improving the recycling rate and environmental characteristics of packaging materials:



Packaging material recycling

The Company collaborates with key customers to establish packaging material recycling plans to increase the utilization rate of packaging materials such as cores, standing cards, white film paper tubes, and cardboard boxes.



Nearby reusable packaging

For nearby customers with high order volumes, the Company employs reusable packaging to reduce packaging material consumption.



Selection and substitution of packaging materials

The Company prioritizes the use of renewable wood and new composite cushioning materials, and substitutes cardboard boxes for wooden crates and plastic pallets for wooden pallets to further achieve packaging material replacement, reduction, and recycling, promoting green and sustainable supply chain development.

## Emissions and waste management

### Management philosophy

Senior is committed to reducing waste generation at the source by focusing on raw material selection, production process optimization, and improving production efficiency. We utilize emissions and waste management systems to ensure all waste is classified and handled in compliance with regulations, minimizing the environmental impact of our business operations while achieving a balance between economic growth and environmental protection.

### Management policies

Senior strictly adheres to national laws and regulations such as the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution* and the *Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste*, as well as local regulations on waste discharge in operational locations. We continuously strengthen the monitoring and management of emissions and waste discharge. In line with the ISO 14001 certification standard, each base has developed and implemented procedures such as the *Solid Waste Control Procedure*, the *Wastewater Control Procedure*, the *Exhaust Control Procedure*, and the Hazardous Waste Management System, aiming to reduce pollutant discharge through standardized environmental management measures.

Each base of the Company has established an environment, health, and safety (EHS) department responsible for identifying and monitoring factors such as air quality, noise, and wastewater. This department determines monitoring frequencies, uses reference standards, and regularly compiles data into reports. Additionally, we engage external professional organizations for annual testing, with reports provided by them.

By the end of 2025

Senior's 6 bases have obtained ISO 14001 Environmental management systems certification.



## Management practices

### Exhaust management

The EHS management department at each base follows the *Exhaust Control Procedure* to identify sources and types of exhaust gas emissions, and regularly conduct measurements of emission concentrations and total volumes. The Company continuously improves its exhaust gas management level by optimizing production processes, installing high-efficiency exhaust gas treatment facilities, and setting up online monitoring systems.

#### Combined exhaust gas treatment

Senior Foshan uses a combination of compressed condensation, membrane separation, and activated carbon adsorption to treat dichloromethane exhaust gas. Third-party accredited agencies are regularly engaged for sampling and testing, ensuring efficient purification and stable compliance with emission standards.

#### Process exhaust gas treatment

Senior Nantong uses electrostatic oil removal and two-stage activated carbon adsorption facilities for workshop exhaust from extrusion and stretching processes, achieving efficient purification and compliance with relevant standards.

#### Low-nitrogen boiler upgrade

Senior Hefei equips its boilers with high-efficiency low-nitrogen burners to effectively reduce nitrogen oxide emissions. Regular monitoring of burner operation and parameters ensures stable and controllable low-nitrogen combustion performance.

#### Dual filtration of particulate matter

Senior Europe treats particulate matter generated from the coating production line through medium- and high-efficiency filters before discharge. Post-treatment particulate levels fully comply with local environmental emission standards.

### Wastewater management

According to the *Wastewater Control Procedure*, Senior coordinates the compliant treatment and resource utilization of wastewater at each base, adopting differentiated treatment plans for wastewater produced in different production stages.

#### Wastewater Treatment Process

#### Discharge/Recycling Status

##### Senior Foshan

Coating wastewater is treated with a combination of physico-chemical treatment, MBR biological treatment, and sand-carbon filtration, with ultrafiltration and RO membrane reverse osmosis systems for wastewater reuse.

Wet-process wastewater is treated with a combination of Fenton oxidation, hydrolytic acidification, contact oxidation, and sand-carbon filtration.

In 2025, both types of wastewater achieved full recycling.

##### Senior Jiangsu

Wastewater is treated through flocculation-sedimentation and biological treatment, followed by advanced RO membrane filtration.

Treated water meeting standards is reused in the plant cooling towers.

##### Senior Nantong

Coating wash and slurry wastewater is treated using two-stage coagulation-sedimentation and sand filtration.

Wastewater from exhaust gas treatment facilities is treated with Fenton oxidation, AAO biological treatment, multi-media filtration, and activated carbon filtration as a combined process.

Treated water meeting standards is discharged in accordance with regulations.

##### Senior Hefei

Wastewater undergoes primary treatment using a combination of Fenton reaction, coagulant dosing, flocculation-sedimentation, and filter press processes.

After preliminary treatment, wastewater is uniformly sent to a wastewater treatment plant for subsequent advanced treatment.

#### 2025 年

Senior generated a total of **122,876** cubic meters of industrial wastewater, of which **69,156** cubic meters were reused, resulting in an industrial wastewater reuse rate of approximately **56.28** %.

### Solid waste management

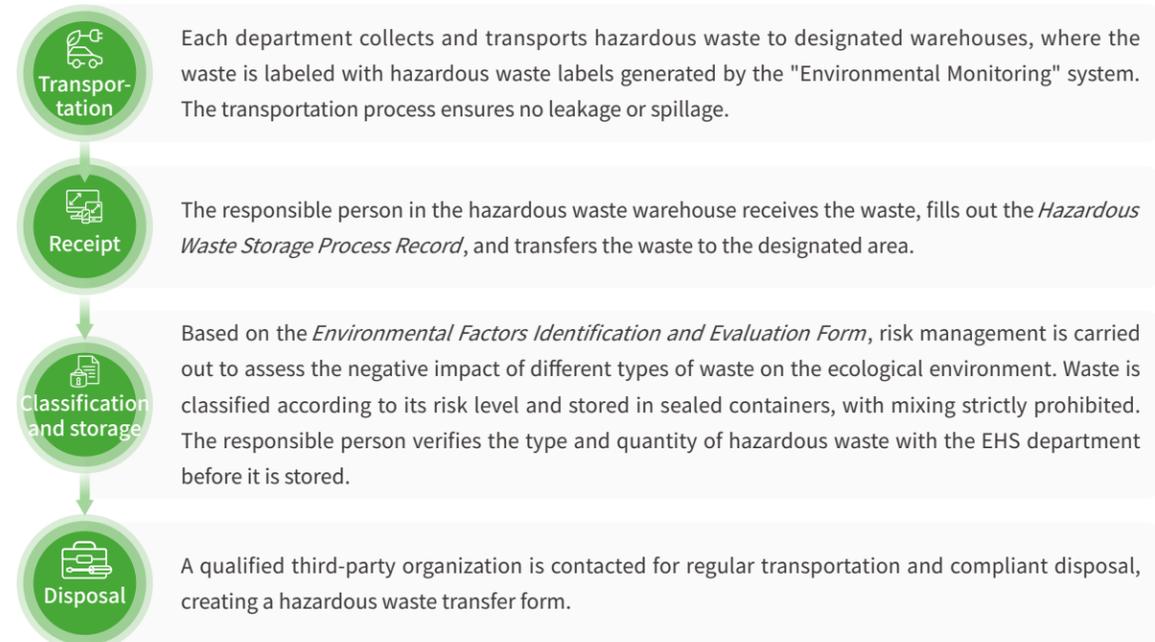
In accordance with the *Solid Waste Control Procedure* and the *Hazardous Waste Management System*, EHS departments, production teams, and warehousing and logistics groups at each base are responsible for managing all waste generated. This includes ensuring classification, compliant transportation, and proper disposal by third-party professional organizations.

#### General waste

General industrial waste, domestic waste, and construction waste are collected from each unit's waste bins, transported to temporary collection points, and regularly taken offsite.

Solid waste

Dedicated hazardous waste warehouses are established for centralized classification and storage, as well as management by designated personnel. All hazardous waste is registered in the government monitoring system and transported regularly for disposal by a qualified third-party organization. The specific management process is as follows:



# Climate response

## Governance

Senior fully recognizes the significant impact that climate change may have on our customers, operations, employees, and local communities. In response to the challenges posed by climate change, we have integrated climate-related oversight and management into our existing governance framework.

**The Company's Senior Management:** Oversees the Company's direction in addressing climate change, monitors industry trends, reviews climate-related risks and opportunities, and incorporates these insights into the Company's overall strategic decision-making.

**ESG Office:** Responsible for deploying and implementing climate change initiatives, reporting to senior management, and providing execution support and assurance for operations at relevant bases.

## Strategy

To actively respond to the risks and challenges presented by climate change, the Company focuses on low-carbon technological innovation in our products while continuously strengthening the GHG emissions management. We are committed to promoting energy conservation, carbon emission reduction, and improving the Company's climate resilience.

## GHG emissions management

Senior manages GHG emissions across three key areas: Company operations, factory construction, and production activities, and has developed the Senior GHG Assessment Procedure. In parallel, we support the Company's low-carbon operations through various measures, including management improvements, green office initiatives, and carbon audits.

### Carbon targets

Guided by our long-term vision of achieving carbon neutrality, we have established phased emission reduction targets and clear quantitative pathways to systematically advance our low-carbon transition. The specific targets are as follows:

- Using 2024 as the base year, reduce Scope 1 and Scope 2 greenhouse gas emission intensity per unit of product by 5% by 2029
- Using 2024 as the base year, reduce Scope 3 greenhouse gas emission intensity per unit of product by 6% by 2029
- Achieve peak greenhouse gas emissions at our production bases in China by 2030

### Management improvement

- Management representatives**
- Responsible for approving GHG policies, emission reduction strategies, goals, and related policy statements.
  - Convene and lead GHG management review meetings, review the execution progress of GHG projects reported by the ESG Office, and assess GHG performance.
  - Promote the implementation of GHG projects and provide necessary resources.

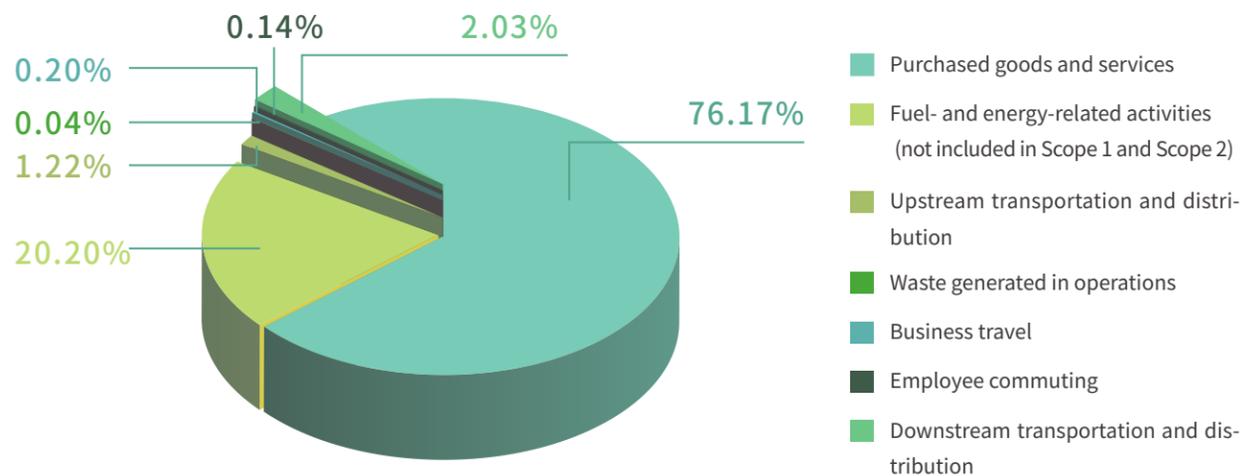
- ESG Office**
- Develop GHG policies, emission reduction strategies, goals, and related policy statements.
  - Establish an internal emission reduction metrics system.
  - Coordinate internal carbon assessment, implement and maintain the ISO 14064 standard, set organizational boundaries, and identify sources of the Group's GHG emissions.
  - Plan the GHG work for the Company and each base and coordinate with relevant departments.
  - Organize annual internal GHG calculation, analysis, and verification work.
  - Report the progress of GHG project execution to the management representative.

- GHG Assessment Team**
- Track, allocate, and implement emission reduction tasks across departments.
  - Identify GHG emission sources in the department and collect GHG emission data for the department.

### Carbon assessment and audit

Under the Company's ESG strategic framework, we have established a dedicated GHG Assessment Team, coordinated by the ESG Office, to conduct annual carbon emission inventories at each production base. We strictly adhere to the ISO 14064-1 standard and systematically identify and document carbon emission sources across the entire production and operational process, in accordance with the *Senior GHG Assessment Procedure*. We scientifically calculate and manage the relevant carbon emission data. To further enhance the credibility and transparency of this data, we engage a third-party organization with professional qualifications to independently audit the carbon assessment results. This independent audit ensures the accuracy and compliance of the data, providing robust support for the Company's sustainable development goals.

In addition, we have initiated the accounting of Scope 3 GHG emissions by identifying seven categories of Scope 3 emission sources. We also calculated the proportion of emissions from each category to support the identification of future emission reduction priorities. The scope of this carbon verification covers the Group headquarters, Senior Nantong, Senior Jiangsu, Senior Changzhou, Senior Foshan, and the ASEAN base.



### Green office

Senior actively promotes green office practices to improve resource efficiency through energy conservation and minimization of material usage:

We promote electricity conservation by regularly conducting 7S inspections (Sort, Set in Order, Shine, Standardize, Sustain, Safety, and Spirit) and strictly regulating air conditioning temperature settings to no lower than 25°C. We also post clear energy-saving signs in all office areas, covering lighting facilities and air conditioning controllers, to remind employees to adopt energy-saving practices.

The Group and each base adopt electronic workflows to achieve a paperless office environment.

We use environmentally friendly and recyclable office supplies instead of non-green alternatives.

We have launched a clean plate campaign, saving energy and reducing resource waste.

## Risk management

### Climate-related risk identification

We fully recognize the risks and opportunities associated with climate change and proactively respond to the challenges it presents. Our objective is to manage business exposure to fluctuations and identify growth opportunities, thus contributing to the Company's long-term sustainable development.

Risk	Specific Description	Potential Impact	Mitigation Measures	
Physical risks	Acute physical risks	The Company's operational entities, including industrial parks, office buildings, and employee dormitories, may be impacted by extreme weather events such as typhoons, floods, heavy rainfall, and droughts.	The Company may suffer from extreme weather events, leading to depreciation and damage to fixed assets, as well as production delays.	<ul style="list-style-type: none"> <li>Establish an emergency management system and regularly conduct climate change risk assessments.</li> <li>Set up a remote work mechanism to improve resilience to extreme weather.</li> <li>Equip emergency devices and conduct emergency rescue training.</li> </ul>
	Chronic physical risks	Climate change factors such as rising temperatures, sea-level rise, unstable water resources, and land desertification may lead to severe weather conditions.	The Company may experience extreme weather conditions, resulting in deterioration of air and water quality, as well as health issues for employees.	<ul style="list-style-type: none"> <li>Strengthen water quality management and establish backup water sources.</li> <li>Provide a high-quality office environment and focus on employee occupational health.</li> </ul>
Transition risks	Policy and legal risks	Policies on energy use, waste management, green buildings, environmental information disclosure, etc., are increasingly tighter.	The Company and stakeholders may be subjected to legal liability due to non-compliance with regulations.	<ul style="list-style-type: none"> <li>Closely monitor policy changes to ensure timely understanding and compliance with relevant laws and regulations.</li> </ul>
	Market risk	Environmental protection concepts are deeply ingrained, and customers' focus on energy conservation and emissions reduction is continually increasing.	The Company may experience a decline in competitiveness due to market preference choices.	<ul style="list-style-type: none"> <li>Expand green products and services to meet market demand and lead industry development.</li> <li>Implement a digital energy consumption management system to improve operational efficiency.</li> </ul>
	Technology risk	Innovations in energy technologies may change the development trends of the industry.	The Company may face obsolescence due to technological innovations that create product technical bottlenecks.	<ul style="list-style-type: none"> <li>Pay close attention to industry developments and manage technological risks through innovation and process optimization.</li> </ul>

## Climate-related opportunity identification

In addition to responding to the risks posed by climate change, Senior actively pursues market and technology opportunities within the industry. Through technological innovation and management optimization, we strengthen the Company's resilience to risks and enhance its market competitiveness.

Category	Opportunity Description	Potential Impact
Market opportunity	Customer demand With the continuous growth in global demand for clean energy, downstream application markets such as new energy vehicles and energy storage are rapidly expanding, driving a sustained increase in lithium battery demand. This, in turn, fuels strong growth momentum in the separator industry. The growing demand for high-performance and safe separators, a key material in lithium batteries, presents new business opportunities for the Company to expand into the high-end market, drive technological innovation, and optimize capacity planning.	<ul style="list-style-type: none"> <li>Increase market share and improve profitability.</li> </ul>
	Policy support The government has introduced policies supporting the development of new energy and new materials, encouraging companies to advance energy-efficient and low-carbon technologies. With subsidies, tax incentives, and other measures, these policies help reduce project costs while ensuring regulatory compliance.	<ul style="list-style-type: none"> <li>Enhance project economics and strengthen market competitiveness.</li> </ul>
	Customer preferences As international standards, such as the <i>EU Batteries Regulation</i> , continue to evolve, customers' preference for low-carbon products is growing, further driving the demand for the Company's green products and services.	<ul style="list-style-type: none"> <li>Improve customer satisfaction and enhance brand influence.</li> </ul>
Technology opportunity	Technological innovation Technological advancements in the lithium battery industry also indirectly drive innovation in the separator sector to meet customer requirements for improved product safety and cycle performance.	<ul style="list-style-type: none"> <li>Drive technological innovation to strengthen market competitiveness.</li> </ul>

## Metrics and targets

To effectively respond to climate change and systematically manage climate risks, Senior has incorporated relevant targets into the Company's medium- and long-term carbon reduction strategy. The following targeted measures are being implemented to achieve these goals:



Break down targets into specific tasks for each base and department.



Establish a corresponding metrics system and integrate it into day-to-day management.



Implement targeted climate risk control measures, integrate sustainability concepts into operational processes, and enhance corporate climate resilience.

Metrics	Unit	2025	2024
Total GHG emissions	tCO <sub>2</sub> e	360,210.37	264,398.54
GHG emissions density	tCO <sub>2</sub> e/RMB10,000 in total revenue	0.87	0.75

### By the end of 2025



The proportion of green electricity used across the Company's global production sites exceeded **10%**, and Senior Europe has fully transitioned to **100%** non-fossil energy use in both production and office operations.



Senior Europe plans to achieve **100%** renewable energy use in the short term.

## Ecosystem and biodiversity protection

### Management philosophy

Senior adheres to the development concept of "Prioritizing Ecology, Promoting Harmonious Coexistence", integrating ecological protection requirements into the entire production process through process optimization, environmental disturbance control, and ecological restoration. It continually reduces the impact of operational activities on surrounding ecosystems, and promotes the coordinated development of enterprise growth and ecological environment.

### Ecological protection and eco-friendly co-development

Senior focuses on building eco-friendly factories. Tailored to the operational characteristics of each site, the Company systematically implements ecological protection measures across three key dimensions: Plant greenery enhancement, groundwater and soil protection, and management of human-induced disturbances. These efforts collectively strengthen the ecological safety of its facilities.



The Company continually increases greenery coverage at each plant, extensively planting eco-lawns and large-scale trees to optimize the plant areas ecological environment. At Senior Foshan, efforts focus on restoring greenery around the site, while Senior Nantong emphasizes upgrading internal landscape quality, tailoring measures to local conditions to strengthen ecological conservation.



In areas storing hazardous chemicals, the company installs standardized containment bunds and implements centralized storage management, ensuring anti-corrosion and impermeability facilities operate effectively. Regular monitoring of groundwater and soil quality is conducted, and a risk warning system is in place to strictly prevent soil and groundwater pollution.



Activities such as construction and vehicle movement near plant boundaries are strictly controlled to minimize impacts on surrounding natural areas. All transport vehicles used by plants are required to meet National IV emissions standards or higher, effectively reducing exhaust emissions and further minimizing human interference with the local ecosystem.

## Ecological restoration

Senior advances ecological restoration systematically across the full project lifecycle, focusing on post-construction re-greening while simultaneously conducting pre-construction ecological assessments and planning to support a positive regional ecological cycle.

### Post-construction ecological restoration:

- At Senior Foshan, following the completion of construction in the former project office area, land re-greening is carried out in full compliance with ecological restoration requirements. Senior Nantong simultaneously implements all post-construction ecological restoration measures, ensuring restoration responsibilities are effectively fulfilled.



Ecological restoration

### Pre-construction ecological assessment and planning:

- To ensure efficient implementation of subsequent ecological restoration, both Senior Foshan and Senior Nantong complete ecological risk assessments and develop dedicated ecological management plans before the start of construction, laying a solid foundation for full-lifecycle ecological protection.

## Ecological risk prevention and control measures

Senior has established a full-chain ecological safety risk prevention and control system, consisting of "ex-ante assessment, in-event control, and ex-post emergency response". Differentiated control measures are formulated for various ecological risks to fully safeguard the ecological safety of plant areas and their surroundings.

### Pre-construction ecological risk assessment:

- Ecological risk assessments/ecological impact demonstrations are conducted for new and expanded projects. Targeted control plans are developed in advance for identified risks and potential hazards.
- Key checks and assessments are conducted around the project site to determine whether it involves sensitive ecological areas, river protection zones, or other key regions of ecological protection, thus avoiding ecological damage risks at the source.

### Natural disaster ecological risk prevention:

- Special emergency response and risk prevention measures are formulated for natural disasters such as heavy rainfall, floods, and typhoons. Senior Nantong has completed the reinforcement of the cofferdam, and Senior Foshan has carried out dam and slope reinforcement work, comprehensively improving the protection capabilities of the facilities.
- Senior Foshan has built a complete drainage and flood prevention system, further enhancing the factory's ability to respond to flood disasters and reducing ecological environmental risks caused by natural disasters.

### Environmental emergency response management:

- The Company has developed specialized emergency response plans for chemical spills, pollution incidents, and other environmental emergencies, and regularly conduct drills to efficiently manage risks such as accidental leaks, fires, and pollutant dispersion.
- Senior Nantong has established an emergency coordination mechanism with neighboring enterprises, creating a regional collaborative prevention and control system to improve the efficiency of joint responses to environmental emergencies.

### During the Reporting Period



Senior did not conduct business activities within ecologically sensitive areas or their protection zones.

# 03

## Excellence in Operations

Ensuring Quality and Safety



### Material Topics in This Section

- Occupational Health and Safety
- Product Quality and Safety
- Customer Service
- Chemical Safety



### Response to United Nations Sustainable Development Goals (SDGs)



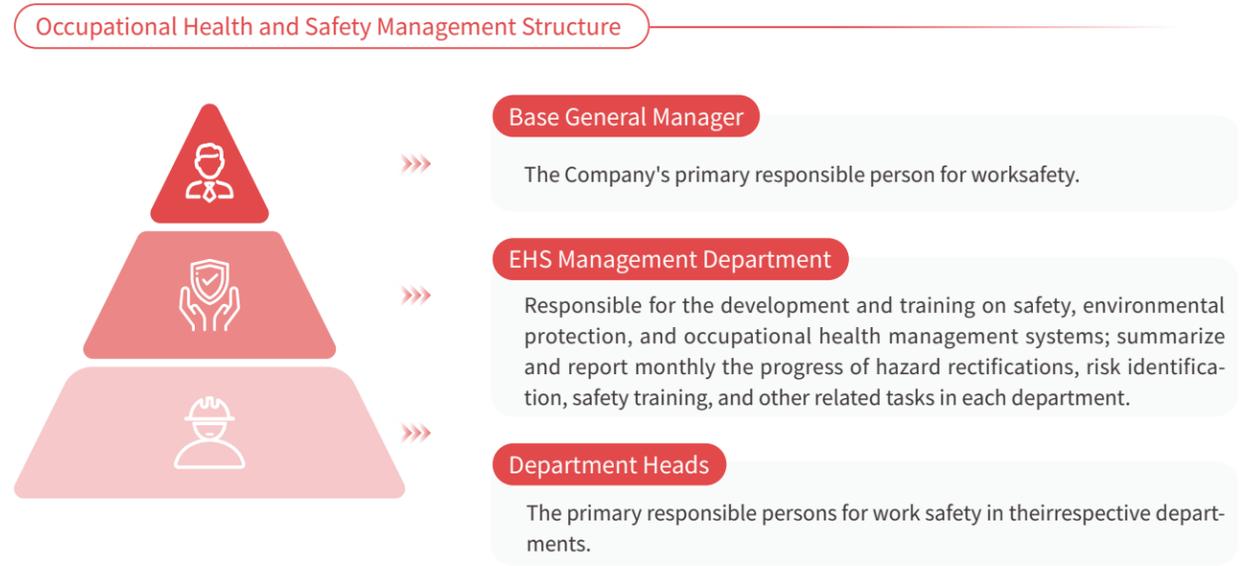
# Occupational health and safety

## Management philosophy

The Company adheres to the principle of "Safety First, Prevention Prioritized, Comprehensive Management, Full Participation, and Continuous Improvement," with the goal of achieving "Zero Accidents, Zero Fires, Zero Occupational Diseases, and Zero Serious Injuries." We maintain a people-oriented approach and emphasize the importance of primary responsibility implementation. By focusing on hazard identification and management, we continuously enhance work safety, eliminate safety hazards, encourage all employees to actively participate in safety practices, and establish a robust safety defense line.

## Management structure

A three-tier management structure has been established: Base General Manager—EHS Management Department—Department and Workshop Heads. This structure clearly defines the occupational health protection responsibilities at each level to ensure accountability is implemented thoroughly and assigned to the appropriate individuals.



## Management policies

The Company strictly complies with national and local laws and regulations and has developed and implemented several systems, including the Work Safety Responsibility System, Safety, Environmental Protection, Fire Safety, and Occupational Health Reward and Punishment Management System, the Hazard Treatment and Control Procedures, and the Occupational Health Management System, building a systematic safety and occupational health management system. We have also established a Work Safety Committee responsible for coordinating safety management efforts, developing annual work plans and reward and punishment mechanisms, and overseeing their implementation. Regular work safety meetings are held to continuously monitor key risks and track the progress of corrective actions and promote the normalization of safety management practices.

The Company's occupational health and safety management policies apply to all employees, contractors, and related parties working on its premises, ensuring that safety management requirements are implemented throughout the entire production and operation process.

In 2025, each base, based on its operational characteristics and key risk areas, continued to develop and refine management systems related to workplace safety and occupational health.

Senior Nantong revised the *Work Safety Education and Training System* by adding requirements for training record management, and improved the *Occupational Hazard Reporting Management System* and *Occupational Hazard Prevention Responsibility System*, to further clarify the reporting process and departmental responsibilities.

Senior Foshan focused on key areas such as work safety and fire management, formulated and implemented new systems such as the *Hazard Identification and Control System*, *"Three Simultaneities" Construction Project Safety Management System*, *All-Coverage Work Safety Responsibility System*, *Hazardous Chemical Safety Management Regulations*, *Fire Safety Facilities Maintenance System*, and *Traffic Safety Management System*. These measures systematically improved on-site safety management and risk prevention.

**By the end of 2025**

Senior Shenzhen, Senior Jiangsu, Senior Changzhou, Senior Nantong and Senior Hefei have obtained ISO 45001 Occupational Health and Safety Management Systems Certification.

Bases' ISO 45001 Occupational Health and Safety Management Systems Certificates

## Management practices

### Occupational health management

The Company has established the *Occupational Health Management System*, which regulates pre-employment, on-the-job, and exit health check-up processes for high-risk jobs. New employees are required to undergo comprehensive health check-ups. Health monitoring records are maintained for all employees, annual occupational disease hazard factor testing and status evaluations are conducted, and the use of labor protection equipment is registered. By setting up a work-related injury ledger, the Company prepares documents such as the *Occupational Disease Hazard Notification* to comprehensively analyze employees' occupational disease status to ensure their health and safety.

The Company strictly enforces occupational health management requirements by establishing an all-inclusive health management mechanism across all bases, implementing pre-employment, on-the-job, and exit health checks, and enhancing occupational hazard identification and prevention. Workshops are equipped with efficient ventilation, lighting systems, and dust- and toxin-prevention facilities, and key areas are equipped with gas alarm devices for real-time monitoring and ventilation coordination, promptly reducing operational risks. Additionally, the Company provides employees with appropriate personal protective equipment, properly posts occupational hazard notification cards in workshops, and uses AI recognition and other technologies to continuously monitor work environments and risks, gradually achieving comprehensive occupational health management.

**Senior Foshan** Implements three-tier safety education, organizes special drills for fire safety and hazardous chemical leaks, offers free annual health checks and occupational health monitoring for all employees, and provides targeted occupational health monitoring for employees in specific positions.

**Senior Hefei** Completes maintenance and annual inspections of the fire protection system, records zero occupational disease incidents, and conducts health check-ups and occupational health assessments for all employees.

**Senior Nantong** Upgrades safety technical measures by adding protective fences, interlock devices, and AI recognition systems, and conducts pre-employment, on-the-job, and exit health check-ups, environmental inspections, graded control, and various hazard inspections.

**Senior Europe** Provides frontline employees with personal protective equipment that meets CE standards, and conducts regular checks and updates to ensure safety for high-risk positions.



Occupational health management - Senior Nantong



Occupational health management - Senior Hefei

## Work safety management

Senior places great emphasis on work safety and employee occupational health. All bases fully implement the work safety policy, continuously improve risk prevention and accident response capabilities to ensure the personal well-being and property safety of employees, while minimizing the impact of accidents on people, property, and the environment. The Company standardizes management processes across four key areas: safety risk identification and management, emergency management, hazard identification, and safety training, fulfilling the responsibilities of each level to ensure safe and orderly production and operations.

The Company has established quarterly and annual safety awards, implemented an accident responsibility penalty and performance deduction system, and linked major environmental protection and work safety incidents to management performance evaluations. A "one-vote veto" system is enforced for work safety accidents. These measures aim to strengthen safety awareness and standardized management across all employees.

The Company has established a long-term mechanism for identifying and rectifying accident hazards. Each base and relevant department conducts hazard identification, risk assessment, and environmental factor identification. Hazards are classified as either general or major, with regular company-level and workshop-level inspections conducted. The *Safety Hazard Inspection Form* and the *Risk Identification and Control Checklist* are completed for closed-loop rectification. In compliance with national laws and regulations, the Company has developed the *Work Safety Accident Reporting and Handling System*, which standardizes processes for emergency plans, thus enhancing the overall emergency capabilities and promoting continuous improvement in work safety.



Work Safety Management

## Senior's Work Safety Management Measures



The Company systematically conducts EHS inspections, focusing on identifying risks and hazards in areas such as workplace safety, personal protective equipment, chemical handling, and emergency preparedness. Hazards are assessed, and corrective measures are implemented. Management personnel and EHS representatives oversee on-site compliance throughout the process, promoting continuous improvement in safety conditions.

In accordance with the *Risk Source Identification and Hierarchical Control Procedures*, the Company regularly conducts risk assessments. Based on factors such as likelihood, exposure level, and severity, risks are categorized into four levels, and targeted control measures are then developed. The EHS department prepares the *Safety Risk Control Report* to facilitate implementation.

**Senior Foshan**

In 2025, risk assessments were added for public areas such as the employee gym, with risks identified and corresponding mitigation measures defined. Major and higher-level risks were re-evaluated against local standards, and new risk items, including risks in lithium battery charging, were added.

**Senior Nantong**

In 2025, major and higher-level workplace safety risks were re-assessed, with new safety risks identified, including risks in lithium battery charging, rooftop photovoltaic systems, and high-voltage substations.



Risk source identification and hierarchical control



Critical hazard source control

For major hazard sources, the Company establishes specific targets, operational control plans, and emergency response measures to ensure effective risk management.

The Company has prepared and regularly revises special emergency plans, including the Special Emergency Plan for Public Security Prevention of Explosive Precursor Chemicals, the Natural Disaster Prevention Management Measures, the Emergency Plan for Infectious Disease Emergencies, and the Comprehensive Emergency Response Plan for Work Safety Accidents. These plans clearly define the responsibilities of emergency response organizations, the prevention and early warning mechanisms, emergency response processes, post-incident disposal plans, and supervisory management requirements, thereby comprehensively enhancing emergency response capabilities.



Emergency response management



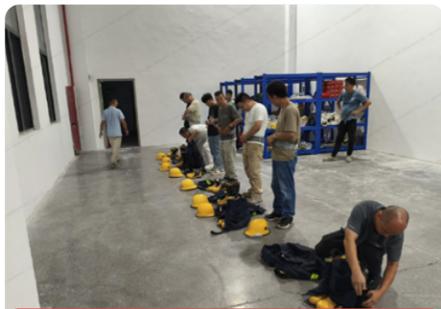
Contractor safety management

The Company strengthens contractor safety management by offering safety training for external personnel, conducting emergency education on hazardous chemicals, strictly enforcing the "Three Simultaneities" system for construction projects, and regularly conducting drills and safety checks. Safety agreements are signed with contracting and leasing entities, and unified coordination and management are implemented to ensure timely remediation of hazards, maintaining safe and controlled operations on-site.

## Employee safety education and training

The Company has developed a comprehensive safety education and training program based on the characteristics of each position, and regularly organizes emergency training and practical exercises. Training courses cover core areas such as work safety, fire safety, environmental safety, and occupational health, enhancing employee awareness of safety protection. In addition, the Company establishes a complete three-level training system for new employees according to the *Training Management Standards*, deeply incorporating work safety topics into training. New employees undergo the three-tier safety education delivered by instructors from the EHS management department, and must pass assessments before they are allowed to begin working.

Work safety training	Position-specific training	Safety recognition activities
<ul style="list-style-type: none"> <li>• Confined space special training</li> <li>• Special operations safety training</li> <li>• Anti-violation (three violations) training</li> <li>• Safety of special equipment and regulations for special equipment operators</li> </ul>	<ul style="list-style-type: none"> <li>• Safety incident case warning education</li> <li>• Special training on the storage, use, and protection of hazardous chemicals</li> <li>• Fire evacuation drills</li> <li>• Pre-employment, on-the-job safety education, training and assessment</li> </ul>	<ul style="list-style-type: none"> <li>• Monthly "Sharp Eye" Incentive, Monthly "Safety Improvement Expert" program, and other safety recognition activities</li> </ul>



Employee Safety Education and Training



Employee Safety Education and Training

### Metrics and targets

Senior Hefei and Senior Nantong set work safety targets for 2025, all of which have been achieved.

Target	0 major accidents and 0 occupational diseases throughout the year
Target Achievement Status	100% completion rate for hazard identification and rectification throughout the year
	<b>Achieved</b>

### Building a Safety Line with Full Employee Participation from Experience to Drills

During the National "Safety Production Month", Senior carried out a series of safety enhancement actions at each base with the goal of "strengthening effectiveness and encouraging full participation". Through innovation in mechanisms and scenario-based drills, the Company promotes the deepening of safety management from "system requirements" to "behavioral awareness".

Through comprehensive practice combining "experience and drills", the Company continuously strengthens the foundation of safety management and integrates safety awareness into all stages of daily production and operations, further improving its overall safety resilience.

#### East China Base

Launched the "Whistleblower" action and established a "dual incentive" mechanism. The "Sharp Eye" Incentive program encourages employees to proactively report hazards, while the "Improvement Expert" program guides employees to propose corrective actions, forming a closed-loop system of hazard inspection and continuous improvement. This practice has been listed as a regional benchmark by the Emergency Management Bureau of the Economic Development Zone.

#### Dry Process Division

Strengthened safety awareness through knowledge competitions, hazard inspections, and comprehensive drills, and carried out a month-long traffic safety campaign. Combining publicity with on-site supervision, the plant's traffic order was optimized, while experiential education allowed personnel who violated rules to participate in supervision, reinforcing adherence to regulations.

#### Senior Hefei

Considering the characteristics of cleanrooms, invited fire safety experts for specialized training, and organized fire extinguisher practice, firefighting drills, smoke escape, and evacuation exercises to enhance employees' emergency response capabilities.

#### Senior Foshan

Conducted scenario-based practical exercises focusing on evacuation, escape, firefighting, and hose connection, enhancing emergency response capabilities under different fire conditions.



The "Fire Safety Month" Event

# Product quality and safety

## Management philosophy

We are committed to the quality policy of "Quality First, Pursuit of Excellence, Customer Satisfaction, and Continuous Improvement". Through technological innovation, we drive quality advancements. Simultaneously, we ensure the excellence of our products and services by optimizing standardized management and quality systems and continuously monitoring and enhancing system effectiveness, which in turn strengthens the market competitiveness of our products.

## Management policies

Senior has established and continually refined its product quality management systems, including the *Quality Manual*, the *Product Monitoring and Measurement Control Procedures*, the *Non-Conforming Product Control Procedures*, and the *Product Recall Management Specifications*. We regularly audit the quality management system through our *Internal Audit Control Procedures* to ensure its ongoing effectiveness and implementation of our quality management strategy.

**During the Reporting Period**

The Company's ISO 9001:2015 quality management system certification achieved **100%** coverage across all business operations.

## Management practices

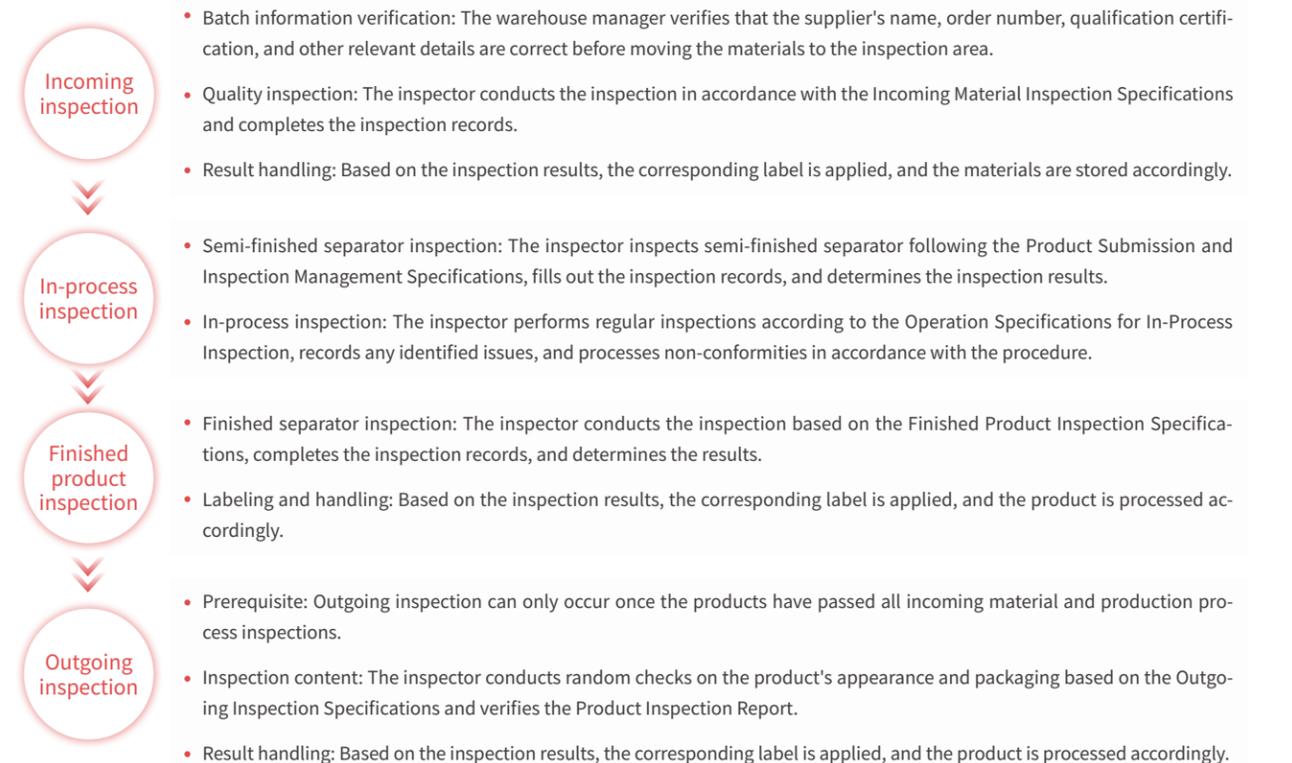
### Product quality management

The Company has established a quality inspection and monitoring system covering the entire product lifecycle. Through key processes such as incoming inspection, in-process inspection, finished product inspection, and outgoing inspection, the Company implements comprehensive quality control of raw materials, production processes, and delivery, driving continuous improvement in product quality.

In terms of quality management operations, in line with the *Quality Management System: Requirements (QMS)*, the Company conducts risk analysis and identifies opportunities at critical stages, including contract review, production, product delivery, customer feedback, and quality cost control. Based on this analysis, the Company formulates corresponding control measures. In daily management, each production line keeps daily records of exceptions and tracks issues from discovery to resolution using the PDCA (Plan-Do-Check-Act) cycle, ensuring that improvement measures are effectively implemented, forming a closed loop in quality management.

Additionally, a performance evaluation mechanism has been established in accordance with the *Quality Manual*, incorporating key metrics such as customer audit pass rates, customer complaints, and return rates into management performance assessments, strengthening the accountability for quality management. Furthermore, the Company regularly conducts quality management activities, sets clear annual quality goals and implementation plans, covering key functions such as production, quality, equipment, and planning, and continues to track the achievement of goals. Root causes of deviations are analyzed and improvement measures are implemented to drive continuous enhancement of quality management.

### Product Lifecycle Monitoring and Measurement Control Process



Senior Jiangsu's ISO 9001 Quality Management System Certificate



Senior Changzhou's ISO 9001 Quality Management System Certificate



Senior Nantong's ISO 9001 Quality Management System Certificate

## Quality control strengthening

The Company continues to enhance its quality management capabilities, focusing on process control, on-site management, and the development of a quality culture. Quality control in key processes is strengthened through process optimization and improvements in manufacturing stability.

In 2025  
 Each base promoted quality improvement efforts based on its own production characteristics:

### Senior Shenzhen

Focused on improving quality capabilities, the company conducted excellence benchmark evaluations for quality, focusing on key indicators such as customer complaints, return rates, and quality inspection scores to advance quality improvement. At the same time, a three-month Group Quality Season event was organized, enhancing overall employee quality awareness and on-site management capabilities through system training, on-site improvements, and foreign object control.

### Senior Foshan

Focusing on key control points in the production process, the company optimized mold head pressure control, installed anti-static fail-safe devices, and advanced improvements in defoaming and foreign object protection, effectively reducing defects such as oil stains and static electricity, lowering coating anomalies and scrap rates, and improving product stability and consistency.

### Senior Hefei

The company established a weekly quality meeting mechanism to systematically trace quality issues, identify root causes, and assign responsibilities for follow-up corrections, continuously improving the pass rate of each process.

### Case Study Deploying AI Quality Inspection System to Enhance Quality and Efficiency

Senior Hefei leveraged intelligent manufacturing to successfully deploy AI-based quality inspection systems in the slitting and main production lines. By building an integrated system of "automatic grading + direct data transmission", the company achieved improvements in both inspection efficiency and data accuracy.

#### Doubling inspection efficiency

The inspection time per roll in the slitting process was reduced from 90 seconds to 45 seconds, and the main line process from three minutes to 90 seconds, resulting in an overall efficiency improvement of 50%. The total daily manual grading time in the slitting workshop decreased from 23.9 hours to 11.95 hours.

#### Accurate data integration

The system automatically integrates with the ERP platform, completely eliminating manual entry errors and achieving 100% data accuracy.

#### Enhanced human-machine collaboration

After three months of algorithm training, AI grading accuracy improved from 80% to over 98%. Frontline employees actively participated in system optimization, and provided feedback on defect classification, data matching, and other practical issues, driving continuous iteration of the AI system in real-world applications.

We have also implemented a standardized product recall process, which clearly defines the roles of the Marketing Center, Quality Control Center, and Technology Center. This process has improved the closed-loop management mechanism covering customer communication, cause analysis, and corrective actions. Utilizing the batch traceability system, we can accurately locate and quickly recall problematic products, preventing reoccurrences of the same issue at the source. The recall timeline standards are clarified as follows:

#### Serious defects

Recall information is issued within one hour, and the recall is completed within three days.

#### General defects

Recall information is issued the same day, and the recall is completed within seven days.

### During the Reporting Period

The Company is experiencing **No** product recalls related to safety or health issues and ensuring the product quality and safety.

## Chemical safety management

The Company has established and adheres to the *Chemical Management System* and the *Hazardous Chemicals Management Specifications*, and prepares a *Chemical Inventory List* to identify all regulated chemicals in use and implement tiered and classified management.

### Daily management mechanism

- Safety operating procedures for storage cabinets have been improved, safety warning signs standardized, and Material Safety Data Sheets (MSDS) and safety awareness cards posted. Fire emergency supplies have been replenished. Gas line labeling and cylinder notification cards have also been enhanced, strengthening on-site safety visualization and management.
- Chemical requisition, storage, use, and supervision registration processes are strictly followed.
- The supplier admission process requires the provision of business licenses, safety permits, MSDS, and safety labels.

### Key chemical control

- The Company has formulated the *Regulations for the Management of Precursor Chemicals* and the *Management Measures for Security Control of Hazardous Chemicals That Can Be Used to Produce Explosives*. For controlled chemicals such as nitric acid, hydrogen peroxide, and sulfuric acid, the Company has issued specialized control rules and implemented a "dedicated personnel and warehouse" system to standardize the entire process of procurement, warehousing, storage, usage, and disposal.

Risk prevention and control system

- On-site facilities have been optimized, and daily inspections of gas cylinder control, and toxic and harmful gas detection and alarm systems are conducted.
- Chemical safety education training and leak emergency response drills are organized, and relevant workers are encouraged to obtain qualification certificates.
- A chemical substitution evaluation mechanism is in place, prioritizing the elimination of carcinogenic, mutagenic, and reprotoxic (CMR) substances and high-risk chemicals identified in the PRIO database.

Digital management

- Senior Foshan has introduced the "Wo Ai Xun" intelligent inspection system, designating each chemical warehouse and usage area as an electronic inspection point to ensure a closed-loop process from hazard identification to rectification and verification.
- Senior Europe continues to use the EcoOnline Chemical Manager digital management system to enhance the effectiveness of full-process chemical control. All chemical activities are risk-assessed, with special control plans in place for hazardous substances such as CMR chemicals. Additionally, Senior Europe maintains a high-risk chemical exposure registry, retaining records for 40 years to monitor potential occupational health impacts.
- Senior Nantong uses system tools to precisely manage the usage and storage of chemicals, and monitors the pressure, temperature, flow, and flow rate of process pipes in real time. Any abnormal data will be promptly assessed and addressed.

Consumer education and advocacy

- Senior Europe submits its chemical inventory annually to regulatory authorities, including information such as substance names, sources, hazard classifications, and occupational exposure limits. The relevant information is publicly disclosed and is available for free access by any consumer or member of the public.



Chemical Safety Management



Chemical Safety Management

## Integration of the philosophy of green chemistry into product R&D and production

The Company actively responds to the *European Green Deal* and the *Carbon Border Adjustment Mechanism (CBAM)* requirements, striving to create an environmentally friendly production system. We incorporate green chemistry principles throughout the R&D and production processes to ensure our products comply with REACH, Restriction of Hazardous Substances in Electrical and Electronic Equipment (RoHS), and halogen-free standards.

### Raw material optimization and green development

The R&D department uses new material modification technologies to partially replace traditional raw materials, significantly reducing material usage while improving performance.

### Waste recovery and recycling

To optimize resource utilization, the R&D department collaborates with local suppliers to develop recycling and regeneration solutions for coated process separator and base separator waste. By recycling and reprocessing discarded base separators and coating materials, we have successfully converted them into reusable raw materials.

## Customer service

Senior is committed to being customer-oriented, focusing on developing and providing high-performance, safe, and reliable separator products. The Company has built a localized service network and professional technical support teams, fostering long-term and stable strategic partnerships with collaborators to achieve mutually beneficial development goals. At the same time, we continually improve product quality to ensure customer satisfaction and support sustainable development.

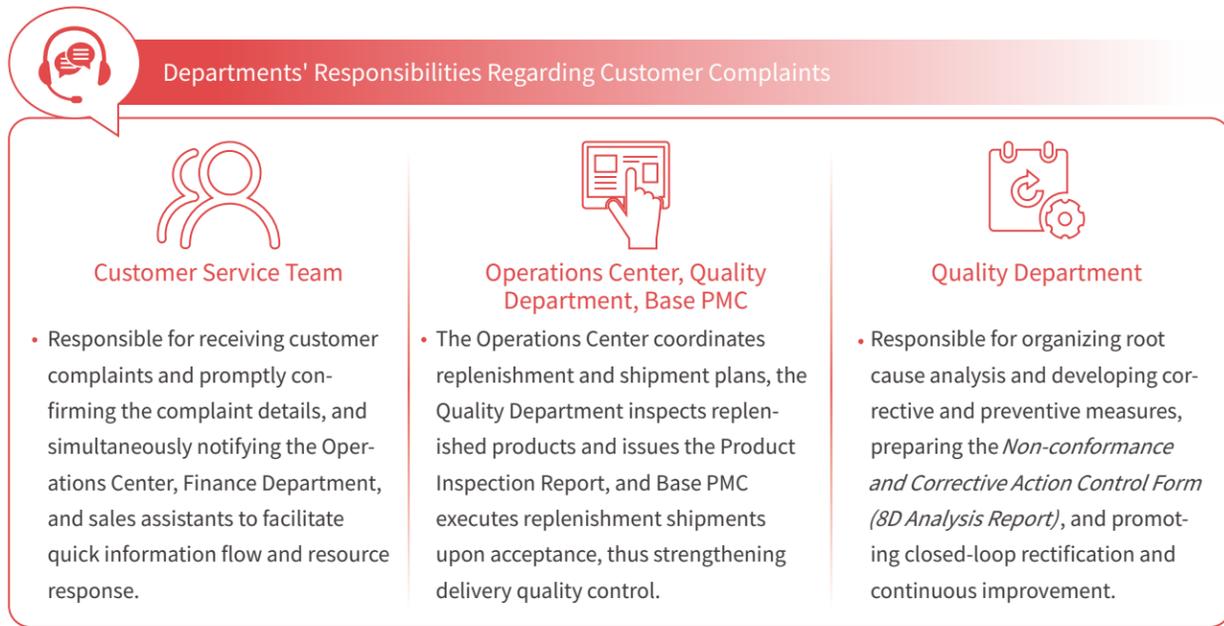
### Management policies

Senior has established a comprehensive customer service system, implementing management frameworks such as the Customer Satisfaction Control Procedures, the Customer Complaint and Return Handling Procedures, and the Process Control Procedures. Through standardized processes and timely responses to customer demands, we effectively address complaints and return/exchange issues, ensuring customer rights are protected.

### Management practices

#### Customer service system

The Company has built a cross-departmental collaborative system for handling customer complaints, established standardized management process, and clearly defined departmental responsibilities. For each customer complaint, we strictly follow the established process for rapid response, from receiving the complaint to initial handling, thus ensuring efficient and orderly progress in each stage. Additionally, we prioritize identifying the root cause of issues, developing practical solutions, and utilizing a closed-loop management system to track the implementation of corrective actions. This approach continually optimizes the customer experience, steadily enhancing overall customer satisfaction.



### Customer satisfaction

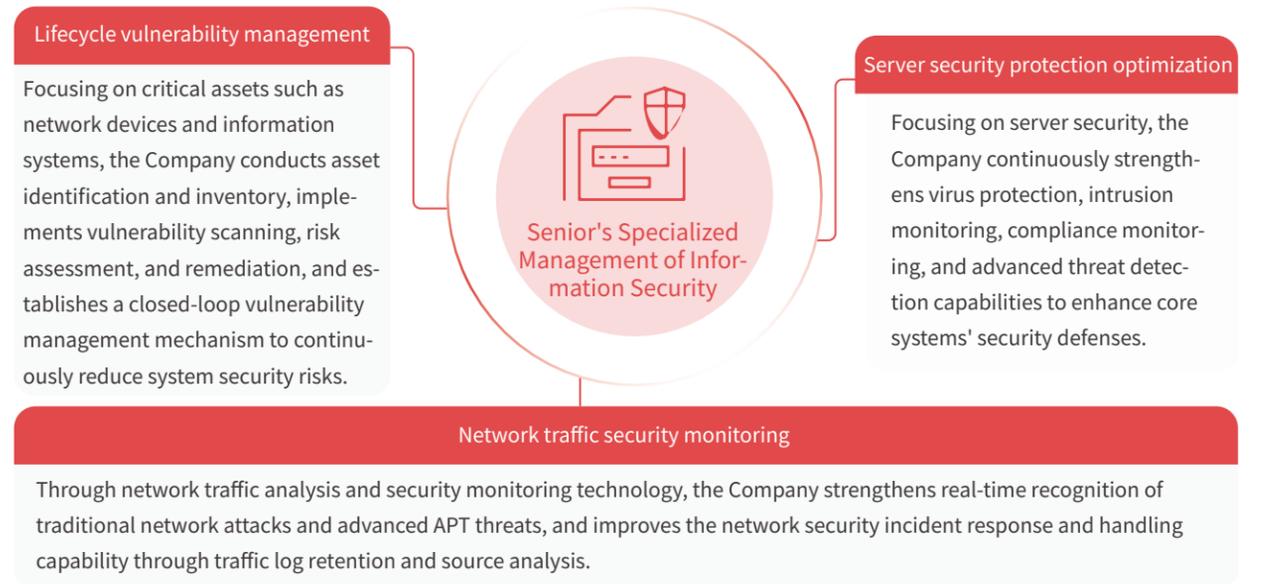
The Company aims to optimize customer experience and promote mutual benefits by establishing a systematic customer satisfaction management mechanism, and has defined satisfaction evaluation and continuous improvement requirements. We have set a management goal of maintaining a customer satisfaction score of at least 85 points and regularly conduct customer satisfaction surveys. The survey results will be systematically analyzed, and a special review report will be formed to reveal key factors affecting satisfaction and potential customer needs. On that basis, we develop and implement targeted service improvement plans, driving continuous improvement in service quality. At the same time, the Company strictly follows the relevant system requirements for order production and delivery management. Customer feedback and complaints are addressed within the prescribed timeframe through 8D reports, with corrective actions tracked to completion, forming a closed-loop management process of investigation, analysis, improvement, and verification.

## Privacy and data security

Senior has established a comprehensive information security management system, ensuring the effective implementation of information security policies and control measures. This includes the development of systematic strategies, the deployment of multi-layered protective measures, and regular training initiatives. These efforts safeguard information assets, ensure business continuity, and enhance the Company's core competitiveness.

### Management policies

The Company has established and continuously improved its information security management system by formulating and updating the Information Security Strategy Management Procedures and System Modification Management Measures, standardizing information system and data security management requirements, and continuously enhancing information security risk control capabilities.



### Management practices

#### Information security emergency response

Senior has established a comprehensive information security emergency response mechanism, which includes dedicated emergency support teams and threat handling teams. The Company monitors information security in real-time to ensure a prompt response to any security incidents. In emergency situations, the Company strictly adheres to standardized operating procedures, from the initial reporting to subsequent actions, ensuring that each step follows established protocols. Through timely feedback and decisive measures, we are able to swiftly contain the situation, minimizing the scope of impact and potential damage from security incidents.



#### Information security training

To enhance employees' information security awareness and skills, and to mitigate information security risks, the Company conducts regular information security training for all employees. The training covers key areas such as information security awareness, network security, and risk prevention. We design diverse training materials and formats tailored to different levels and job requirements, ensuring the relevance and effectiveness of the training. This strengthens employees' information security management capabilities and provides strong support for the Company's overall information security efforts.

# 04

## Innovation-Driven Development

Injecting New Vitality into Industry Progress



### Material Topics in This Section

- Technological Innovation
- Intellectual Property Protection



### Response to United Nations Sustainable Development Goals (SDGs)



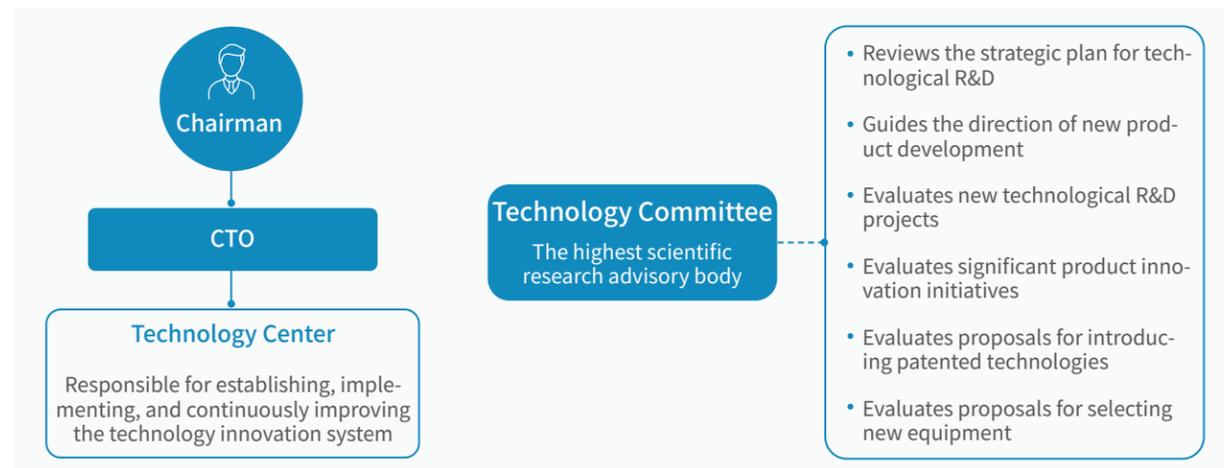
# R&D and innovation

## Management philosophy

Senior adheres to the philosophy of "Innovation-Driven Development, and Technology Leading the Future," with a corporate spirit centered around "innovation, inclusion, flexibility, sharing". We view technological innovation as the core driver of sustainable development. We have established a comprehensive innovation management system that covers key areas such as strategic planning, R&D implementation, resource support, and performance evaluation. This system continuously improves the systematic and forward-thinking nature of technological innovation. We also ensure that the Company maintains a leading position in the industry by deepening industry-university-institute cooperation, strengthening technological synergies and resource sharing, and promoting the efficient transformation of scientific research outcomes.

## Management structure

The Company has built a robust organizational structure to support steady technological R&D efforts. The Technology Center serves as the core of R&D, led by the Chief Technology Officer (CTO), who reports directly to the Chairman. To ensure alignment of technological innovation with the Company's strategy, we have established a Technology Committee, the highest decision-making body for scientific research and development matters. This committee is responsible for reviewing R&D strategies, setting directions for new product development, evaluating key projects, and driving technological innovation.



## Management practices

### Science and technology R&D system

We have established a comprehensive innovation platform and a digital management platform to foster a culture of innovation. Our technological R&D and innovation system follows a "concept, pre-research, research, development, and application" technological innovation pathway, forming a systematic R&D process.

### R&D investment and resource support

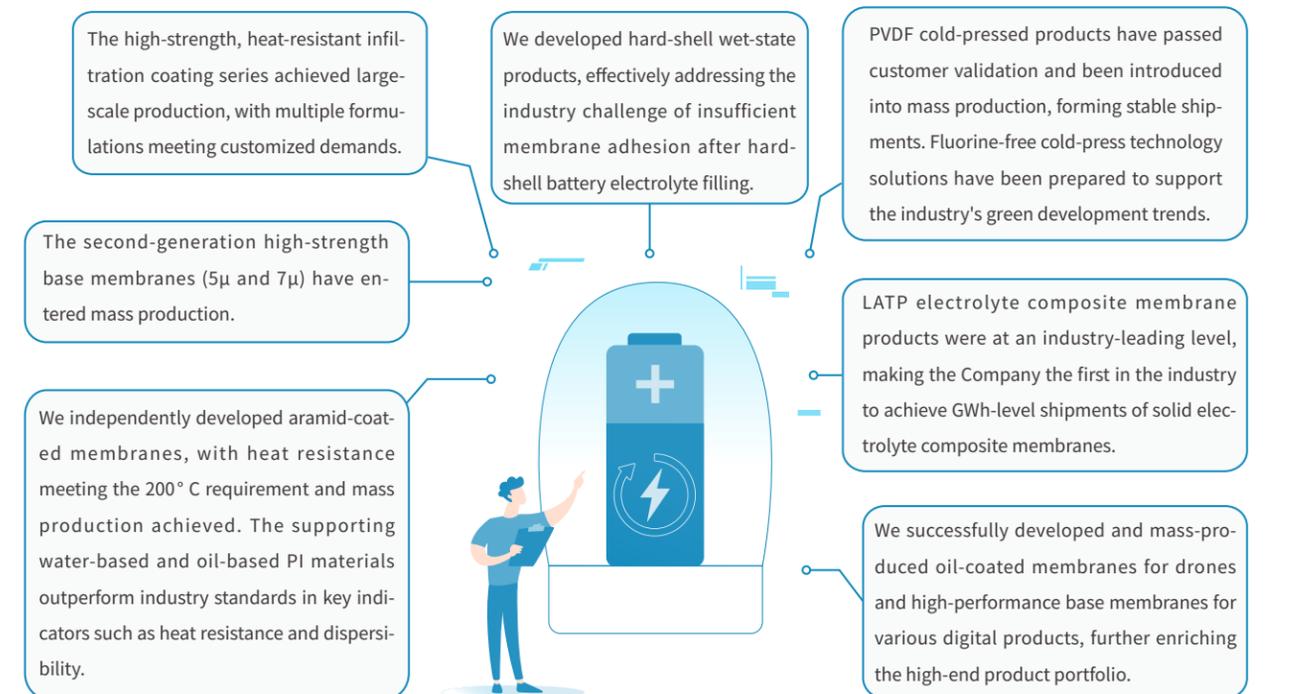
Centering on product iteration, frontier technology reserve, and R&D capabilities, the Company continuously improves the technical R&D system to form a systematic R&D process covering early-stage research, product development, and application conversion. In 2025, the Company maintained stable R&D investment intensity, with R&D expenses accounting for 7% of its revenue. We focus our investments on enhancing the performance of core separator products, developing supporting technologies for new battery materials, building R&D platforms, and cultivating research talent. Through mechanisms such as budget management, process oversight, and project completion evaluation, we ensure the effective use of R&D resources.

### Innovation incentives and assessment

Through project responsibility systems and performance management mechanisms, the Company strengthens the management of the entire R&D project process, clarifies the responsibilities of project leaders, and improves cross-departmental collaboration efficiency. At the same time, the Company continues to build the R&D talent pipeline and improve technical staff training and incentive mechanisms, providing stable talent support for technological innovation.

## Technological R&D achievements

The Company's R&D focuses on key breakthroughs in lithium battery diaphragm technology and the development of differentiated products, and has achieved milestones in areas such as high-strength base membranes, high-temperature resistant coated separators, solid-state battery materials, and green processes. In 2025, multiple products reached mass production or stable shipment, and several cutting-edge technologies attained industry-leading levels, further enhancing the Company's technological competitiveness in the new energy materials sector.



At the same time, the Company's achievements in technological innovation and standard building have been recognized by industry organizations and associations, with related technologies and practices receiving multiple industry awards and professional evaluations.

Innovation achievements were selected for Adsale's "2025 Top Ten Technology Trends in Rubber and Plastic"

LATP electrolyte composite membrane technology was awarded the "Benchmark Technology Award" by the Advanced Battery Materials Industry Cluster

In recognition of its contributions to standardization, the Company was awarded the "Standard Innovation Contribution Award" by the Shenzhen Power Supply Technology Society

The Company was honored as a "2025 Leading Enterprise" and "Advanced Technology Innovation Organization" by the Guangdong Battery Industry Association, and the "6th Polymer Industry Innovation Award" and "2024 Enthusiastic Contribution Award" by the Shenzhen Polymer Industry Association

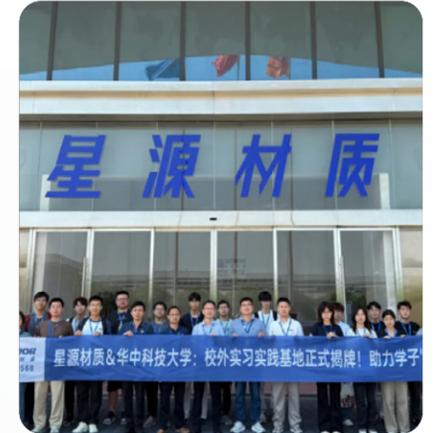


## Industry-university-institute cooperation and external exchange

The Company continues to promote industry-university-institute collaborative innovation, focusing on key areas such as solid-state batteries, high-performance membranes, and new material applications. It conducts project-based cooperation with domestic universities and research institutions. In 2025, the Company further expanded external technical exchanges, exploring cooperation opportunities in areas such as new material R&D and intelligent manufacturing. By introducing external scientific research resources and advanced research methods, we aim to enhance the foresight and openness of its R&D system.

### Co-establishing Off-campus Internship and Practice Bases to Promote Industry-University-Institute Integration and Talent Development

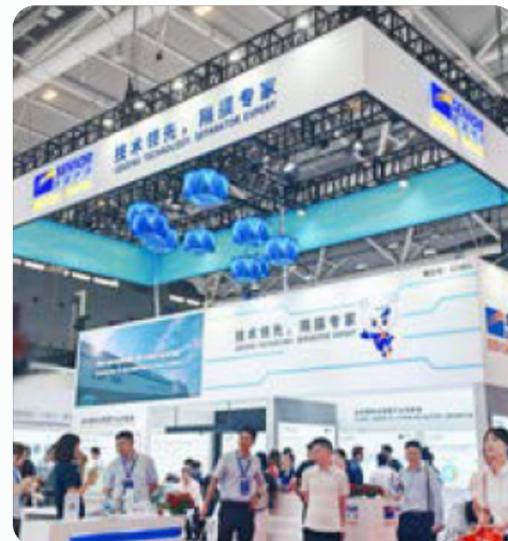
In July 2025, Senior signed an agreement with the School of Materials Science and Engineering, Huazhong University of Science and Technology (HUST), to jointly establish an off-campus internship and practice base. During the project collaboration, students from the university's new energy specialized program visited the Company's East China Base and participated in practice projects such as membrane material preparation, intelligent manufacturing processes, and product development. Through this "theory-meets-practice" training model, the company provides university students with a real-world research and engineering practice platform, promotes the translation of research outcomes into industrial applications, and contributes to the development of professional talent in the new energy sector.



Students from HUST's New Energy Specialized Program Visited Senior Nantong

### Senior's Panoramic Solutions Debut at Global Dual Exhibitions, Exploring the Future of Batteries

In 2025, Senior showcased its innovative results in power batteries, energy storage, and next-generation battery materials at both the CIBF 2025 and The Battery Show Europe 2025 in Germany. In response to the needs for safety, fast charging, and long lifespan in new energy vehicles, and for the cycle performance and cost optimization of large-scale energy storage systems, the Company launched high-heat-resistant fast-charging separators, low-temperature bonding-coated separators, and eco-friendly non-fluorine-coated separators. In addition, polymer electrolyte separators and rigid frame products for semi-solid-/solid-state batteries were also introduced, further expanding application scenarios to advanced drones and high-energy-consumption AI devices. For its continuously innovative technologies, Senior was recognized as the "Most Influential Exhibitor" at CIBF 2025, further solidifying its competitive advantage in the core materials of the new energy sector.



Senior's Panoramic Debut at Global Exhibitions

### Partnering with COBOTACT to Enter the Robotics "Electronic Skin" Sector



Signing Ceremony of Capital Increase Agreement

Through strategic investments in cutting-edge technology enterprises, Senior continues to expand the application boundaries of material technologies in emerging industries, enhancing its innovation-driven development capability. In May 2025, the Company signed a capital increase agreement to hold a 5.208% stake in COBOTACT, officially entering the robotics "electronic skin" sector. COBOTACT, founded by Academician Yang Huayong and Professor Yang Geng's team, is dedicated to the R&D of flexible sensing technology, with products applied to industrial robots, special-purpose robots, and service robots. Looking ahead, Senior will leverage its technical expertise and engineering capabilities in functional membrane materials to drive the scaled application and industrialization of flexible sensing materials.

Debuted at the 2025 European Lithium Battery Conference

Senior continues to enhance its global operational capabilities and technological influence by actively engaging in international industry dialogue and advancing localized capacity development. In November 2025, the Company was invited to attend the 2025 European Lithium Battery Conference held in Barcelona, where it shared practical experience on topics such as cross-border battery project collaboration and policy coordination, and exchanged views on the impact of a unified standards system and the "battery passport" mechanism on supply chain transparency and compliance management. In line with its European market expansion, Senior also introduced the progress of its local production base development and the mass production achievements of its semi-solid composite membrane products. Through high-performance lithium battery separators and solid-state battery membrane solutions, the Company continues to strengthen its technological advantages in semi-solid and solid-state composite membrane materials, supporting the coordinated development of the European battery industry chain and the enhancement of local supply capabilities.



Dr. Steven, Senior's Chief Technology Officer (second from the right)

# Intellectual property protection

## Management philosophy

Senior follows the management philosophy of "Transforming Senior's separator technology through innovation and flexibility, and creating new energy wealth through intellectual property protection," recognizing intellectual property protection as a key strategy to enhance core competitiveness. The Company continuously improves its management system, strengthens patent strategy and technology protection, and promotes the standardized management of intellectual property throughout its lifecycle—from creation and management to rights protection. At the same time, we accelerate the development of a strong intellectual property framework, raise awareness around the use and protection of intellectual property, and build a healthy, dynamic ecosystem that supports technological innovation and sustainable development.

## Management policies

Senior strictly adheres to relevant intellectual property laws and regulations, including the *Patent Law of the People's Republic of China*, the *Trademark Law of the People's Republic of China*, and the *Copyright Law of the People's Republic of China*. In alignment with the China National Intellectual Property Administration's *Plan for the Intellectual Property Strategy During the 14th Five-Year Plan Period*, the Company has developed the *Intellectual Property Management Manual* and the *Patent Management Measures*. These guidelines cover areas such as patent application evaluation, talent training, inventor rights protection, and patent evaluation, achieving comprehensive intellectual property management throughout its lifecycle.

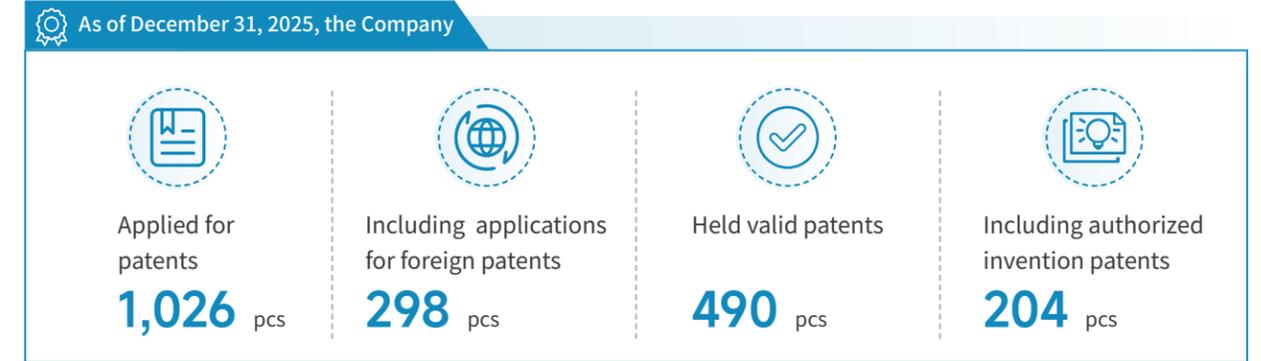
## Management practices

### Protecting our own intellectual property

The company has established a dedicated intellectual property management department responsible for planning and implementing intellectual property strategies, equipped with a professional team with both technical and legal backgrounds. Since 2017, Senior has been certified under GB/T 29490 Enterprise Intellectual Property Management and has completed a revision to the GB/T 29490-2023 system, continuously improving the standardization of intellectual property management.

Focusing on innovation incentives and protection of achievements, we implement a patent application incentive mechanism and incorporate intellectual property-related goals into performance management. Through institutional tracking and evaluation, we continuously optimize patent lifecycle management and enhance the strategic value of patents.

We also conduct regular intellectual property protection training, covering new employees, R&D, and management personnel. In 2025, we organized three specialized intellectual property training sessions, covering basic intellectual property knowledge, patent mining and writing methods, and technical confidentiality requirements, further enhancing employees' awareness of protecting innovation achievements and preventing core technology leaks.



### Respecting others' intellectual property

The Company is committed to respecting and protecting the intellectual property of others, embedding compliance requirements into R&D, design, procurement, and sales processes. It regularly conducts internal audits of its intellectual property compliance management system to ensure that all departments strictly adhere to established procedures.

Before new product development or project initiation, the intellectual property department collaborates with the R&D team to conduct freedom-to-operate analysis and patent searches, systematically assessing potential infringement risks and proposing design-around suggestions or patent licensing solutions. In addition, the Company has established a rapid response mechanism for intellectual property issues, where the intellectual property department leads the assessment and response to external alerts or internal reports received through dedicated channels, thus reducing infringement risks.

During the Reporting Period, the Company did **not** face any penalties by the competent authorities related to violations of intellectual property laws and regulations.

# 05

## People-Centered

### Growing Together with Employees

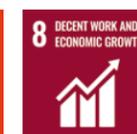


#### Material Topics in This Section

- Employee Rights and Welfare
- Employee Training and Development



#### Response to United Nations Sustainable Development Goals (SDGs)



# Employee rights and welfare

## Management philosophy

Senior is committed to creating a fair, safe, and inclusive working environment based on the "Happy Work, Content Remuneration, and Comfortable Life" philosophy. The Company ensures the protection of employees' legal rights and strictly enforces an equal employment policy, guaranteeing that employees are not discriminated against based on race, gender, age, religion, or any other factors. In terms of compensation and benefits, we have established a competitive system that provides fair returns for employees' labor through annual salary adjustments and performance incentives. At the same time, the Company places significant emphasis on employees' physical and mental health and quality of life, offering various benefits to enhance employees' sense of belonging and satisfaction.

## Management policies

We strictly comply with *the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China, the Law of the People's Republic of China on Protection of Minors, the Law of the People's Republic of China on the Protection of Rights and Interests of Women, the Trade Union Law of the People's Republic of China*, and other relevant laws and regulations. Additionally, we adhere to internationally recognized human rights standards, including the United Nations' Universal Declaration of Human Rights. We prohibit child labor, forced labor, workplace harassment, and bullying. In addition, we have formulated and continuously improved core systems such as the *Employee Handbook* and the *Corporate Culture Handbook*. Each base, based on local conditions, has also issued and implemented targeted management procedures such as *the Management Procedures for Prohibition of Child Labor, the Protection of Minors and Female Workers, the Equity, Diversity, and Anti-Discrimination Policy, and the Anti-Discrimination, Anti-Bullying, and Anti-Sexual Harassment Policy*, comprehensively safeguarding employees' legal rights and welfare.

## Management practices

### Employee rights protection

We are committed to adhering to the core conventions of the International Labor Organization, eliminating child labor, human trafficking, and forced labor, and opposing workplace harassment and bullying. We conduct strict pre-employment background checks to prevent the hiring of child or forced labor, respect employees' right to freely form associations, and foster a culture of labor-management cooperation. We ensure equal pay for equal work, providing fair compensation and career development opportunities regardless of gender, age, or other factors. The Company promotes a harassment- and discrimination-free work environment, ensuring fair opportunities for recruitment and employment.



#### Prohibition of child labor

Before hiring, we strictly verify personnel information, review employment records, and check identification documents to ensure no child labor is employed.



#### Prohibition of forced labor

We strictly prohibit all forms of forced labor, ensuring employees have the freedom to enter and leave dormitories and living areas, and that no labor is coerced through threats or force.



#### Equal pay for equal work

We guarantee equal pay for equal work, ensuring fair compensation and career development opportunities for all employees, free from discrimination based on gender, age, or other factors.



#### Anti-bullying and workplace harassment

We provide a harassment- and discrimination-free work environment, prohibiting violence, sexual harassment, bullying, and other forms of mistreatment. We ensure fair recruitment and employment opportunities for all.



#### Protection of female employee rights

We strictly implement labor protection requirements for pregnant and breastfeeding employees, ensuring they are not assigned to prohibited positions or night shifts, and legally safeguarding maternity leave and breastfeeding time. These measures contribute to a caring, gender-inclusive, and equitable workplace environment.

### During the Reporting Period

Senior **did not** violate any laws or regulations related to child labor or forced labor.

## A diverse and inclusive work environment

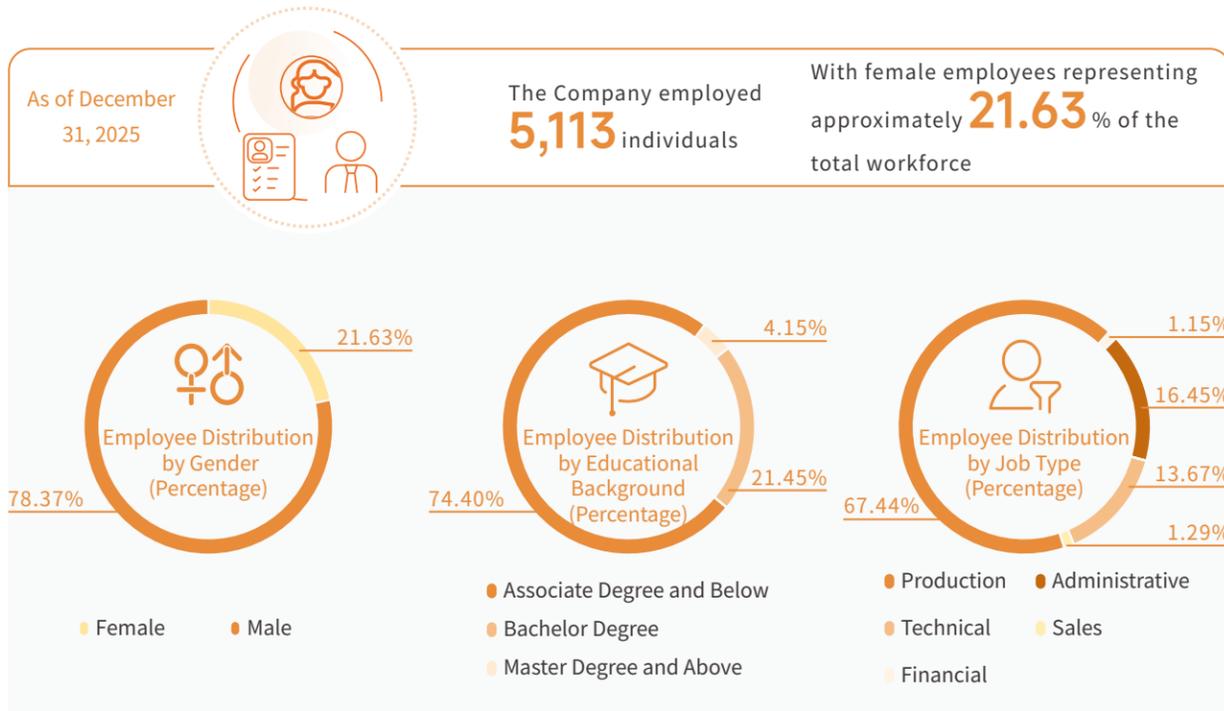
We are dedicated to fostering a culture of diversity and inclusion, where every employee feels a sense of belonging. We recognize that employees' individual differences, life experiences, knowledge, creativity, and unique abilities contribute to the Company's success and reputation. We value and respect diversity at all levels of the organization, including age, race, color, disability, ethnicity, family status, gender identity, language, religion, and sexual orientation. To promote an inclusive work environment, we appreciate and nurture each employee's unique characteristics, creating a vibrant, collaborative, and productive atmosphere.

Our diversity initiatives, based on the "One Senior" values, encompass all roles, functions, business, and projects. These initiatives include recruitment, selection, compensation and benefits, professional development and training, promotions, transfers, and social and recreational activities.

We are committed to fostering an environment grounded in fairness and equality by encouraging the following principles:

- Mutual respect in communication and collaboration among all employees
- Teamwork and employee involvement to ensure all groups and voices are adequately represented
- Flexible work schedules to balance work and life and meet employees' diverse needs
- Contributions from both employers and employees to serve the community, fostering understanding and respect for local diversity

We respect the cultural backgrounds of employees from different countries and regions. At our ASEAN base, we continue to promote cultural exchange and integration among employees of different nationalities, fostering an open and inclusive organizational environment. The Company incorporates local cultural characteristics in Malaysia and employees' needs to organize a variety of activities, encouraging interaction and mutual understanding among employees from diverse cultural backgrounds. In 2025, the Company organized a series of activities at its ASEAN base, including basketball friendly matches, a Mid-Autumn Festival fair, a Deepavali Rangoli workshop, and Winter Solstice and Christmas celebrations. By combining sports engagement with festive cultural experiences, we created platforms for communication and exchange between local and international employees, strengthened team cohesion, and advanced cross-cultural integration in practice.



## Compensation and performance management

Senior employs a hybrid compensation model that combines job position, performance, and capabilities to encourage employees to continuously improve their job performance, work results, and personal contributions. At the same time, the Company ensures that compensation aligns with its strategic goals and is closely linked to employees' actual performance through a flexible salary adjustment mechanism.

**Compensation structure and components**

- Base salary:** Calculated based on national laws and the Company's specific situation, serving as the foundation for overtime pay.
- Job salary:** Divided according to employees' job ranks, consisting of a base job salary and a performance-based job salary. The performance salary is allocated based on individual performance evaluations.
- Allowances:** Including seniority allowance, attendance allowance, high-temperature allowance, night shift allowance, and others. These are determined based on the employee's position and work conditions.
- Bonuses:** Comprising individual rewards and year-end performance bonuses.

**Salary adjustment mechanism**

Annual adjustments are made based on the Company's economic performance, labor costs, and strategic planning, as well as considering employees' job positions, performance, and development potential. Immediate adjustments are made for employees based on work performance, position changes, and personal contributions.

**Performance evaluation and incentive mechanism**

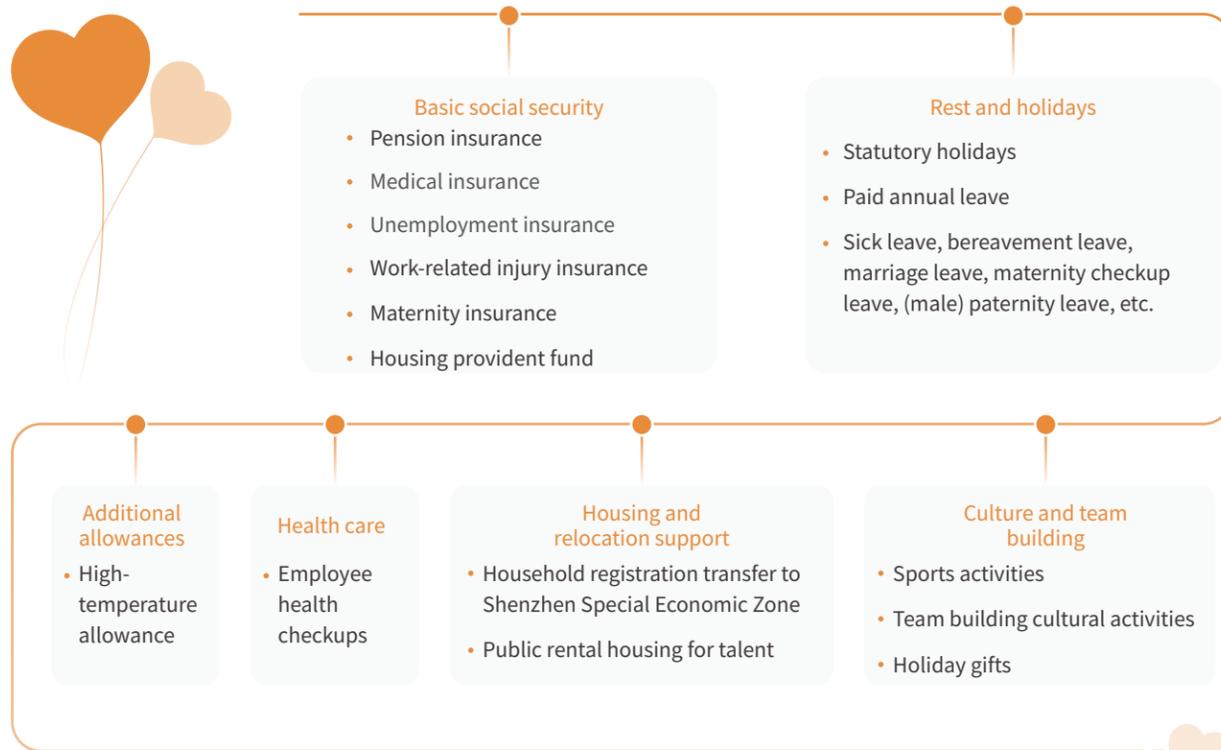
Employees' compensation is closely tied to their individual performance, job rank, and contributions. The Company rewards outstanding employees through individual rewards and year-end performance bonuses.

## Diverse benefits and employee care

The Company enhances employee benefits by making timely contributions to the pension insurance, medical insurance, unemployment insurance, work-related injury insurance, and maternity insurance, as well as the housing provident fund. The Company has established a labor union, specifically responsible for coordinating employee welfare and planning holiday activities, aiming to improve employee satisfaction and a sense of belonging to the Company. Additionally, we manage employee benefits in compliance with relevant national regulations, attaching great importance to employees' physical and mental health, and paying special attention to the assistance and care for female employees and those facing family challenges. We are committed to continuously improving employees' work and living conditions.

**During the Reporting Period**

- 100%** of employees with signed labor contracts were covered by social insurance.
- The permanent employees health check-up coverage rate was **100%**.



"Independent & Graceful"  
– Women's Day Theme Event



"Vibrant Senior, Shuttle with You" Event



"Your Unique Style" – Fashion  
Aesthetic Workshop



"Love and Reunion"  
– Qixi Festival Theme Event



"Full Moon, Family Fun" Event



"Voice of Senior: 2025 Music Spectacle"  
Singing Contest

**Case** Launching the "Little Stars" Summer Care Program to Support Employees' Childcare Needs

The East China Base of Senior launched the "Little Stars" Summer Camp in 2025 to meet employees' needs for childcare during school holidays. In response to the high proportion of non-local employees and concentrated demand for care, the base established a dedicated task force and set up a collaborative framework led by the Party Committee, guided by the labor union, coordinated by the Company, and supported by the community, ensuring robust safety management, staffing, and curriculum support. Over this 42-day program, children received basic care services alongside a variety of activities, including movie screenings, factory visits, handicrafts, and fun sports. Senior Changzhou also piloted the cooperative "meals by the company, tutoring by the community" model, enhancing resource integration and service quality.



Senior Nantong's First Summer Camp in 2025

## Employee communication and feedback

We firmly believe that a strong employee communication and feedback mechanism is the cornerstone for the sustainable development of the Company. Through diverse communication channels and efficient feedback systems, we ensure that every employee feels their voice is heard and valued.

### Open communication channels

The Company fosters an "open-door" management philosophy, encouraging employees to communicate directly with management to share ideas and raise concerns. By establishing diverse communication channels and mechanisms, we have created an open and inclusive work environment.



Employee relations management mechanism

The Company's Human Resources Center has established an employee relations position and a dedicated employee relations email address, serving as the official channel for employees to express their opinions, suggestions, and concerns. The employee relations position is responsible for receiving and addressing employee feedback, ensuring that employees' voices are given timely attention and response. Additionally, the Company has set up a grievance channel to offer employees more convenient and efficient communication options.

Employee satisfaction survey and feedback mechanism

To better understand employees' needs and sentiments, the Company conducts an annual employee satisfaction survey via questionnaires. This survey serves as a self-assessment of the organization's performance at the corporate level, while also providing deeper insights into employees' needs and expectations. The survey results help the Company define areas for improvement and create a "diagnosis-improvement-re-diagnosis-re-improvement" closed-loop management system, continuously optimizing organizational effectiveness.

Furthermore, the Company collects employee opinions and suggestions through offline channels, such as anonymous feedback boxes. All feedback is processed through a structured procedure: information is gathered at fixed intervals each month and forwarded to the relevant business departments, time-limited corrective actions are implemented, and progress is tracked by designated personnel to ensure all feedback is fully addressed.

In 2025, Senior Changzhou continued to optimize its employee management mechanisms based on employee survey results, focusing on welfare experiences and training arrangements. By improving the training plan development process and enriching employee care activities, the company continued to enhance employee experience and engagement.

# Talent attraction and retention

## Management philosophy

Senior follows the philosophy of "Uniting people with a shared mission, bonding them with compassion, motivating them with effective mechanisms, and inspiring them through growth," recognizing talent as the Company's most valuable asset. We are committed to building a professional, diverse, and dynamic talent team. The Company actively attracts and retains exceptional talent to meet business development needs, offering broad career development platforms and growth opportunities. Through a comprehensive training system, clear career advancement channels, and incentive mechanisms, we help employees achieve personal growth and value creation, ensuring mutual development alongside the Company.

## Management policies

Senior and its subsidiaries have established and implemented internal management systems, such as the Training Management Standards and the Human Resources Management Handbook, strengthening employee recruitment processes and providing clear development channels for employees. We adhere to the principles of full participation, systematic planning, comprehensive content, a focus on effectiveness, and practical application in building a comprehensive and diverse employee training system to enhance employee quality and capabilities.

## Management practices

### Attracting talent

We are committed to attracting outstanding talent that aligns with the Company's culture and shares our vision. To this end, we standardize the recruitment process, expand recruitment channels, and enhance the quality of talent selection. This ensures that hired individuals meet the Company's principles and requirements, while also attracting professionals eager to contribute to the new energy and new materials industries.

Senior, in line with its strategic needs, continuously explores and identifies quality recruitment channels to acquire top talent.



Internal recruitment channels

- **Internal referral:** Encourage existing employees to refer candidates who meet job requirements.
- **Rehiring:** Offer former employees who left but performed well an opportunity to rejoin the Company.



Online recruitment channels

- **Professional recruitment websites:** Use platforms such as Zhaopin and 51Job to post job openings and attract professional talent.
- **Social media recruitment:** Publish job information on social media platforms, such as WeChat official accounts.



Short video recruitment channels

- **Douyin video:** Create short recruitment videos to showcase the Company's culture and work environment, attracting young and dynamic candidates.
- **Douyin live streaming:** Interact in real time through live streaming to answer job seekers' questions.



Campus-enterprise cooperation channels

- **Campus recruitment presentations:** Hold recruitment presentations at universities to engage with potential graduates and introduce the Company and job opportunities.
- **Intern recruitment:** Partner with universities to offer internship opportunities and cultivate future full-time employees.



Offline recruitment channels

- **Physical advertisements:** Place recruitment ads in the Company's vicinity to attract local job seekers.
- **Recruitment fairs:** Participate in or host in-person recruitment fairs for face-to-face communication with job seekers.



Campus recruitment presentations

**Case** Forging the "Third Generation of Senior": The Star Project Lays the Foundation for the Future

To strengthen the youth talent pool, the Company continuously promotes the global campus recruitment and new graduate training system. The 2025 global campus recruitment project combined "offline precise coverage + online linkage" to conduct talent recruitment through promotion events at key domestic universities and online expansion of top talent sources at home and abroad. In July 2025, over 50 graduates from key universities in China and abroad officially joined the Company and became the fifth cohort of the Star Project. The Company supports new employees in making a smooth transition from campus to workplace through a systematic training mechanism, helping them consolidate the foundation for business skills and career development.

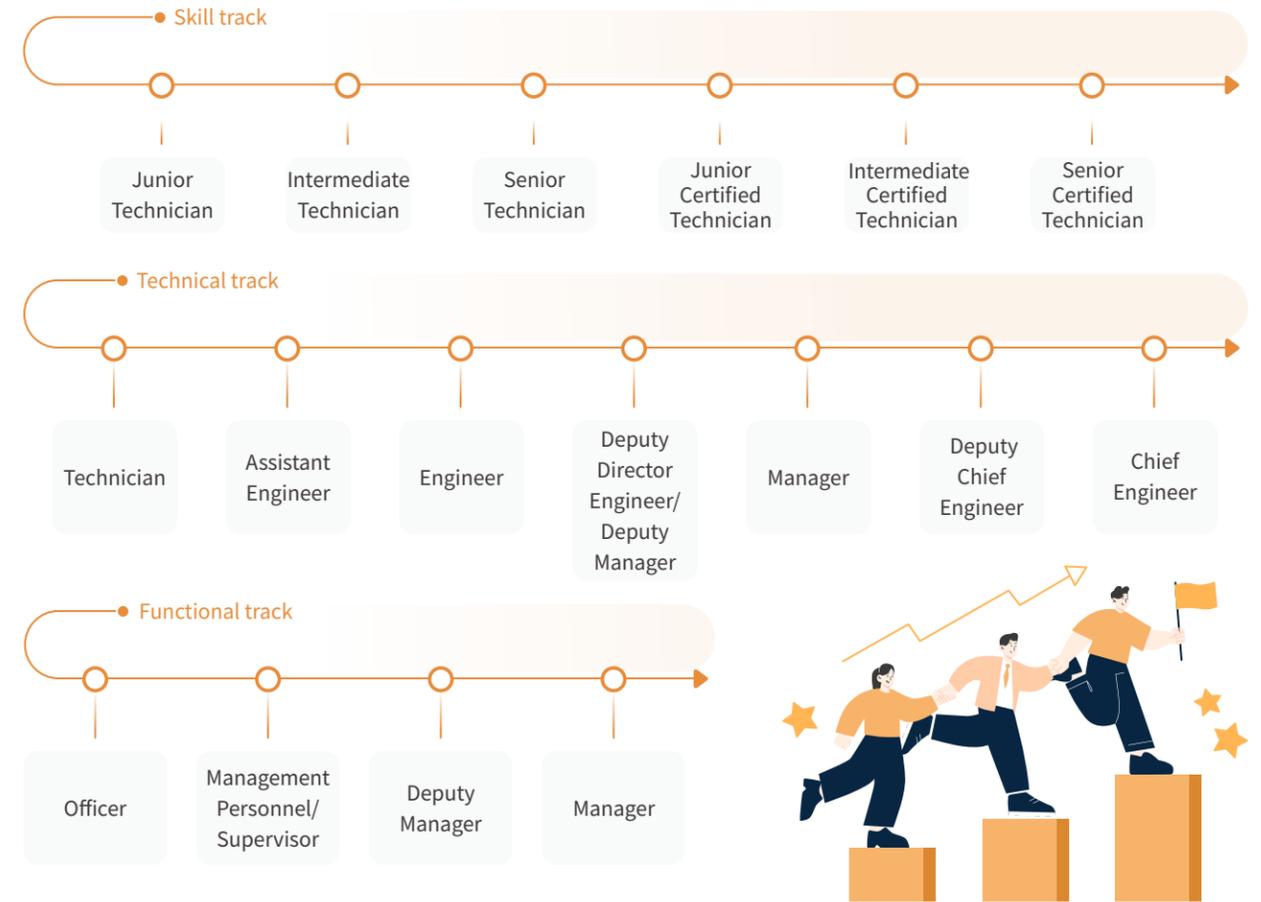


"Igniting New Stars, Full Power Membrane" - "Star Project" Training Scene

## Employee promotion and development

Senior emphasizes employees' career development and promotion pathways by providing a clear career trajectory and a fair promotion mechanism, ensuring their growth and advancement within the Company.

The Company has designed the following promotion paths based on employees' job attributes:



To ensure fairness and transparency in promotions, the Company conducts regular evaluations and assessments:

- Skill track** Skill re-evaluations are conducted every one or two years, with assessment criteria including basic conditions, professional abilities, and behavioral skills.
- Technical track** Rank re-evaluations are conducted every one or two years, with criteria including years of service, technical expertise, and patent contributions.
- Functional track** Promotions are based on business needs and recommendations from superiors.

Additionally, the Company employs the "360-Degree Personnel Review" system to comprehensively assess management, technical, and key personnel. This includes core competency evaluations, personnel evaluation relationship charts, surveys, and interviews. Based on these assessments, talent review reports are created to identify key talent, strengthen the organizational structure, and provide clear directions for employees' career development.

In 2025, the Company conducted a systematic talent review for senior management and key positions and implemented a layered and categorized training mechanism based on the review results. Selected candidates were included in the overseas talent pool to provide medium- and long-term talent support for the Company's global development.

## Employee training system

Senior is committed to establishing a comprehensive, systematic, and tiered employee training system that supports the continuous development of employees throughout their careers. The Company has created the Human Resources Center - Senior Training Camp, which coordinates and refines the robust training and development framework aligned with the human resource development plan. This system promotes the creation of a strong talent pipeline. The training content encompasses pre-job training, professional skills development, overall quality improvement, academic education, and technical title evaluations, addressing the development needs of employees at various stages of their careers.

In addition, the Company has developed five key training categories based on job characteristics and employees' growth paths: induction training, job-specific training, departmental training, recommended training, and specialized training. These categories ensure that the training content is both systematic and targeted. By utilizing a scientific training management model and fostering a positive learning atmosphere, we continuously enhance employees' professional abilities, stimulate learning enthusiasm, and lay a solid foundation for the Company's talent development and organizational vitality.



We have designed targeted personnel development plans for different job levels and types:

### Star Project

This project recruits outstanding graduates from "Double First-Class" universities through campus recruitment channels, and offers specialized training for new graduates. Through project-based practical training, we leverage dual-city intensive programs at the Shenzhen headquarters and Foshan base, combining strategic insights with hands-on business practice to help new employees rapidly integrate into the organization and develop a comprehensive understanding of the business. In addition, through management-level lectures, personal development planning, and mentorship, we continuously track the progress of training and promote the growth of a robust young talent pipeline.

### Little Eagle Project

The Company focuses on high-potential talents transitioning from professional to managerial roles and conducts systematic training to improve self-drive and team influence. Through external expert lectures and internal management experience sharing, training is provided in key areas such as self-awareness and team collaboration to help employees overcome skill bottlenecks and convert individual capabilities into organizational capabilities, preparing management talents for the Company's medium- and long-term development.

### Spark Project

Targeting frontline management personnel across different bases, this project enhances their overall management capabilities through systematic selection and training. During the training, trainees are required to develop improvement topics based on actual work. After review and acceptance, they will graduate and gain access to future talent development and promotion pathways, continuously improving the professional and execution capabilities of the front-line management team.

### Degree Improvement Project

The Company has established a layered and categorized talent capability enhancement system, providing support for employees in the production system to pursue higher education degrees and covering part of the tuition fees. Additionally, management personnel are selected to participate in external senior management development programs to continuously improve their strategic understanding and management abilities, supporting the implementation of the Company's strategy.

### Six Sigma Training

To continuously improve quality management levels, the Company includes Six Sigma training and certification requirements in the quality engineer job level assessment system. In 2025, the Company conducted special online training covering core technical personnel, with differentiated course content for various levels, such as black belt and green belt, to improve quality expertise and improvement practices.

2025



The Company has offered a total of **70,265.5** hours of training.



The average training duration per employee is approximately **13.74** hours.

#### Case

### Laying the Foundation for Soaring Eagles: The "Little Eagle" Project Supports Talent Pipeline Development

As business scales expand and organizational capability demands grow, Senior continues to improve its talent pipeline development system, focusing on systematic training for high-potential employees transitioning from professional to management roles, and strengthening the foundation of management talent reserves. In 2025, the Company launched the "Little Eagle Training Camp", with a focus on enhancing self-drive and team influence through a systematic training course design. The training camp opened with a session led by the Chairman and incorporated diverse learning formats, including management-level lectures, external expert training, and internal experience sharing, enhancing trainees' overall management capabilities. The project further refines the Company's management talent training path, drives the upgrade of the talent pipeline structure, and provides stable support for the Company's medium- and long-term strategic growth.



The "Little Eagle" Training Camp

# 06

## Collaborative Win-Win

Building a Responsible  
Ecosystem



### Material Topics in This Section

- Community Investment
- Supply Chain Management



### Response to United Nations Sustainable Development Goals (SDGs)



# Sustainable supply chain

## Management philosophy

Senior is dedicated to building a responsible supply chain system. The Company is progressively integrating ESG standards throughout the supply chain management process by implementing mechanisms such as supplier admission assessments and performance monitoring. We aim to steadily advance our goals related to cost, efficiency, quality, and sustainability, working collaboratively with our partners to create an efficient and transparent value chain.

## Management policies

Senior adheres to international standards, including SA8000 (Social Accountability Standard), the *Universal Declaration of Human Rights*, ISO 45001 (Occupational Health and Safety Management Systems), ISO 14001 (Environmental Management Systems), and the Responsible Business Alliance (RBA) Code of Conduct. We have developed and implemented the *Senior Supply Chain ESG Management Policy* to audit, assess, and manage suppliers, ensuring compliance with requirements in human rights protection, labor rights, occupational health and safety, environmental protection, and other key areas.

## Management practices

### Full lifecycle supply chain management

Senior builds a layered and categorized procurement management system around the goals of compliance, cost reduction, and risk control. In 2025, the Company signed long-term procurement agreements for strategic materials to ensure stable supply, and standardized the entire procurement bidding process by strictly implementing key processes such as project initiation approval, tender document preparation, and bid evaluation disclosure. For high-value procurement projects, we implement a joint approval mechanism and use a comprehensive scoring method for fair and objective bid evaluations.

In terms of supplier management, we have established a closed-loop management mechanism that covers supplier access, evaluation, grading, and dynamic optimization.

#### Inclusion stage

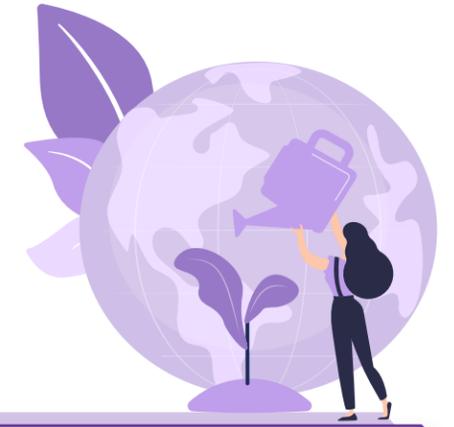
Focus is on reviewing the supplier's qualification compliance, production capacity, quality, and other core capabilities. Core suppliers must pass on-site inspections and sample testing.

#### Post-inclusion management

Suppliers are graded A, B, or C based on quality, delivery, and cost indicators, and their performance is evaluated quarterly and annually to continuously optimize the supplier resource structure and improve procurement collaboration efficiency.

## Supply chain ESG management

The Company continuously monitors suppliers' ESG management performance. Based on the *Senior ESG Management Policy*, we evaluate suppliers regularly on issues such as environmental protection, employee rights, social support, intellectual property, business ethics, and occupational health and safety. Specialized training is also provided to suppliers to improve their ESG practices.



### Environmental protection

Suppliers are encouraged to complete GHG inventories and verifications (referencing ISO 14064 and/or ISO 14067 standards), set carbon reduction goals, prioritize clean energy and low-carbon technology, and implement rigorous environmental protection measures, particularly for managing wastewater, exhaust, and solid waste, as well as promoting resource recycling.

### Employee rights

Suppliers are required to adhere to a people-oriented approach, ensuring the basic rights of employees are protected. We explicitly prohibit child labor and forced labor, prevent any form of discrimination or abuse, and require compliance with labor time regulations and minimum wage laws, ensuring fair compensation and fostering a working environment rooted in equity and respect.

### Occupational health and safety

We regularly audit suppliers' production environments to assess safety facilities, employee health protection, and safety management systems, ensuring the health and safety of employees in the supply chain.

**Business ethics**

To jointly maintain the healthy development of business partnerships, the Company requires all suppliers to adhere to the principles of honest operation and abide by business ethics. We promote transparency in procurement by enforcing *agreement* constraints and conducting integrity training for suppliers, ensuring both the Company and its partners uphold ethical practices in sourcing.

**Agreement constraints:** The *Sunshine Agreement* includes anti-corruption clauses that clearly prohibit bribery, kickbacks, and corruption.

**Integrity training:** The Company regularly organizes anti-corruption training for procurement personnel and suppliers, communicating the Company's anti-corruption policies and requirements.

**Supervision method:** The Company conducts passive supervision of commercial partners' business ethics through contract clauses, access reviews, and compliance declarations, and carries out active supervision through regular evaluations, special audits, questionnaire surveys, or on-site inspections. In addition, the Company has established reporting channels, including an official WeChat account, a reporting hotline, and a dedicated email address, to enable all stakeholders to monitor and report issues related to business ethics.

**Handling of violations:** The Company clearly defines the handling process for any identified violations of regulations, including investigation and verification, corrective actions, suspension or termination of co-operation, and inclusion on a blacklist. For severe cases, the Company reports to relevant authorities to ensure violations are handled in a timely and compliant manner.

As of the end of the Reporting Period

**100%** of Senior suppliers have signed the *Senior Supplier Sustainability Commitment Letter* and *Sunshine Agreement*.

The Company held **1** supplier review, covering **all** core suppliers, all of which met the required standards.

# Community charity

## Management philosophy

Senior actively responds to national calls. While achieving rapid development and continuous business expansion, we adhere to the philosophy of co-creating and sharing with the community. We carry out community charity activities to foster harmony and integration between the Company and the communities in which we operate.

## Management practices

Senior consistently fulfills its social responsibilities by actively engaging in charitable and public welfare initiatives. The Company supports community development and gives back to society by making charitable donations to local communities at each of its production sites and implementing a variety of public welfare projects.

### Community sports and cultural support

The Company supports the development of sports and cultural activities in line with the "community-led, enterprise-supported, and public-participation" model promoted by Shenzhen Matian Subdistrict. In 2025, it sponsored the Shenzhen Matian Subdistrict Football Super League, contributing to grassroots community sports development.



### Overseas community charity

The U.S. Base<sup>1</sup> actively participates in local community charity activities, organizing employee representatives to join the Huntersville VermilliRUN 5K, continuously integrating into local community charity practices.



### Corporate culture integration practices

The Company integrates its public welfare philosophy into corporate culture development. The Human Resources Center, in collaboration with Senior's labor union, organizes employee hiking activities. By promoting healthy and positive sports and cultural practices, the Company strengthens team cohesion and fosters positive interaction between the Company and the community.



### Case Study Malaysia Community Donation: Practicing Corporate Social Responsibility

On June 20, 2025, the Company's ASEAN Base held a community donation event at the auditorium of a school in the Batu Kawan community, Penang, providing essential supplies to local families in need. The event attracted around 500 villagers and became one of the largest public welfare activities in the community in recent years. Local community councilors, MBSP representatives, and the principal of the school attended the event and highly praised the Company for actively fulfilling its social responsibility and contributing to community development.



<sup>1</sup> Green New Energy Materials, Inc.

# Appendix

## Appendix I - Key ESG Performance Data<sup>2</sup>

### Economic Performance

ESG Metrics Category	Unit	2023	2024	2025
Revenue	RMB10,000	301,323.38	354,110.66	412,537.21

### Environmental Performance<sup>3</sup>

ESG Metrics Category	Unit	2023	2024	2025	
Emissions <sup>4</sup>	Total GHG emissions	tCO <sub>2</sub> e	203,166.96	264,398.54	360,210.37
	GHG emissions density	tCO <sub>2</sub> e/ RMB10,000 in total revenue	0.67	0.75	0.87
	Direct GHG emissions (Scope 1)	tCO <sub>2</sub> e	54,881.37	81,042.99	114,013.43
	Indirect GHG emissions (Scope 2)	tCO <sub>2</sub> e	148,285.59	183,355.55	246,196.94
	Total exhaust emissions	Ton	2.61	18.74	48.15
	Exhaust emissions intensity	kg/ RMB10,000 in total revenue	0.01	0.05	0.12
	Nitrogen oxides (NOX) emissions	Ton	0.89	9.07	12.96
	Sulfur oxides (SOX) emissions	Ton	0.61	1.42	0.95
	Volatile organic compounds (VOCs) emissions	Ton	0.95	6.56	27.88
	Hazardous air pollutants (HAPs) emissions	Ton	0.01	0.62	0
	Particulate matter (PM2.5) emissions	Ton	0.15	1.07	6.36
	Industrial wastewater discharge	m <sup>3</sup>	97,027.20	218,960.98	40,287.00

<sup>2</sup>The Company continues to enhance its ESG reporting framework. To meet the disclosure requirements of stock exchanges, additional metrics are reported this year. Moving forward, the Company will continue to improve metrics management and reporting mechanisms to gradually enhance the completeness and transparency of ESG disclosures.

<sup>3</sup>The collection scope of environmental data includes the resource consumption and pollutant emissions from both office and production areas of the Group's headquarters and subsidiaries (including Senior Changzhou, Senior Hefei, Senior Jiangsu, Senior Nantong, Senior Shenzhen, Senior Foshan, Senior Europe, and ASEAN Base). The environmental performance metrics for 2025 increased compared with 2024, mainly due to the inclusion of Senior Foshan and ASEAN Base in the statistics.

ESG Metrics Category	Unit	2023	2024	2025	
Emissions <sup>4</sup>	General solid waste recycled	Ton	17,320.16	7,585.24	8,617.20
	Hazardous waste disposed	Ton	1,920.83	3,023.35	4,597.55
Water Resources	Total water consumption	m <sup>3</sup>	878,185.82	1,264,356.13	2,214,090.25
	Water consumption intensity	m <sup>3</sup> / RMB10,000 in total revenue	2.91	3.57	5.37
Materials	Total consumption of packaging materials	Ton	8,657.92	12,858.54	20,728.30
	Total consumption of paper-based packaging materials	Ton	8,588.31	12,691.63	19,122.57
	Total consumption of plastic packaging materials	Ton	68.99	165.07	1,594.17
	Total consumption of other packaging materials	Ton	0.61	1.83	11.56
	Total recycled packaging materials	Ton	3,463.17	6,300.68	4,408.05
	Packaging material recycling rate	%	40	49	21
Energy <sup>5</sup>	Comprehensive energy consumption	MWh	570,546.09	780,643.84	1,076,703.96
	Comprehensive energy consumption intensity	MWh/ RMB10,000 in total revenue	1.89	2.20	2.61
	Direct energy consumption	MWh	274,588.80	405,535.33	570,502.14
	Indirect energy consumption	MWh	295,957.29	375,108.51	506,201.83
	Purchased electricity consumption	MWh	276,328.13	341,396.03	463,978.71
	Purchased heat power consumption	MWh	20.00	410.19	24.85
	Renewable energy consumption	MWh	19,609.17	33,302.28	80,526.27
	Gasoline consumption	Liter	16,014.81	13,046.81	34,203.99
	Diesel consumption	Liter	16,993.00	17,064.00	16,934.21
	Natural gas consumption	10,000 m <sup>3</sup>	2,534.50	3,744.76	5,267.42
Environmental Protection Investment	Total investment in environmental protection	RMB10,000	3,597	3,960	8,388

<sup>4</sup>Disclosed GHG emissions are based on the consumption of gasoline, diesel, natural gas, purchased electricity, and purchased thermal energy. Scope 1 GHG emissions derive from gasoline, diesel, and natural gas, while Scope 2 emissions are based on purchased electricity and purchased thermal energy. Emission factors for gasoline, diesel, natural gas, and purchased thermal energy are calculated with reference to the Accounting Methods and Reporting Guidelines for Greenhouse Gas Emissions by Enterprises in Other Industrial Sectors (Trial) issued by the General Office of the National Development and Reform Commission of China. The emission factor for the electricity grid in the Chinese Mainland is based on the Announcement on the Release of the 2023 Grid Carbon Dioxide Emission Factors issued by the Ministry of Ecology and Environment.

<sup>5</sup>The data of comprehensive energy consumption are converted into standard coal equivalent (tce) in accordance with the Chinese national standard GB/T 2589-2020 General rules for calculation of the comprehensive energy consumption.

## Social Performance

ESG Metrics Category		Unit	2023	2024	2025
Employment	Total number of employees and number of employees by gender				
	Total number of employees	Person	3,988	4,634	5,113
	Male	Person	3,095	3,677	4,007
	Female	Person	893	957	1,106
	Number of employees by educational background				
	Associate degree and below	Person	2,989	3,465	3,804
	Bachelor degree	Person	887	1,015	1,097
	Master degree or above	Person	112	154	212
	Number of employees by age				
	Aged 30 and below	Person	1,743	2,063	2,385
	Aged 31 to 50	Person	2,114	2,395	2,526
	Aged 51 and above	Person	131	176	202
	Number of employees by region				
	Chinese Mainland	Person	3,856	4,425	4,703
	Hong Kong, Macao, Taiwan, and Overseas	Person	132	209	410
	Number by employment type				
	Full-time	Person	/	/	5,113
	Part-time	Person	/	/	0
	Turnover	Employee turnover rate	%	5.00	5.10
Employee Training	Total investment in training	RMB10,000	/	/	164.5
	Percentage of trained employees by gender and employee level				
	All employees trained	%	91.68	90.44	81.87

ESG Metrics Category		Unit	2023	2024	2025
Employee Training	Male employees trained	%	93.99	91.43	83.65
	Female employees trained	%	83.65	86.62	75.41
	Primary-level employees trained	%	/	/	80.11
	Mid-level management employees trained	%	/	/	90.99
	Senior management employees trained	%	/	/	100.00
	Average training hours per employee by gender and employee level <sup>6</sup>				
	All employees trained	Hour	16.91	14.83	13.74
	Male employees trained	Hour	17.34	15.00	14.04
	Female employees trained	Hour	15.43	14.21	12.66
	Primary-level employees trained	Hour	/	/	13.22
	Mid-level management employees trained	Hour	/	/	16.38
	Senior management employees trained	Hour	/	/	20.00
	Occupational Health and Safety	Investment in employee occupational health and safety	RMB10,000	/	/
Total training hours of employees on workplace safety		Hour	/	/	79,796.50
Product Responsibility	Number of customer complaints regarding products and services	Item	/	/	72
	Percentage of total products sold that were recalled for safety or health reasons	%	/	/	0
Innovation and R&D	R&D investment	RMB10,000	24,246.35	24,802.43	27,837.96
	R&D investment as a percentage of revenue	%	8.05	7	7
Intellectual Property	Patents applied for	Item	558	820	1,026
	Total number of valid patents held	Item	285	368	490
	Total number of authorized invention patents held	Item	122	174	204
	Total number of authorized utility model patents	Item	163	194	286

<sup>6</sup> Calculation formula for average training hours per employee: Average training hours for a specific employee category = total training hours of employees in that category / total number of employees in that category

## Governance Performance

ESG Metrics Category		Unit	2023	2024	2025
Board of Directors	Number of male directors	Person	6	6	6
	Number of female directors	Person	1	1	1
	Number of independent directors	Person	3	3	3
	Number of non-independent directors	Person	4	4	4
Corporate Governance	Number of disclosure reports	Item	209	145	199
	Shareholders' meetings held	/	6	3	7
	Board of Directors meetings held	/	12	9	12
	Strategy and Development Management Committee meetings held	/	1	0	1
	Audit Committee meetings held	/	6	7	5
	Nomination Committee meetings held	/	1	3	1
Anti-corruption	Remuneration and Appraisal Committee meetings held	/	4	3	2
	Number of concluded corruption lawsuits filed against the Company or its employees	/	0	0	0
	Number of internal corruption reports	/	0	0	1
	Number of employees trained on anti-corruption and anti-bribery	Person	1,100	646	258
	Training hours of employees on anti-corruption and anti-bribery <sup>7</sup>	Hour	550	323	1,290
	Number of directors trained on anti-corruption and anti-bribery <sup>7</sup>	Person	/	/	7
Training hours of directors on anti-corruption and anti-bribery	Hour	/	/	7	

<sup>7</sup>The statistical scope has changed. The data for 2023 and 2024 refers to the number of employees who received the anti-corruption training in Chapter 3 of the Employee Handbook upon their entry and the duration of the training. In 2025, a special anti-corruption and integrity training was organized (the anti-corruption training in the entry training was not included in the statistical scope), and the relevant data is based on the number of participants in the special training and the duration of the training as the statistical scope.

## Appendix II - Index table

### Global Reporting Initiative (GRI) Standards Index Table

General Standard Disclosures			Report Section
GRI 2: General Disclosures 2021	2-1	Organizational details	About Senior
	2-2	Entities included in the organization's sustainability reporting	About This Report
	2-3	Reporting period, frequency, and contact point	About This Report
	2-4	Restatements of information	N/A
	2-5	External assurance	N/A
	2-6	Activities, value chain and other business relationships	About Senior
	2-7	Employees	Key ESG performance data
	2-8	Workers who are not employees	Key ESG performance data
	2-9	Governance structure and composition	Corporate governance
	2-10	Nomination and selection of the highest governance body	Corporate governance
	2-11	Chair of the highest governance body	Corporate governance
	2-12	Role of the highest governance body in overseeing the management of impacts	Corporate governance
	2-13	Delegation of responsibility for managing impacts	ESG management
	2-14	Role of the highest governance body in sustainability reporting	ESG management
	2-15	Conflicts of interest	See 2025 Annual Report
	2-16	Communication of critical concerns	ESG management
	2-17	Collective knowledge of the highest governance body	Corporate governance

General Standard Disclosures			Report Section
GRI 2: General Disclosures 2021	2-18	Evaluation of the performance of the highest governance body	ESG management
	2-19	Remuneration policies	Employee rights and welfare
	2-20	Process to determine remuneration	Employee rights and welfare
	2-21	Annual total compensation ratio	Not disclosed
	2-22	Statement on sustainable development strategy	ESG management
	2-23	Policy commitments	Employee rights and welfare Business ethics
	2-24	Embedding policy commitments	Business ethics
	2-25	Processes to remediate negative impacts	Not disclosed
	2-26	Mechanisms for seeking advice and raising concerns	Risk management
	2-27	Compliance with laws and regulations	Corporate governance
	2-28	Membership associations	Green products
	2-29	Approach to stakeholder engagement	ESG management
	2-30	Collective bargaining agreements	Employee rights and welfare
GRI 3: Material Topics 2021	3-1	Process to determine material topics	ESG management
	3-2	List of material topics	ESG management
	3-3	Management of material topics	ESG management
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	See 2025 Annual Report
	201-2	Financial implications and other risks and opportunities due to climate change	Climate response
	201-3	Defined benefit plan obligations and other retirement plans	Employee rights and welfare
	201-4	Financial assistance received from government	N/A

General Standard Disclosures			Report Section
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Not disclosed
	202-2	Proportion of senior management hired from the local community	Key ESG performance data
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Community charity
	203-2	Significant indirect economic impacts	Community charity
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Key ESG performance data
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Business ethics
	205-2	Communication and training about anti-corruption policies and procedures	Business ethics
	205-3	Confirmed incidents of corruption and actions taken	Business ethics
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Not occurred
GRI 207: Tax 2019	207-1	Approach to tax	Not disclosed
	207-2	Tax governance, control, and risk management	Not disclosed
	207-3	Stakeholder engagement and management of concerns related to tax	Not disclosed
	207-4	Country-by-country reporting	Not disclosed
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Improving resource efficiency Key ESG performance data
	301-2	Recycled input materials used	Improving resource efficiency Key ESG performance data
	301-3	Reclaimed products and their packaging materials	Improving resource efficiency Key ESG performance data
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Improving resource efficiency Key ESG performance data
	302-2	Energy consumption outside of the organization	Improving resource efficiency Key ESG performance data
	302-3	Energy intensity	Improving resource efficiency Key ESG performance data

General Standard Disclosures			Report Section
GRI 302: Energy 2016	302-4	Reduction of energy consumption	Improving resource efficiency Key ESG performance data
	302-5	Reductions in energy requirements of products and services	Improving resource efficiency Key ESG performance data
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	N/A
	303-2	Management of water discharge-related impacts	Improving resource efficiency
	303-3	Water withdrawal	Improving resource efficiency
	303-4	Water discharge	Emissions and waste management
	303-5	Water consumption	Improving resource efficiency
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	N/A
	304-2	Significant impacts of activities, products and services on biodiversity	N/A
	304-3	Habitats protected or restored	N/A
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	N/A
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Improving resource efficiency Key ESG performance data
	305-2	Energy indirect (Scope 2) GHG emissions	Improving resource efficiency Key ESG performance data
	305-3	Other indirect (Scope 3) GHG emissions	Not disclosed
	305-4	GHG emissions intensity	Improving resource efficiency Key ESG performance data
	305-5	Reduction of GHG emissions	Improving resource efficiency
	305-6	Emissions of ozone-depleting substances (ODS)	Emissions and waste management
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Emissions and waste management

General Standard Disclosures			Report Section
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Emissions and waste management
	306-2	Management of significant waste-related impacts	Emissions and waste management
	306-3	Waste generated	Emissions and waste management
	306-4	Waste diverted from disposal	Emissions and waste management
	306-5	Waste directed to disposal	Emissions and waste management
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Sustainable supply chain
	308-2	Negative environmental impacts in the supply chain and actions taken	Sustainable supply chain
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Talent attraction and retention Key ESG performance data
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee rights and welfare
	401-3	Parental leave	Employee rights and welfare
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	Not disclosed
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Occupational health and safety
	403-2	Hazard identification, risk assessment, and incident investigation	Occupational health and safety
	403-3	Occupational health services	Occupational health and safety
	403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational health and safety
	403-5	Worker training on occupational health and safety	Occupational health and safety
	403-6	Promotion of worker health	Occupational health and safety
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational health and safety
	403-8	Workers covered by an occupational health and safety management system	Occupational health and safety
	403-9	Work-related injuries	Occupational health and safety
	403-10	Work-related ill health	Occupational health and safety
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Talent attraction and retention Key ESG performance data
	404-2	Programs for upgrading employee skills and transition assistance programs	Talent attraction and retention

General Standard Disclosures			Report Section
GRI 404: Training and Education 2016	404-3	Percentage of employees receiving regular performance and career development reviews	Talent attraction and retention
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Employee rights and welfare
	405-2	Ratio of basic salary and remuneration of women to men	Not disclosed
GRI 406: Anti-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Employee rights and welfare
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	N/A
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	N/A
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	N/A
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	Not disclosed
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	N/A
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Community charity
	413-2	Operations with significant actual and potential negative impacts on local communities	N/A
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Sustainable supply chain
	414-2	Negative social impacts in the supply chain and actions taken	Sustainable supply chain
GRI 415: Public Policy 2016	415-1	Political contributions	N/A
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Product quality and safety
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Not occurred
GRI 417: Marketing and Labeling 2016V	417-1	Requirements for product and service information and labeling	N/A
	417-2	Incidents of non-compliance concerning product and service information and labeling	Not occurred
	417-3	Incidents of non-compliance concerning marketing communications	Not occurred
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Not occurred

### Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange – Sustainability Report (For Trial Implementation) Index Table

Dimension	NO	Topic	Report Section
Environmental	1	Climate Response	Climate change response
	2	Pollutant Discharge	Emissions and waste management
	3	Waste Disposal	Emissions and waste management
	4	Ecosystem and Biodiversity Protection	Ecosystem and biodiversity protection
	5	Environmental Compliance Management	Emissions and waste management
	6	Energy Utilization	Improving resource efficiency
	7	Water Resources Utilization	Improving resource efficiency
	8	Circular Economy	Green products Emissions and waste management
Social	9	Rural Revitalization	Community charity
	10	Social Contributions	Community charity
	11	Innovation	R&D and innovation
	12	Ethics of Science and Technology	The Company was not engaged in scientific research, technology development, or other activities in technology-ethics-sensitive fields such as life sciences and artificial intelligence, so it is not applicable.
	13	Supply Chain Security	Sustainable supply chain
	14	Equal Treatment of SMEs	At the end of the Reporting Period, the Company did not have accounts payable (including notes payable) with a balance exceeding RMB30 billion or accounting for more than 50% of total assets, so it is not applicable
	15	Product and Service Safety and Quality	Product quality and safety Customer service
	16	Data Security and Customer Privacy	Privacy and data security
	17	Employees	Employee rights and welfare Talent attraction and retention Occupational health and safety
	Sustainability-related governance	18	Due Diligence
19		Stakeholder Engagement	ESG management
20		Anti-commercial Bribery and Anti-corruption	Business ethics
21		Anti-unfair Competition	Corporate governance

## Appendix III - Reader feedback form regarding the Report

Dear reader,

Thank you for taking the time to review Senior's Environmental, Social, and Governance (ESG) Report. We genuinely appreciate your attention to this report and invite you to share any feedback or suggestions that could help us enhance future editions.

Please rate this report by marking it with an ✓ in the appropriate box:

Question	Excellent	Good	Average	Poor	Don't Know
Do you believe this report effectively highlights the key environmental, social, and governance aspects of Senior?	<input type="checkbox"/>				
Do you find the information and metrics disclosed in this report to be clear, accurate, and comprehensive?	<input type="checkbox"/>				
How would you evaluate the content organization and design style of this report in terms of readability?	<input type="checkbox"/>				
How do you assess Senior's performance in serving customers and safeguarding their interests?	<input type="checkbox"/>				
Which section of the report interests you the most?					
<hr/>					
<hr/>					
What additional information would you recommend including in this report?					
<hr/>					
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Do you have any suggestions for the Company to improve future reports?					
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Should you have any comments or recommendations, please do not hesitate to reach out to the Company using the following contact methods:

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### Your information

Name:

Company:

Position:

Phone:

Email:



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