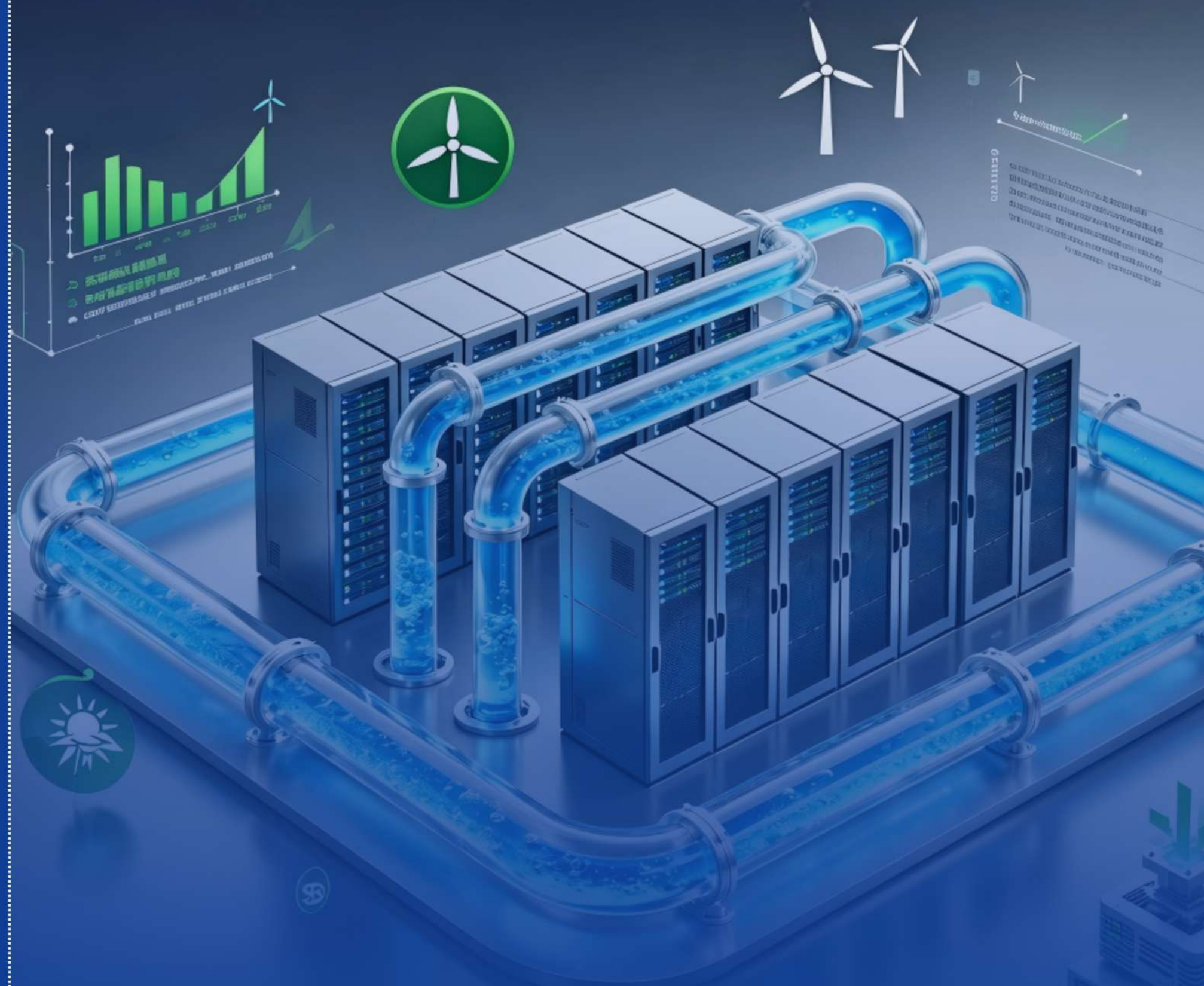


Environmental, Social and Governance (ESG) Report

2025

Low-carbon Manufacturing Create A Better Future



Zhejiang Ronnie Precision Machinery Co., Ltd.

Address: No.336, Xinxing Road, Wanghai Street,
Haiyan, Jiaxing, Zhejiang

Tel: 0573-86825022

Fax: 0573-86882681

E-mail: ronnie@ronnie.com.cn

Web: <https://ronnie.com.cn>

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About the Report

This report is the second environmental, social and governance report (hereinafter referred to as the "ESG Report") issued by Zhejiang Ronnie Precision Machine Co., Ltd. This report discloses in detail the company's 2025 environment, social and governance practices and performance based on the principles of objectivity, standardization, transparency and comprehensiveness.

Appellation Description

For ease of expression and reading, in this report, "Zhejiang Ronnie Precision Machine Co., Ltd." is also expressed as "Ronnie Precision", "Company" or "We".

Organization-wide

This report covers Ronnie Precision and its subsidiaries. Unless otherwise stated, the scope is consistent with the consolidated financial statements of the company's annual report (stock code: 920223).

Referred to as	Company name and affiliation
Zhejiang Ronnie	Zhejiang Ronnie Precision Machine Co., Ltd.
Chongqing Ronnie	Chongqing Ronnie Precision Machine Co., Ltd. Company subsidiaries
Vietnam Ronnie	Ronnie Intelligent Technology (Vietnam) Co., Ltd. Company subsidiaries

Time Range

This report is an annual report covering the period from January 1, 2025 to December 31, 2025 (hereinafter referred to as the "reporting period"). Some information goes beyond this scope and is explained where it is involved.

Compilation Basis

- Beijing Stock Exchange's "Guidelines for Continuous Supervision of Listed Companies No. 11-Sustainable Development Report (Trial)";
- Beijing Stock Exchange's "Guidelines for the Preparation of Sustainable Development Reports for Listed Companies"(hereinafter referred to as the "Guidelines");
- Guidelines for ESG Information Disclosure of New Energy Vehicle Enterprises (Draft for Comments) " by China Certification and Accreditation Association;
- Global Reporting Initiative's GRI Sustainable Development Reporting Standards (2021 edition);
- United Nations Sustainable Development Goals (SDGs);

Compilation Principle

- **Principle of importance.** The company identifies ESG topics that are material to its business operations and stakeholders through a materiality assessment, and focuses disclosure on such topics. Topic analysis is conducted considering industry and regional characteristics. For the detailed assessment process and results, please refer to the "Sustainable Development Management" chapter.
- **Accuracy Principle.** The Company discloses quantitative ESG indicators and sets relevant performance targets where applicable. Information in this report is presented with reasonable accuracy. For quantitative data, the scope, calculation criteria and assumptions are clearly stated to avoid misleading users due to calculation variances.
- **Principle of balance.** The content of this report reflects objective and true facts, and both positive and negative information involving the company are disclosed impartially. During the reporting period, the company found no negative events that should have been disclosed but were not disclosed.
- **The principle of comparability.** The Company maintains consistent statistical and disclosure methods for identical quantitative items across reporting periods. Where changes to data collection, measurement or calculation methodologies occur, corresponding data is retrospectively adjusted, with details of such adjustments and reasons disclosed in the report notes to enable stakeholders to effectively analyze trends in the Company's ESG performance.

Data Description

Financial data in this report is derived from the 2025 financial statements, with other data sourced from internal documents and actual operational records. All financial figures are presented in RMB. In case of any inconsistency with the annual financial report, the latter shall prevail.

Obtain The Reports

This report is available in simplified Chinese and English. If there is any difference between the two versions, please refer to the simplified Chinese version. The electronic version of the report can be obtained on the company's official website (<http://www.ronnie.com.cn>), Beijing Stock Exchange (<http://www.szse.cn>) and Juchao Information Network (<http://www.cninfo.com.cn>).

Confirmation and Approval

This report was approved by the company's board of directors on April 14, 2026 and was released simultaneously with the annual report. The board of directors is committed to supervising the content of the report and ensuring that there are no false records or misleading statements, and is responsible for the authenticity, accuracy and completeness of the content.

Dear shareholders, partners, and close friends from all walks of life who have long cared for and supported Ronnie Precision:

Hello everyone! In an era when the wave of digitalization and green transformation are deeply intertwined, we stand at the intersection of technology and responsibility, using innovation as the pen and sustainability as the ink, writing a new chapter in corporate development. In 2025, we will not only move forward steadily in business growth, but also take solid and profound steps on the road of ESG governance.

Technology empowerment: Reconstructing green computing power with liquid cooling innovation

On the journey towards "carbon neutrality", we know that computing power is not only the engine of the digital economy, but also carries a heavy environmental footprint. To this end, we have redefined liquid cooling technology from a simple heat dissipation solution to a strategic fulcrum for fulfilling ESG commitments. By developing high-efficiency liquid-cooled components, we not only help data centers bid farewell to the traditional energy-consuming air-cooling model, but also achieve a significant reduction in PUE (Electric Energy Utilization Efficiency), but also use technological innovation to break the "stronger the performance, the more energy consumption" industry paradox. Every set of liquid-cooled components delivered treats the earth's resources gently-it "cools" computing power and "reduces" carbon emissions. We firmly believe that true green technology is to silently save energy in invisible places. In the future, we will continue to deepen the liquid cooling industry chain and use the power of parts and components to drive green transformation of the entire ecosystem.

Source control: Reshaping low-carbon intelligent manufacturing with Digital tools

Today, with the coordinated development of digitalization and greening, we know that true ESG governance is not only end-end governance, but also source control. This year, we independently developed a carbon footprint calculation tool and conducted a full life cycle check on major shipment material numbers, making "carbon" a quantifiable and manageable design parameter; at the same time, we launched the OA carbon management and control module covering employee commuting and business travel, integrating the governance concept of "knowing carbon and saving carbon" into every micro link of daily operations. On the manufacturing side, we have fully introduced a circulating water system to realize closed-loop reflux and reuse of cooling water for welding, injection molding and other processes. The cumulative circulating water consumption throughout the year reached 76,600 tons. This is not only a conservation of water resources, but also a pragmatic accumulation of our long-term goal of "zero-carbon manufacturing". We believe that through bit by bit process innovation and digital control, we can truly implant the gene of sustainable development into the blood of enterprises.

Extension of responsibility: Protect the blue future with public welfare actions

We firmly believe that the value of an enterprise lies not only in creating economic benefits, but also in giving back to society and protecting our homeland. During the year, while maintaining sound internal green operations, we actively participated in public environmental initiatives: we joined local environmental organizations to carry out tidal flat cleanup activities, safeguarding the coastline through on-site efforts; we also took part in the "From Waste to Clothing" program, practicing the concept of resource recycling. These practices have further convinced us that ESG is not an abstract concept, but a commitment to responsibility fulfilled through concrete actions. Going forward, we will continue to act with a strong sense of responsibility, protect the mountains and seas, and give back to society.

Looking to the future, we will continue to be driven by technological innovation, take sustainable development as our core value, and work with global partners to create a smarter, efficient and sustainable future. We will always adhere to our responsibilities to investors, customers and this era, and deliver an answer that balances growth and sustainability.

Thank you!



Zhejiang Ronnie Precision Machine Co., Ltd.
 Chairman

Message From Chairman



Entering Ronnie Precision

Ronnie Precision is dedicated to the R&D, manufacturing, and sales of precision components including fasteners, connectors, and structural parts. We focus on delivering high-precision, highly reliable, and customized solutions to customers across diverse sectors, such as 3C electronics, liquid-cooled servers, new energy vehicles, energy storage, communications, and power equipment.

Core business areas

3C field: During the reporting period, the Company was principally engaged in the R&D, manufacturing and sales of precision components such as fasteners, connectors and structural parts. It provides high-precision, high-reliability and customized precision components and solutions for customers in 3C electronics, liquid-cooled servers, new energy vehicles, energy storage, communications and power equipment.

Liquid-Cooled Server Sector: The Company has seized the development opportunities in the liquid cooling market for data centers and accelerated the R&D and commercialization of related products. During the reporting period, the Company entered the field of quick connectors for liquid-cooled servers for the first time, with main products being precision components used in assembling such quick connectors, and realized mass production in the second quarter of the reporting period. Its cooperative relationship with key customer FUSHIDA has remained stable, laying a solid foundation for the sustained growth of this business.

Automotive Sector: The Company has seized development opportunities in the liquid cooling sector for data centers and accelerated the R&D and application of related products. During the reporting period, the Company made its first foray into quick connectors for liquid-cooled servers, mainly providing precision components for assembling such quick connectors, and achieved mass production in the second quarter of the reporting period. Its partnership with key customer Fushida has remained stable, laying a solid foundation for the sustained growth of this business.

Energy Storage Sector: The Company provides customers such as Envision Energy with products including energy storage soft and hard copper bars as well as 3D bent copper-aluminum bars, contributing to the upgrading of energy storage equipment and new energy infrastructure.

Technical strength and quality system

R&D and Innovation : During the reporting period, the Company intensified its technology R&D and steadily enhanced its technological innovation capabilities, continuously consolidating its qualification advantages as a National High-Tech Enterprise and a National-level Specialized, Sophisticated, Unique and New "Little Giant" Enterprise. As of the end of the reporting period, the Company held 124 valid patents, including 25 invention patents (5 newly added during the reporting period), 96 utility model patents (12 newly added), and 3 design patents.

Quality assurance: The Company has established a full-process and high-standard quality and management control system, and has passed multiple management system certifications, including ISO9001 Quality Management System Certification, ISO14001 Environmental Management System Certification, IATF16949 Automotive Quality Management System Certification, IECQ080000 Hazardous Substance Process Management System Certification, ISO45001 Occupational Health and Safety Management System Certification, and ISO20400 Sustainable Procurement Management System Certification.

Intelligent Manufacturing: In 2023, the raised-investment projects "Intelligent Factory with an Annual Output of 300 Million Precision Components" and "R&D Center" were fully put into production. As of the reporting period, the Company has independently developed and designed high-precision CNC/NC numerical control, stamping, injection molding and new energy automated production lines, realizing integrated mold design and processing as well as automated inspection. This has significantly improved production capacity and product quality, and enabled rapid response to customers' customized needs.

Global layout

The Company has actively expanded its international market and established a production base in Vietnam in September 2023, aiming to strengthen its service capabilities in the Southeast Asian region, respond quickly to customer needs, improve the global supply chain network, and enhance its industry competitiveness.



Corporate Culture

Corporate Vision

To become a high-quality supplier of precision components

Corporate Mission

Connecting the world of technology, creating infinite possibilities

Values

Craftsmanship and quality innovation for mutual success

Honors and Awards



Development History



Established Ronnie

2002



Obtained IATF1694 Expand Business into The Automotive Field

2011



NEEQ Listed

2019



National-level Specialized and Innovative Small and Medium-sized Enterprises

2021



Established Vietnam Ronnie

2023

2010

Established Chongqing Ronnie Precision



2016

HNTE Identification



2020

Construction of New Campus



2022

Listing on the Beijing Stock Exchange



2025

Launched Liquid Cooling Project and Started Mass Production



Sustainability Management

Governance

Ronnie Precision has established a three-level ESG governance structure consisting of decision-making, management, and execution levels to promote the realization of ESG management goals and ensure the company's high-quality and sustainable development.

Decision-making Level Board of Directors	As the supreme decision-making and governance body for ESG and sustainable development management, the Board of Directors is responsible for formulating and overseeing ESG strategies, objectives and policies, assessing relevant risks and opportunities, and urging the improvement of internal control and management systems.
Management Level Strategy and ESG Management Committee	As a specialized working body for ESG governance, it is responsible for studying relevant matters and providing decision-making suggestions, reviewing the implementation of strategies, reporting progress regularly, and guiding various business units to implement ESG initiatives. Meanwhile, it identifies and oversees major risks, reviews and submits the ESG report.
Execution Level ESG Executive Team	As the executive body for ESG, it consists of the management team and representatives from various departments. It coordinates the overall advancement of ESG initiatives, formulates overall strategies and key action points, and assists all departments in breaking down objectives and clarifying responsibilities. It also takes the lead in improving the information disclosure mechanism, preparing the ESG report in accordance with regulatory requirements, and ensuring transparent and accurate information.

In 2025, the Company's Strategy and ESG Management Committee continued to improve the ESG strategy and system construction. Focusing on core topics including climate change response, supply chain management, R&D innovation and intellectual property protection, product quality and safety, and labor rights, the Company internally issued seven policies and systems, namely the ESG Management System, Greenhouse Gas Emissions Management System, Environmental Protection Policy, Labor and Human Rights Policy, Sustainable Procurement Policy, Supplier Code of Conduct, and Business Ethics and Code of Conduct. These documents were publicly disclosed on the Company's official website to clarify its ESG management commitments and directions.

In 2025, the company will carry out 6 special ESG trainings within the company, covering multiple positions such as management, purchasing department, business department, and ordinary employees; complete the carbon footprint calculation of the whole group's products and implement digital control of employee commuting and business travel carbon behaviors; Simultaneously complete the assessment of the importance of ESG issues; collaborate with various departments to negotiate and formulate ESG management goals and action plans; Actively participate in domestic and foreign ESG rating responses and information disclosure, collect and summarize practical progress and regularly report to the committee to ensure the efficient operation of ESG management.



Strategy

The company pursues green and low-carbon development with carbon neutrality as a long-term goal, improving environmental and carbon management, strengthening control over energy use, emissions and waste, promoting clean energy and the circular economy, and developing eco-friendly products and technologies. Socially, it protects employee rights and career growth, fosters an inclusive workplace, builds a responsible supply chain, ensures product quality and customer interests, and engages in public welfare and community development. In governance, it has established a three-tier ESG framework covering the board, management and execution teams, improved relevant systems, implemented regular risk and opportunity management, enhanced disclosure and communication, and integrated ESG performance into appraisal and compensation to encourage company-wide participation.

Impact, Risk and Opportunity Management

The company has established a regular ESG risk and opportunity management mechanism with reference to the GRI Sustainability Reporting Standards. It continuously identifies and assesses ESG-related risks and opportunities across its operations, conducts materiality assessments of sustainability topics, integrates them into its enterprise risk management system, develops targeted response measures, and dynamically tracks and reviews risks. The Strategy and ESG Committee of the Board conducts at least one annual systematic assessment of ESG risks and opportunities. For significant sustainability matters affecting the economy, society, and the environment, the company has implemented full-cycle measures covering monitoring, prevention, control, and mitigation, continuously enhancing its ESG risk governance and management capabilities.

Issues	Anticipated Risks and Opportunities	Measures
Innovation-driven	The expansion of R & D direction may face risks such as technical difficulties and improper resource allocation. Competition in emerging industries is fierce, and the transformation of results may encounter obstacles.	Optimize resource allocation, strengthen the construction of technical research teams, deepen the integration of industry, academia and research, focus on innovation quality and efficiency, and promote the transformation of results.
Intellectual Property Protection	It may face the risk of intellectual property infringement disputes, or the loss of intellectual property rights due to management omissions, affecting the company's image and core competitiveness.	Strictly abide by laws and regulations, improve management methods, strengthen internal management, strengthen awareness of intellectual property rights, and promptly safeguard rights and prevent infringement.
Corporate Governance	The governance structure may affect operational efficiency and cause internal management risks due to personnel changes and decision-making differences.	Optimize the corporate governance structure and clarify the division of rights and responsibilities; strengthen the capacity building of the board of directors and management levels, promote the diversity and independence of the board of directors; strengthen information disclosure and transparency, and regularly disclose corporate governance to shareholders and the public.
Compliance Operations and Risk Control	Compliance risks and legal disputes may arise due to inadequate system implementation and changes in external regulations; operational risks may be expanded due to untimely risk monitoring and improper response measures.	Improve the compliance management system and dynamically update the internal control system to adapt to changes in external laws and regulations; strengthen compliance training and publicity to enhance compliance awareness of all employees; establish a normalized risk monitoring and early warning mechanism to promptly judge and respond quickly to potential risks, formulate hierarchical response plans and implement them, and at the same time improve internal audit and supervision processes to ensure compliance and stability of business activities.

Issues	Anticipated Risks and Opportunities	Measures
Product Quality and Safety	Quality problems may lead to product return, causing significant economic losses, damaging the company's reputation and affecting market competitiveness	Improve the quality management system to ensure the stability of product quality; regularly carry out product testing and reviews to promptly investigate and resolve quality problems; establish a customer feedback mechanism to quickly respond to and deal with quality demands; strengthen employee quality awareness training to improve the quality management level of all employees.
Customer Relationship Management	Lower customer satisfaction may lead to customer loss and a decline in market share; poor customer service may affect the company's brand image, reduce investor confidence, and affect the company's long-term development.	Establish standardized service processes, improve customer feedback and improvement mechanisms, regularly collect customer opinions, and improve customer service quality; strengthen employee service training to improve service professionalism and response speed.
Supply Chain Management	If the company's sustainable supply chain is improperly managed, it will weaken the risk resistance and response speed of the supply chain and affect the stability of the company's production and operations. If a supply chain interruption occurs, operating income may decline.	Establish a sustainable supply chain evaluation system to incorporate ESG performance into supplier access and assessment standards; strengthen supplier ESG training and communication to promote coordinated emission reduction and risk management in the supply chain; build a supply chain Incident Response Service mechanism to reserve alternative suppliers and improve the resilience and stability of the supply chain to resist risks.
Information and Privacy Security	Data breaches or cyber attacks can lead to damage to corporate reputation, leakage of customer information, and increase legal risks and financial losses.	Improve the information security management system, strengthen network security protection measures, establish an information security Incident Response Service mechanism to ensure the effective implementation of information security management work; regularly conduct information security training to enhance employees' security awareness.
Labor Rights	Neglecting human rights issues can harm employees and stakeholders and pose reputational, operational and legal risks.	Improve the labor rights and interests protection system, strictly abide by labor laws and regulations, and protect employees' equal employment, salary, benefits, rest and vacation rights; issue the "Labor and Human Rights Statement", strengthen anti-discrimination and anti-forced labor management, smooth feedback channels for employees' demands, and proactively safeguard Employees and legitimate rights and interests of stakeholders.
Occupational Health and Safety	Inadequate occupational health and safety management may lead to an increase in work-related injury compensation, legal litigation and negative public comments, increasing the company's operating costs.	We improve our occupational health and safety system, implement safety production accountability, conduct regular hazard inspections and equipment maintenance. We strengthen health monitoring and safety training, provide full protective facilities, establish injury prevention and emergency response mechanisms to reduce accidents and operational risks.
Business Ethics	Unethical practices such as commercial bribery, fraud or conflicts of interest may violate anti-unfair competition laws, resulting in regulatory investigations, penalties, litigation, and severe damage to the company's reputation and credibility.	Formulate and publish the "Code of Business Ethics and Conduct" to establish a supervision mechanism for integrity practice; carry out special anti-commercial bribery and anti-fraud training and internal audits to smooth channels for reporting violations; incorporate business ethics performance into employee and supplier assessments to prevent unethical business behavior. Reputation, operational and legal risks.
Address Climate Change	See the Chapter on Climate Change for Details	



Sustainable Development Goals

Short-term

- The company will complete the submission of its Science-Based Targets initiative (SBTi) commitment and the formulation of carbon reduction pathways by 2027, actively responding to the call for global climate governance;
- Within the next two years, through continuous improvement measures, we will elevate Ecovadis and Wind ESG ratings to higher levels, enhancing the company's performance in sustainability;
- Continuously improve the group's comprehensive carbon emission accounting system, launch an automated and visualized energy and carbon emission management system, and achieve precise control over carbon data;
- Obtain ISO 50001 Energy Management System certification and built a green factory demonstration project.;
- Obtain ISO 14064 greenhouse gas management system certification and third-party ESG report verification;
- Establish a normalized internal and external ESG training mechanism, covering core positions such as management, business, and procurement, and integrating ESG knowledge and practical requirements into the daily work of all employees.

Mid-term

- We have established a special ESG improvement plan for 2028–2037, with quantified targets including a 30% reduction in carbon emission intensity, 90% green supply chain coverage, and an annual average of 40 hours of sustainability training per employee.
- Establish a cross departmental ESG Executive Committee, implement the PDCA (Plan Do Check Improve) full cycle management mechanism, and establish an ESG risk matrix evaluation model covering 12 core indicators such as environmental compliance and labor rights;
- Complete the ISO 14067 product carbon footprint management system certification, promote the synchronous implementation of ISO 14064 certification for supply chain carbon emissions accounting, incorporate carbon performance into supplier assessment, and achieve collaborative emission reduction in the supply chain;
- Actively participate in international ESG assessments including MSCI ESG Ratings and CDP Climate Change Questionnaire, have formally joined the UN Global Compact, and continuously enhanced our global ESG influence.
- Invest in building an intelligent ESG data platform integrating energy monitoring, carbon footprint tracking and social responsibility evaluation, realizing standardized and visualized ESG management.

Long-term

- By 2060, we aim to achieve net zero emissions for both primary and secondary emissions within the enterprise, and promote carbon neutrality throughout the entire value chain (Scope 3), contributing to the global temperature control target of 1.5 °C;
- Establish a fully circular production and consumption model, achieve a balance between resource consumption and recycling, and aim to achieve zero waste emissions in the production process by 2060;
- Focusing on the research and innovation of green and automated products, integrating low-carbon and recyclable concepts into the full life cycle design of products, prioritizing the use of environmentally friendly materials, promoting lightweight and modular design of products, and obtaining multiple certifications related to green products;
- Building a transparent and responsible global supply chain system, with the goal of achieving 100% responsible supply chain coverage by 2060, and promoting the joint practice of sustainable development in the upstream and downstream of the supply chain;
- Build a zero carbon factory demonstration, deeply penetrate the green and low-carbon concept into the entire value chain of product research and development, production and manufacturing, logistics and transportation, and achieve the coordinated coexistence of enterprise development and ecological environment.

Stakeholder Communication

The company is committed to providing effective communication channels and establishing smooth communication mechanisms for stakeholders, widely listening to their suggestions and feedback on the company's sustainable development, and responding to their demands. We have identified ten major stakeholder groups, built efficient communication platforms based on their characteristics, developed diverse communication methods, and achieved mutual benefit and win-win outcomes with stakeholders.

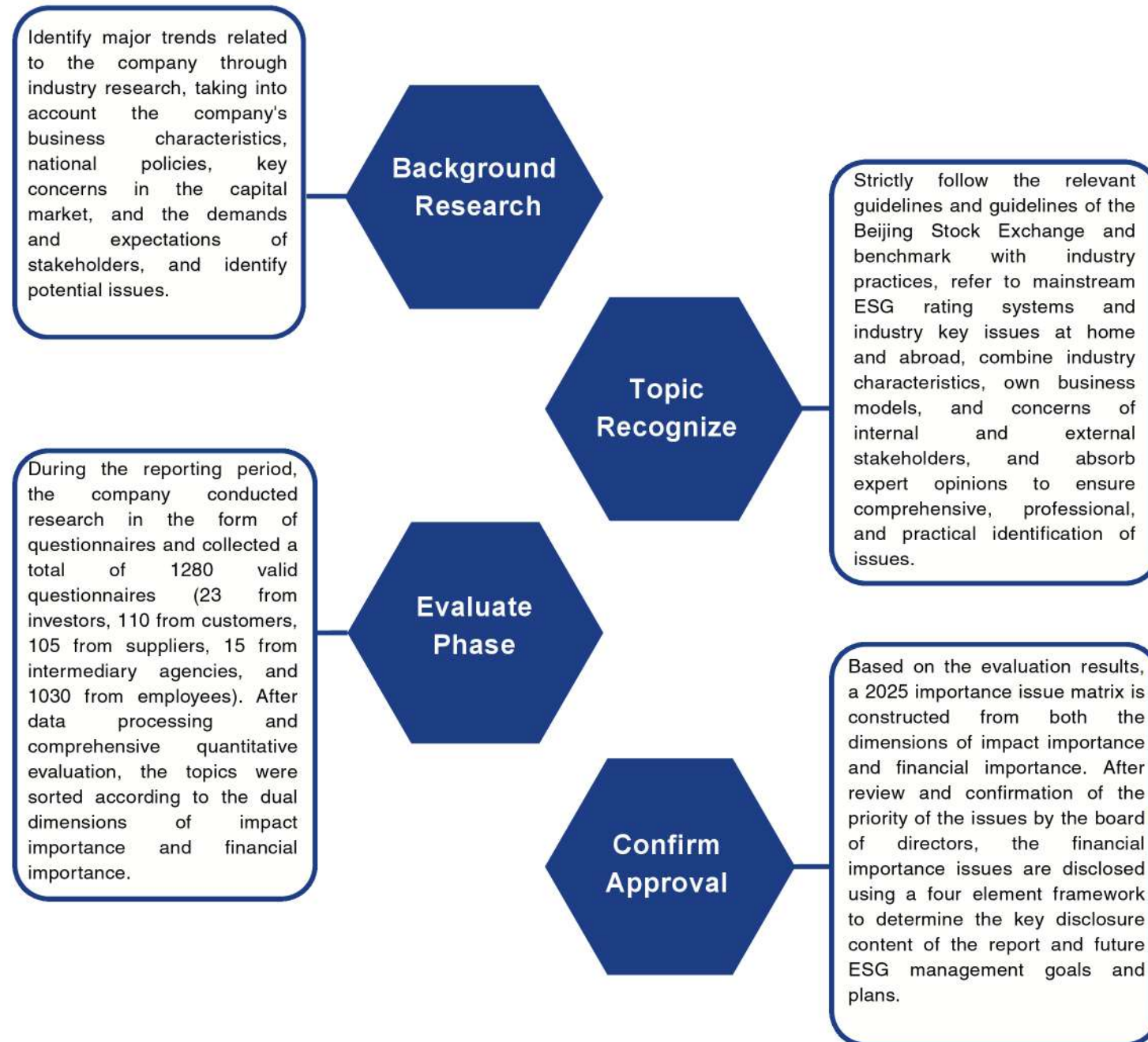
Stakeholder	Key Issues&Communication Content	Communication Method	Frequency
<p>Shareholders and Investors</p>	<ul style="list-style-type: none"> ● Production and operation situation and industrial layout ● Company risks and opportunities ● Company development strategy ● ESG governance ● Intellectual property protection and scientific research and technological innovation ● Compliance management and risk control ● Business ethics and anti corruption 	<ul style="list-style-type: none"> ● Shareholders' meeting ● Performance Exchange Meeting ● Regular Announcement ● Investor Hotline ● Email ● Survey questionnaire ● Company website 	Multiple times a year
<p>Customer</p>	<ul style="list-style-type: none"> ● Product quality and safety ● Customer service ● Information security and data privacy protection ● Sustainable benefits of products and services ● Intellectual property protection and scientific research and Technological innovation ● Corporate social responsibility ● Business ethics and anti corruption ● Improve customer satisfaction 	<ul style="list-style-type: none"> ● Customer complaints and feedback ● Customer visits and visits ● Customer factory audit ● Email or phone call ● Trade show ● Company website ● Self-media channels ● Customer satisfaction ● survey 	Multiple times a year
<p>Supplier</p>	<ul style="list-style-type: none"> ● Sunshine procurement ● Fulfill the contract in accordance with the law ● Compliant operation ● Business ethics and anti corruption ● ESG governance ● Industry development ● R&D innovation 	<ul style="list-style-type: none"> ● Supplier visits and inspections ● Supplier meetings and audits ● Supplier training ● Email or phone call ● Fulfill the contract in accordance with the law and regulations ● Supply chain management ● Strategic cooperation 	Multiple times a year
<p>Employee</p>	<ul style="list-style-type: none"> ● Salary, benefits, and incentives ● Legitimate rights and interests of employees ● Diversity and equality ● Employee health and safety ● Employee training and development ● Humanistic care ● Green office 	<ul style="list-style-type: none"> ● Employee representative assembly ● Corporate culture activities ● Employee feedback ● Employee satisfaction survey ● Vocational training ● Job incentives ● Employee Symposium 	Multiple times a year

Stakeholder	Key Issues&Communication Content	Communication Method	Frequency
<p>Government and Regulatory Agency</p>	<ul style="list-style-type: none"> ● Compliance of information disclosure ● The authenticity of financial reports ● Internal control ● Market value management ● Continuous operating capability ● Protection of shareholder rights and interests ● Pay taxes in accordance with the law ● Energy conservation and emission reduction ● Drive employment 	<ul style="list-style-type: none"> ● Regular inquiry ● On-site inspection ● Official website public information ● Questionnaire survey ● Government-enterprise symposium ● Information reporting ● Policy consultation ● Policy implementation 	Multiple times a year
<p>Environment</p>	<ul style="list-style-type: none"> ● Reduce the impact on the environment and natural resources ● Responding to climate change ● Reduce greenhouse gas emissions ● Scientific and efficient utilization of resources ● Reduce waste emissions ● Vigorously develop circular economy 	<ul style="list-style-type: none"> ● Environmental information disclosure ● Environmental protection concept promotion ● Forum and Exchange Activities 	Time to time
<p>Community</p>	<ul style="list-style-type: none"> ● Pollution prevention and ecological system protection ● Community communication and construction ● Boosting employment ● Energy conservation and emission reduction ● Sustainable contribution to the community 	<ul style="list-style-type: none"> ● Energy conservation and emission reduction ● Public welfare and charity ● Assist in rural revitalization ● Project empowerment ● Green development 	Time to time
<p>Trade association</p>	<ul style="list-style-type: none"> ● Exploration of green technology and innovation of liquid cooling products ● Integration of product quality and safety standards ● Exchange on R&D innovation and intellectual property protection ● Exchange of risk and compliance management experience ● Co construction of stakeholder communication mechanism 	<ul style="list-style-type: none"> ● Industry seminar ● Technical exchange summit ● Industry research collaboration ● Exhibition of practical achievements ● Experience sharing salon 	Time to time
<p>Media</p>	<ul style="list-style-type: none"> ● Automated production line and intelligent manufacturing practice ● Green production and low-carbon manufacturing process innovation ● Practice of safety production and occupational health management ● Technological iteration and application of liquid cooling products ● Ten thousand level dust-free workshop and quality control 	<ul style="list-style-type: none"> ● On-site visit ● Industry media reports ● Case promotion 	Time to time
<p>Charitable Organization</p>	<ul style="list-style-type: none"> ● Practice of linkage between environmental public welfare and ecological protection ● Employee volunteer service organization and development ● Donation management 	<ul style="list-style-type: none"> ● Join an environmental organization ● Donation signing and ceremony 	Multiple times a year

Important Issue Management

In 2025, Ronnie complied with international and domestic standards including GRI Standards and BSE's sustainable development reporting guidelines. Following the double materiality principle and industry practices, we conducted stakeholder research from impact materiality and financial materiality perspectives. We identified and assessed 26 material topics, prioritized and disclosed high and moderate ones, and finalized a materiality matrix. This matrix serves as a key tool for ESG and sustainability management, guiding dynamic adjustment of priorities and resource allocation to address stakeholder concerns and continuously improve management effectiveness.

ESG Importance Assessment Process



List of Important Issues

Dimension	Issues	Financial Importance	Impact Importance	Double Importance
Environment	1. Responding to Climate Change	Y	N	N
	2. Energy and Carbon Emission Management	Y	N	N
	3. Green Technologies, Products and Services	N	N	N
	4. Hazardous Substance Management	N	N	N
	5. Water Resource Management	N	N	N
	6. Pollutant and Waste Management	N	N	N
	7. Environmental Policy and Management System	N	N	N
	8. Biological Diversity	N	N	N
	9. Circular Economy	N	N	N
Society	10. Supply Chain Management	Y	Y	Y
	11. Product Quality and Safety	Y	Y	Y
	12. R and D Innovation and Intellectual Property Protection	Y	Y	Y
	13. Customer Relationship Management	Y	Y	Y
	14. Information and Privacy Security	Y	Y	Y
	15. Labor Rights and Interests	N	N	N
	16. Diversity and Equal Opportunities	N	N	N
	17. Occupational Health and Safety	N	N	N
	18. Employee Development and Training	N	N	N
	19. Industrial Cooperation & Development	N	N	N
	20. Community and Rural Revitalization	N	N	N
Governance	21. Public Welfare and Volunteer Service	N	N	N
	22. Corporate Governance	N	N	N
	23. Risk and Compliance Management	N	N	N
	24. Business Ethics	N	N	N
	25. Due Diligence	N	N	N
	26. Stakeholder Communication	N	N	N

Matrix Diagram of Important Issues



- | | | |
|--|---|-----------------------------------|
| 1 Address Climate Change | 10 Supply Chain Management | 22 Corporate Governance |
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Sustainable Development Performance



Sustainable Development Training

During the Reporting Period, to deepen stakeholder engagement and accurately grasp cutting-edge sustainable development trends, the Company established a dedicated training mechanism led by the ESG Implementation Team. Adopting a diversified "online + offline" approach, the Company organized a total of 6 ESG-themed training sessions for directors and senior management, key employees of the procurement and business departments, critical suppliers, department heads, and staff in key positions.

The training content was closely aligned with regulatory policies and the requirements of relevant Guidelines and Guidance. It covered professional modules including ESG governance structure, regulatory policy interpretation, investment trend analysis, climate change response, and carbon footprint accounting, while also integrating key compliance priorities such as labor and human rights protection, sustainable procurement, Supplier Code of Conduct, and anti-corruption and anti-bribery measures.

Through systematic and multi-dimensional training and advocacy, the Company effectively enhanced the ESG strategic awareness of the decision-making level and the performance capacity of the management team, while strengthening the sustainable development awareness and practical execution capabilities of all employees. This has laid a solid foundation for the Company to implement the ESG strategy from top to bottom, build a green operation system, and achieve high-quality sustainable development.



Responding to the United Nations Sustainable Development Goals

SDGs	Goal	Progress in 2025	Annual Key Actions
	2030 safety goal: zero major safety production accidents and work-related fatalities, no more than 10 general safety accidents per year, and no more than 300 days of light (minor) work-related injury losses.	During the reporting period, the company experienced 6 incidents of work-related fatalities, resulting in a loss of 164 working days due to minor injuries.	Ensure employee rest and reduce occupational injuries through process optimization; Enhance the intensity of safety training; Implement the EHS weekly inspection system, establish a closed-loop management system of "hidden danger investigation business unit rectification effect verification", and strictly prevent safety accidents from occurring.
	By 2030, the average training duration per employee will increase by 100% compared to 2024	During the reporting period, the average training time per employee was 27.14 hours, an increase of 87% compared to 2024	The company has established a hierarchical and classified talent training system, conducting specialized training for different levels and positions, covering job skills, professional abilities, and comprehensive management, and comprehensively improving employee literacy.
	By 2030, by strictly controlling the risk of hazardous chemicals and waste dumping, significantly improving water resource utilization efficiency and recycling rate, ensuring compliant discharge of sewage, actively helping to solve water shortage problems and improve water environment quality.	The company engages third-party professionals to annually monitor wastewater, exhaust gas, noise and water quality, ensuring compliant discharge of pollutants and standardized waste disposal.	The company entrusts a third-party organization to regularly monitor wastewater, exhaust gas, noise, and conduct drinking water testing every year to ensure compliance with emission standards and water safety; We have obtained ISO 14001:2015 environmental management system certification for solid waste classification management and compliant disposal of hazardous waste.
	The company maintains the proportion of renewable energy electricity usage at over 15% annually and continues to promote the optimization of green and low-carbon energy consumption structure.	The proportion of electricity usage from renewable energy sources has reached 15.09%	The company hires a professional third-party organization to conduct clean production audits and conduct comprehensive evaluations of energy consumption and utilization efficiency. The company has completed a rooftop photovoltaic project with a total installed capacity of 1.77MW and an annual power generation of approximately 42.39MWh.
	Ensure equal access to full employment and decent work opportunities for male and female employees, young and disabled employees, implement equal pay for equal work, and ensure that employees' income is higher than the level necessary to maintain basic living needs; Resolutely eliminate forced labor, modern slavery, and human trafficking, and prohibit the use of child labor	During the reporting period, the company strictly adhered to labor employment norms and did not engage in any violations such as hiring child labor or forced labor.	The company strictly prohibits child labor and forced labor, adheres to equal employment, ensures open and transparent recruitment and promotion, eliminates all forms of discrimination, and creates a diverse and inclusive workplace. The company has released the 'Labor and Human Rights Policy', offering a reward of 1000 yuan for effective reporting leads, and through the quarterly audit of the salary assessment committee and employee appeals channels, protecting the legitimate rights and interests of employees in accordance with the law.

SDGs	Goal	Progress in 2025	Annual Key Actions
	By 2030, the proportion of employees who receive training on anti child labor, anti forced labor, anti discrimination and harassment will increase to 100% to ensure that there are "0" incidents of discrimination and harassment every year. By 2030, ensure that the gender pay gap index is ≤ 10%.	The coverage rate of anti discrimination and anti harassment training for employees is 100%, and there have been no confirmed incidents of discrimination and harassment. The unadjusted average gender pay gap of the company is 27.38%.	The company has released the "Labor and Human Rights Policy", conducted anti discrimination and anti harassment training, ensured equal opportunities for employees in employment, salary, promotion and other aspects, and established anonymous reporting channels to protect whistleblowers.
	By 2030, the proportion of recycled packaging materials for finished products will reach 25%.	During the reporting period, the proportion of recyclable/recycled packaging materials used reached 91.69%.	The company actively promotes the application of green packaging and continues to advance low-carbon packaging practices through methods such as circular folding packaging, circular packaging leasing, and optimizing packaging air transport volume.
	By 2030, significantly reduce waste generation through source prevention, emission reduction, recycling, and reuse.	The company provides special training on household, general industrial and hazardous waste, standardizes sorting and disposal procedures, and promotes resource recycling.	The company attaches great importance to waste management and hazardous waste disposal, reducing waste generation through setting reduction targets, promoting packaging reuse, and entrusting professional third parties to regulate the disposal of industrial waste, thereby reducing the impact on the environment.
	By 2030, Scope 1 and Scope 2 will be reduced by 30%, with a minimum annual reduction of 5%. By 2050, Scope 1 and Scope 2 will reduce emissions by 80%, and Scope 3 will reduce emissions in key supply chains by 50%. By 2060, achieve carbon neutrality in the value chain.	During the reporting period, the company's total greenhouse gas emissions (Scope 1+Scope 2) were 7983.22 tons, with a greenhouse gas emission intensity of 0.18 tCO ₂ /10000 yuan, a decrease of 19% from 2024.	The company conducts annual greenhouse gas inventory for scope one, two, and three, and discloses the total emissions in the ESG report; Conduct carbon footprint accounting for core products of each business unit to reduce carbon emissions throughout the entire lifecycle. At the same time, we will promote energy-saving technological upgrades, clean energy substitution, and energy-saving training. We plan to build photovoltaic projects in the new factory area to further increase the proportion of clean energy.
	By 2030, ensure zero incidents of corruption and bribery occur annually; Achieve 100% training coverage for all employees on business ethics (including integrity, anti-corruption, and information security).	There were no incidents of corruption during the reporting period, and the coverage rate of anti-corruption and anti unfair competition training received was 88.28%.	The company establishes a sound institutional system and formulates the Code of Business Conduct and Ethics; Hire external auditing firms to conduct audits of financial and operational activities, with a focus on high-risk areas such as procurement, sales, and funding. Conduct specialized training on internal and external anti bribery and anti-corruption measures.



01



Precision Governance

Building A Solid Foundation for Sustainable Development

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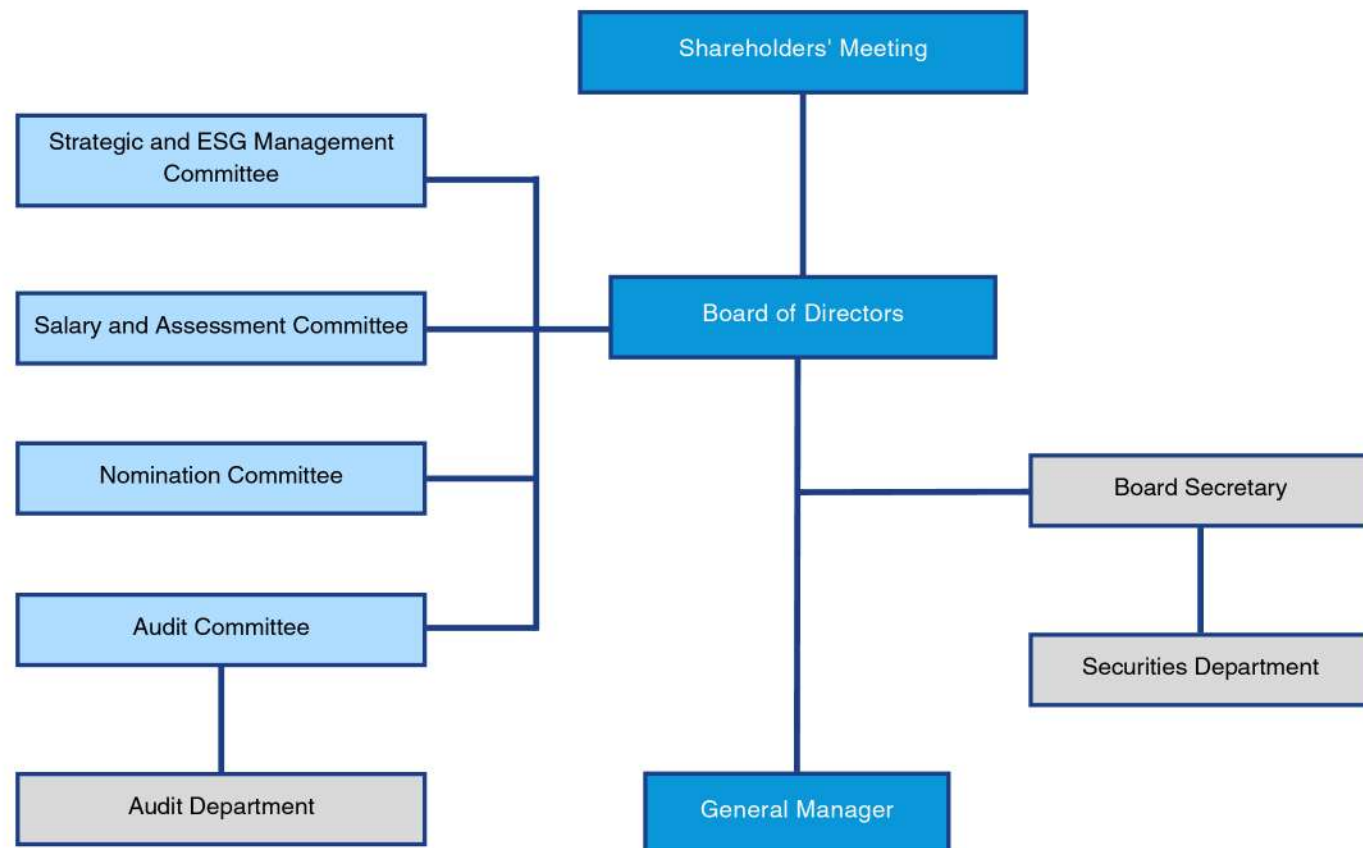


Corporate Governance

The company strictly adheres to relevant laws, regulations, and rules such as the Company Law of the People's Republic of China (revised in 2023), the Securities Law of the People's Republic of China, the Beijing Stock Exchange Listing Rules, the Guidelines for the Articles of Association of Listed Companies (revised in 2025), the Corporate Governance Standards for Listed Companies, and the Beijing Stock Exchange Continuous Supervision Guidelines for Listed Companies No. 1-Independent Directors. At the same time, the company strictly abides by the Articles of Association of Zhejiang Ronnie Precision Machinery Co., Ltd. (hereinafter referred to as the "Articles of Association"). Based on the regulatory framework, the company strictly implements the requirements of the new Company Law, continuously improves the governance system, and clearly defines the boundaries of the rights and responsibilities of the shareholders' meeting and the board of directors. The shareholders' meeting serves as the highest authority, and the board of directors serves as the decision-making and execution body. The audit committee under the board of directors exercises the supervisory powers of the original supervisory board. The three work together in major decision-making, daily operation, and supervision and review, forming a governance mechanism with clear rights and responsibilities, effective checks and balances, and efficient operation. Through institutionalized and standardized management practices, the scientific, efficient, and transparent nature of corporate governance is effectively guaranteed, providing solid guarantees for the stable development and compliant operation of the company.

The company's board of directors has four specialized committees to provide professional support for the board's decision-making. The board of directors formulates detailed rules for the work of each specialized committee and regularly inspects their composition, scope of authority, and performance. In 2024, the company will adjust the "Board Strategy Committee" to the "Board Strategy and ESG Management Committee", and simultaneously formulate the "Work Rules of the Board Strategy and ESG Management Committee" to further strengthen the board's overall role in ESG governance, help enhance the company's sustainable development capabilities and core competitiveness, strengthen development resilience, and promote the deep integration of corporate governance and ESG work.

Governance Architecture



Three Meetings Operation

Shareholders' meeting

As the company's highest authority, the shareholders' meeting exercises voting rights on major matters including business policies, investment plans and executive elections in accordance with the law. The company strictly follows relevant rules and its articles of association to standardize the procedures for convening, holding, proposing and voting at shareholders' meetings. During the reporting period, **3** shareholders' meetings were held, reviewing a total of **21** proposals.

Board of directors

The Board of Directors is accountable to the Shareholders' Meeting, implements its resolutions, formulates the Company's business and investment plans, and acts as the supreme decision-making body for coordinating economic, environmental and social matters. It has established four specialized committees—the Strategic and ESG Management Committee, the Remuneration and Evaluation Committee, the Nomination Committee and the Audit Committee—to improve the efficiency of standardized operations and the scientificity of decision-making, ensuring the coordinated advancement of corporate governance and sustainable development. During the reporting period, **11** Board meetings were convened, with a total of **51** proposals reviewed.

Board of Supervisors

The company abolished its supervisory board in September 2025, with the audit committee under the board of directors assuming all its supervisory powers. Prior to abolition, the supervisory board consisted of 3 supervisors, including 1 employee representative, responsible for supervising the company's finance, compliance and executive performance, reviewing relevant reports, attending board meetings, reporting to shareholders' meetings, and safeguarding the legitimate rights and interests of the company and shareholders. During the reporting period, **6** supervisory board meetings were held, reviewing a total of **20** proposals.

Responsibilities of the Special Committee of the Board of Directors

Strategic and ESG Management Committee

The Strategy and ESG Management Committee mainly researches and provides recommendations on major issues such as the company's long-term development strategy, major investment and financing, capital operations, and asset management, supervises the implementation of relevant matters, drafts sustainable development-related systems and standards, provides recommendations on management implementation based on sustainable development goals, supervises the operation of sustainable development systems, tracks emerging issues, coordinates stakeholder communication, and reviews the annual ESG report. During the reporting period, **3** meetings were held, reviewing a total of **5** proposals.

Salary and Assessment Committee

The core responsibilities of the Board's Compensation and Evaluation Committee are to establish evaluation standards for directors and senior management, organize their implementation, review the rationality and compliance of their compensation policies and plans, provide professional advice to the Board on key matters such as compensation arrangements and equity incentive plans, and determine the specific compensation and reward methods for non-independent directors and senior management based on performance evaluation results. During the reporting period, the company held **1** Compensation and Evaluation Committee meeting, reviewing a total of **2** proposal.

Nomination Committee

The Nomination Committee of the Board of Directors is primarily responsible for studying and making recommendations on the candidates, selection criteria and procedures for the Company's directors and senior management.

Audit Committee

The Board's Audit Committee is mainly responsible for supervising and evaluating the work of external audit firms, including assessing their independence and professionalism, proposing the hiring or replacement of external audit firms, and reviewing audit fees and employment terms. It also supervises, evaluates and guides internal audit work, urges the rectification of relevant audit issues, reviews the company's financial information and disclosure, focuses on the authenticity, completeness, accuracy of financial reports and major accounting audit issues, and supervises the effectiveness of the company's internal controls to fulfill supervisory responsibilities and safeguard the legitimate rights and interests of the company and shareholders. During the reporting period, the company held 7 audit committee meetings, reviewing a total of 24 proposals.

Independence and Effectiveness of the Board of Directors

The company strictly implements the latest requirements of the "Measures for the Administration of Independent Directors of Listed Companies" and has established a multi-level governance system centered on the "Independent Director Work System" and the "Independent Director Special Meeting System". In the selection process, senior professionals with profound expertise and industry prestige are appointed as independent directors. Currently, 3 out of 7 board members are independent directors, accounting for 42.86%, none of whom hold any company shares, fundamentally ensuring their independence. Meanwhile, the three specialized committees (nomination, compensation and assessment, audit) are all chaired by independent directors who hold a majority of seats, forming a professional check-and-balance mechanism led by independent directors to safeguard the objectivity and impartiality of board decisions.

The company has established a sound board effectiveness evaluation mechanism, with the Compensation and Assessment Committee responsible for formulating and implementing evaluation standards. The board conducts an annual effectiveness evaluation through self-assessment. During the reporting period, the company comprehensively evaluated all directors' performance, covering 100% of board members. Directors are diligent and responsible, actively participating in board and shareholder meeting decisions to ensure standardized, scientific and compliant decision-making. Meanwhile, the board's independence and governance efficiency continue to improve. In 2025, 5 special independent director meetings were held, focusing on key areas such as equity distribution compliance and fairness of daily related party transaction pricing, giving full play to independent supervision and professional consulting roles, putting forward constructive opinions and improvement suggestions to strengthen risk prevention and control and ensure the company's standardized and stable operation.

Special committee of the board of directors	Proportion of independent directors (%)	Number of meetings held (times)	Attendance rate of board members (%)
Strategic and ESG Management Committee	33.33%	3	100%
Salary and Assessment * Committee	66.67%	1	100%
Nomination Committee *	66.67%	0	-
Audit Committee *	66.67%	7	100%

Note: * indicates an independent director serving as the chairman

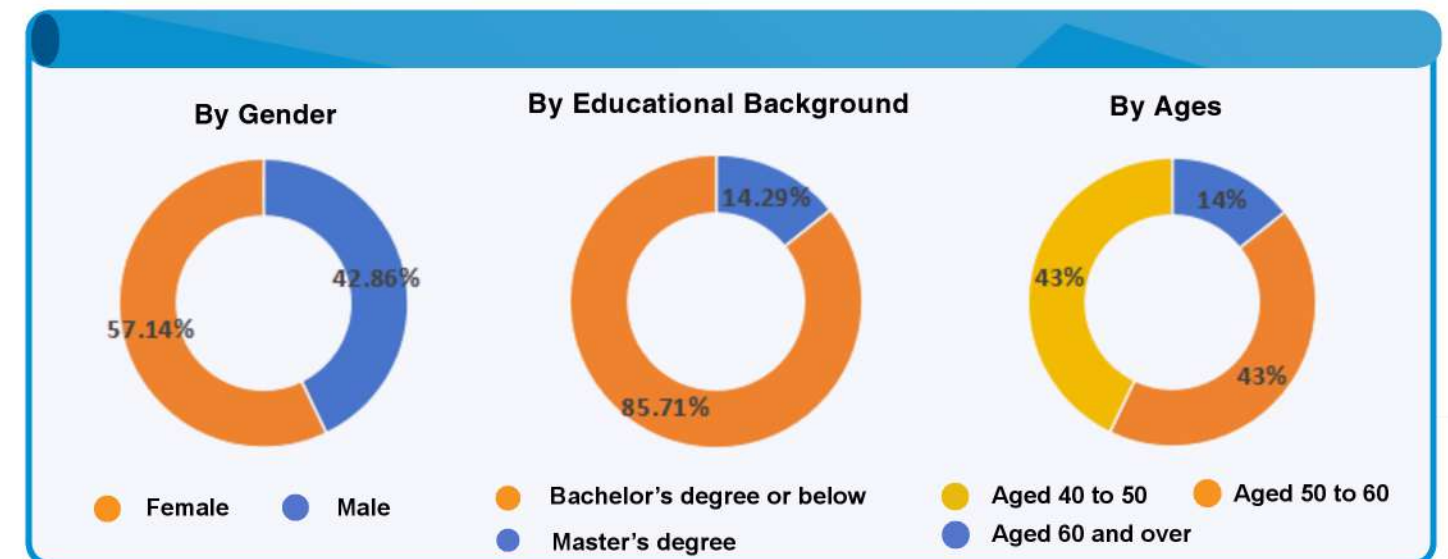
Specialization and Diversification of the Board of Directors

RonYi Precision adheres to professionalism and diversity as core principles in the appointment of directors. The Company plans to issue the Policy on Board Diversity in 2026, aiming to continuously enhance the diversity and independence of the board of directors and ensure that directors possess professional expertise and industry experience. As of the end of 2025, the board consists of 7 members, including 4 female directors (accounting for 57.14%). Their professional backgrounds span accounting, law, marketing, financial management and other fields, providing robust professional support for the Company's decision-making.

The Company prioritizes building a professional board of directors. It arranges targeted training for directors and management on supporting rules under the new Company Law, public opinion management and market value management to strengthen their governance capabilities. Meanwhile, diversity considerations are integrated into director nomination processes to support sustainable corporate development.

Currently, all Board members are seasoned professionals with extensive expertise in corporate management and risk management. The Audit Committee includes one accounting professional, and several directors specialize in risk prevention and control. By diligently performing their duties and collaborating effectively, the Board provides robust professional support for the Company's standardized and efficient operations.

Name	Position	Gender	Professional knowledge and skills				
			Finance and Accounting	Strategic planning	Law	Marketing	Industry experience
Tang Xuwen	Chairman	Male		●		●	●
Tang Xufeng	Director	Male		●		●	●
Chen Ming	Director	Female	●	●			●
Shen Xiaoli	Director	Female				●	●
Wang Zhifang	Independent director	Male	●				
Ma Hui	Independent director	Female			●		
Zhang Xin	Independent director	Female	●				



Director and Executive Compensation Policy

In 2026, the Company plans to implement a salary system driven by the dual wheels of "security + incentive". Directors' remuneration consists of basic salary, performance pay, position allowances and subsidies. To align the interests of directors and the management with the Company's long-term development goals, the Company integrates sustainable development and ESG objectives into its remuneration assessment system. The Board has explicitly incorporated ESG performance indicators such as workplace safety, compliance and internal control, and greenhouse gas emission reduction into the performance appraisal of the management, with results directly linked to remuneration. This dual-assessment mechanism of "ESG + business performance" strengthens risk prevention awareness and ensures that the management pursues operational efficiency while adhering to the path of sustainable development.



Institutional Investor Research



Investor Exchange Activities

Investor Rights Protection

Ronnie Precision always regards investor rights protection as a core part of corporate governance, strictly complying with the Company Law, Securities Law, Guidelines for Investor Relations Management of Listed Companies, Beijing Stock Exchange Listing Rules (Trial), as well as the Articles of Association. Through information disclosure, investor communication and other multi-dimensional measures supported by sound governance mechanisms, we fully safeguard the legitimate rights and interests of investors.

information disclosure

We adhere to the core principles of truthfulness, accuracy, completeness, timeliness and fairness, and have established a standardized, full-process information disclosure system. We have formulated specialized policies including the Information Disclosure Management System, Insider Information Registration Management System, Public Opinion Management System, Commitment Management System, and Material Information Internal Reporting System, which define the scope, standards and procedures of information disclosure to ensure equal access to key information such as operating conditions, major decisions and governance developments for all investors. In 2025, all publicly disclosed information, including periodic reports and interim announcements, fully complied with regulatory requirements, with no false records, misleading statements or material omissions. Meanwhile, we strengthen end-to-end control of inside information, strictly implement the registration, filing and confidentiality system for insiders, and clarify management requirements for the generation, transmission and use of inside information. This effectively prevents insider trading risks and maintains fair order in the capital market.

Key Performance

- A total of **127** disclosure documents were released, including **6** periodic reports and **121** interim announcements.
- Hold **2** performance briefing meetings and answer investors' questions **28** times.
- Received **132** investor surveys and answered **117** investor questions.

2025 Credit Rating

Investor Communication

The Company has established a diversified and efficient investor communication mechanism to effectively protect investors' right to participate and voice their opinions. The Board Secretary is appointed as the person responsible for investor relations, with dedicated staff handling investor inquiries. Through hotlines, dedicated email addresses, on-site meetings and online interactive platforms, the Company timely responds to investor questions and market concerns. An investor relations management log is maintained to record communication details, feedback and resolution results, ensuring closed-loop management and proper handling of investor demands.

We maintain standardized the operation of general meetings of shareholders in strict compliance with the Rules for General Meetings of Shareholders of Listed Companies and internal rules of procedure, ensuring all convening, holding and voting procedures are legal and compliant. To facilitate shareholder participation, dual online and offline voting channels are available with an optimized online voting system, enabling shareholders, particularly minority shareholders, to conveniently exercise voting rights. For material matters concerning the interests of small and medium-sized investors, separate vote counting is adopted with results disclosed in a timely manner, fully safeguarding their right to participate in decision-making.

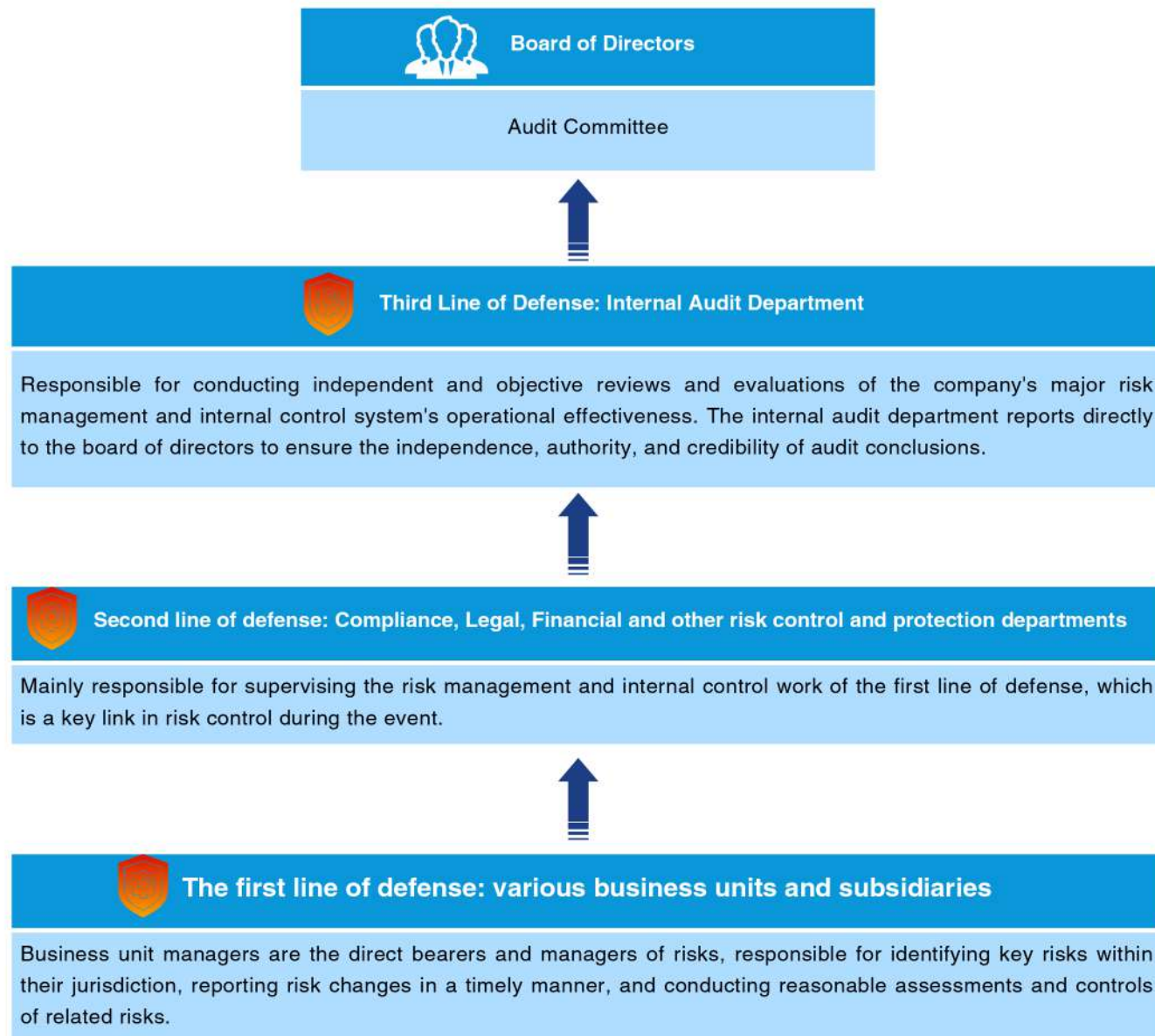
In addition, we actively conduct diversified investor interaction activities. Through performance briefings, investor meetings, industry salons and other channels, we proactively communicate our corporate strategy, business developments and ESG governance effectiveness to investors. Meanwhile, we extensively solicit opinions and suggestions, integrating reasonable investor demands into business decision-making to foster a mutually trusting and win-win investor relations ecosystem.

Risk and Compliance Management

The company strictly adheres to the requirements of relevant regulations such as the "Basic Norms for Enterprise Internal Control" and the "Guidelines for Evaluation of Enterprise Internal Control", and has established an efficient internal control system. It systematically implements a regular internal control evaluation mechanism, aiming to accurately identify risk points and defects in the internal control process. We ensure timely corrective measures are taken to eliminate errors and fraudulent behavior, maintain the legality and compliance of business management, safeguard asset security, and ensure the authenticity, completeness, and accuracy of financial reports and related information.

Governance

The board of directors, as the highest governing body for corporate risk management, sets the overall goals of corporate risk management, supervises the implementation of risk governance and internal controls. Under the governance of the board of directors, the company establishes a risk governance framework of "three lines of defense" and clarifies the risk management responsibilities of each department of the company.



Strategy

We regard sound risk management and efficient internal control as important cornerstones of sustainable development. Based on the characteristics of the precision manufacturing industry and our long-term development strategy, we have built a systematic and comprehensive risk governance framework, established a regular mechanism for risk identification, assessment, response and monitoring, and actively embedded compliance requirements, risk control and ESG concepts into strategic decision-making, business operations and management processes. Through a clear governance system, forward-looking risk prevention strategies and closed-loop supervision mechanisms, we continuously improve our compliance operation level and risk resistance capacity, providing solid guarantees for the company's stable operation, high-quality development and long-term value creation.

Impact, Risk, and Opportunity

Influence	Expected risks and opportunities	countermeasures
Related party transactions	Unfair transaction pricing or incomplete information disclosure may lead to suspicion of interest transmission, damage to the company's reputation and the interests of minority shareholders.	Strictly implement the Internal Audit System, and the Audit Department conducts special inspections on related party transactions every six months, focusing on the necessity of transactions, pricing fairness, and decision-making compliance, resolutely preventing the occupation of funds by related parties, and ensuring asset security.
Production and operation risks	Fluctuations in market demand lead to overcapacity/insufficient production capacity, substandard product accuracy resulting in customer returns, and disruptions in the supply of critical raw materials	1. Establish a demand forecasting model and dynamically adjust production plans on a monthly basis; 2. Implement the IATF 16949 automotive industry quality management system and strengthen the three-level quality control of "raw material incoming inspection process inspection finished product full inspection"; 3. Sign long-term cooperation agreements with core suppliers and develop 2-3 alternative suppliers at the same time.
Tax risk	Changes in tax policies, tax declaration errors, etc. may lead to tax inspections, retroactive payments of taxes, and late fees, affecting the company's profits and image.	The finance department conducts regular tax health checks and introduces external professional institutions for review to ensure the accuracy of tax processing and strict compliance with regulations.
Foreign exchange risk	The company's import and export business is affected by exchange rate fluctuations, which may result in exchange losses and erode profits; Delay in cross-border payments and changes in exchange rate controls may affect liquidity of funds.	Lock in risk through financial instruments such as natural hedging and hedging. At the same time, the finance department monitors exchange rate fluctuations in real-time, reports to the board of directors in a timely manner, and adjusts response plans.
legal risk	Contract disputes, intellectual property infringement, or labor employment disputes may result in litigation losses and economic compensation.	Embedding compliance requirements into the entire business process, with pre audit provided by the legal department to ensure that all major decisions and contract signings comply with regulatory requirements
fraud risk	Internal personnel use their power for personal gain, resulting in asset loss, financial information distortion, and corporate culture corruption	Establish a closed-loop supervision mechanism, relying on independent review by the internal audit department, combined with reporting channels and anti fraud investigations, to promptly correct errors and fraudulent behavior, ensuring the authenticity, completeness, and accuracy of financial reports and related information.

Internal Control Management

We strictly complies with the Basic Standards for Enterprise Internal Control, Guidelines for Enterprise Internal Control Evaluation and other regulations. It has established a cross-departmental control mechanism and improved audit, tax and business processes to ensure compliant operations and controllable risks. By the end of 2025, 152 internal systems covering the five internal control components were in place, with 24 new systems adopted during the year. No risk losses or compliance violations were recorded in 2025.

To strengthen internal control and risk management, we have implemented an internal audit mechanism. In accordance with the Audit Law of the People's Republic of China, the Beijing Stock Exchange Listing Rules (Trial) and other regulations, the Audit Department conducts audits, supervision and verification over key internal control cycles across the group, including sales and collection, procurement and payment, production and warehousing, R&D, payroll, monetary funds and long-term assets, and provides professional recommendations on identified issues. In 2025, the department completed planned audits of key matters, confirming our legal, compliant and standardized operations. We also engaged Zhonghui Certified Public Accountants (Special General Partnership) to perform independent audits, ensuring the objectivity and fairness of information disclosure.

Tax Administration

Ronnie Precision strictly complies with the Enterprise Income Tax Law of the People's Republic of China, the Individual Income Tax Law of the People's Republic of China, and other laws, regulations, and relevant systems, and makes tax declarations and payments in accordance with the law.

In 2025, the company will organize a special tax review to sort out and verify key tax related matters, timely identify and prevent potential risk points, and ensure the accuracy and compliance of tax processing. At the same time, the company focuses on the construction of tax professional capabilities, conducting special training in key areas such as export tax rebates, settlement and payment, and additional deduction of research and development expenses, to enhance the understanding and application ability of financial personnel on tax policies, and provide strong support for tax compliance management.



Metrics and Objectives

During the reporting period, the company **did not** experience any significant risk events.

The total tax payment was **1.03 billion** yuan. Two tax training sessions were conducted.

The audit department inspected **525** key control points of the company, covering **96%** of all key control points of the company;

During the reporting period, the company **did not** experience any significant internal control deficiencies, as detailed in the internal control self-assessment report;

The audit opinion of Ronnie Precision's 2025 internal control assurance report issued by Zhonghui is **standard unqualified**.

There were a total of **19** compliance and internal control training sessions, totaling approximately **2,075 hours**, with an average of **1.95 hours** of training per person.

Adhere to Business Ethics

Ronnie Precision views business ethics as the cornerstone of sustainable operations. We have established a compliance management system in accordance with the Civil Code of the People's Republic of China, the Interim Provisions on Prohibiting Commercial Bribery, the Anti-Unfair Competition Law, the Anti-Monopoly Law, the Anti-Money Laundering Law and other applicable regulations. We maintain a zero-tolerance stance on all forms of corruption, enhance internal controls and audit oversight, and fully mitigate risks of commercial bribery and unfair competition. No violations related to anti-bribery, anti-corruption or anti-unfair competition were identified in 2025.

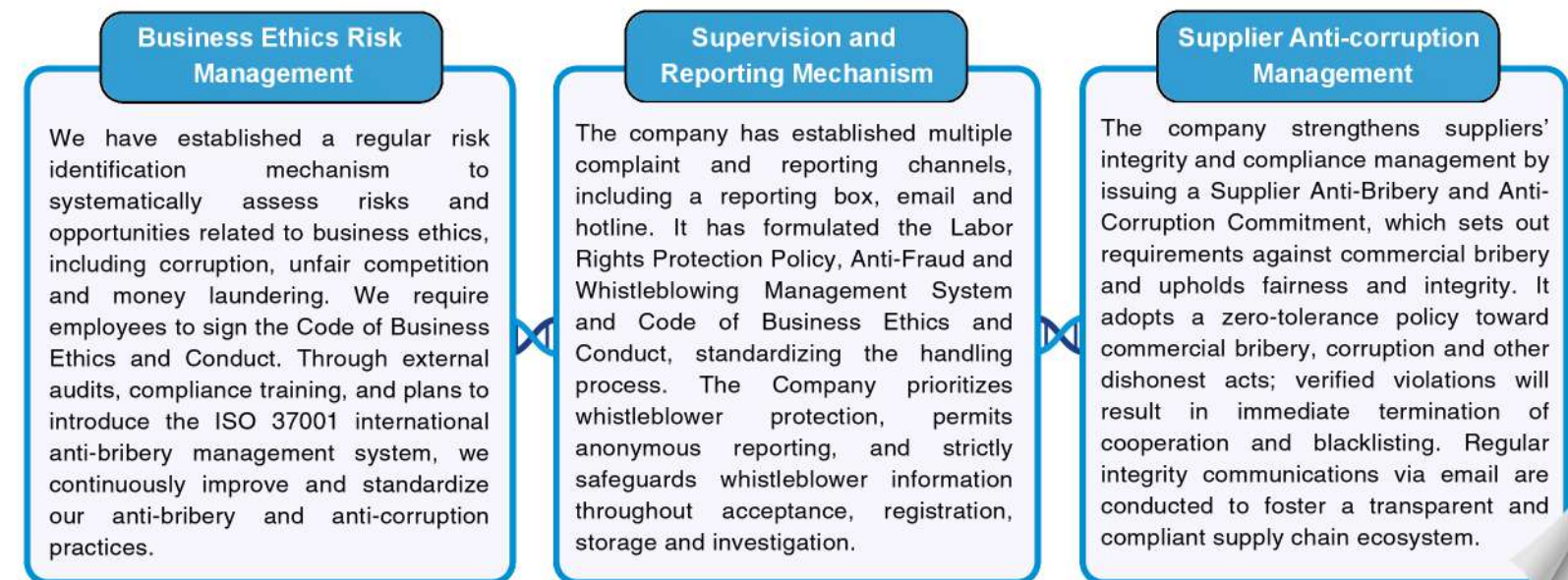
Governance

The company has established a clear anti-corruption, anti-monopoly, and fair competition management system with clear rights and responsibilities. The audit department under the audit committee of the board of directors is a dedicated management department, and the senior management is responsible for implementation. The board of directors bears ultimate responsibility for all anti-corruption and anti unfair competition matters.



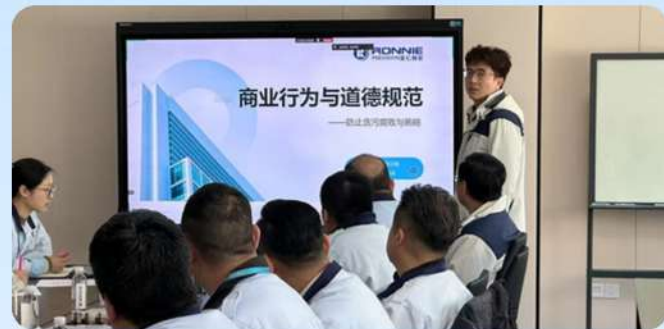
At the institutional level, the company has formulated and released the "Code of Business Ethics and Conduct," "Supplier Code of Conduct," and "Sustainable Procurement Policy" on its official website this year. These policies extend integrity requirements to the supply chain, achieving anti-corruption coverage for suppliers.

Strategy



Impact, Risk, and Opportunity

Influence	Expected Risks and Opportunities	Countermeasures
Anti-commercial Bribery	Expected risk and opportunity response measures: Anti commercial bribery, commercial bribery, and benefit transfer behaviors may trigger regulatory penalties, legal proceedings, seriously damage the company's reputation and market trust, and even face criminal liability and business interruption.	<ul style="list-style-type: none"> We require all employees to sign the Code of Business Ethics and Conduct, and provide anti-commercial bribery and anti-corruption training through case studies and legal lectures to strengthen compliance awareness. We optimize processes for financial reimbursement, fund approval and invoice management; implement multi-level approval for large expenditures and invoice authenticity verification to prevent fund misappropriation through false invoices. The Audit Department assesses and inspects corruption risks. We have established a company-wide integrity risk grading system and a rotation mechanism for medium and high-risk positions, targeting a key position rotation rate of over 70% in 2026. One anti-corruption internal audit report was issued during the reporting period to ensure compliance. We engage external auditors to review financial and operational activities, focusing on high-risk areas including procurement, sales and fund flows; clues related to commercial bribery and corruption are reported and addressed promptly.
Antitrust and Fair Competition	Unfair competition practices such as confusion, false advertising, commercial defamation, and infringement of trade secrets may violate the Anti-Unfair Competition Law, resulting in administrative penalties, civil compensation, and criminal liability. Such acts disrupt market competition order and damage the company's brand image and long-term development opportunities.	<ul style="list-style-type: none"> The Audit Department conducts anti-monopoly and fair competition risk assessments, establishes a company-wide integrity risk classification system, and implements a rotation mechanism for medium and high-risk positions. One anti-corruption internal audit report was issued during the reporting period to ensure compliance with fair competition rules. We provide targeted compliance training for sales, marketing, procurement and other key positions, explaining trade secret infringement regulations and typical cases to strengthen legal awareness. We sign confidentiality agreements with employees to clarify trade secret protection obligations and prohibit unauthorized disclosure, use or transmission of trade secrets.
Conflict of Interest	When there is a conflict of interest between an employee and the company, they may take advantage of their position to seek personal gain, leak secrets to their opponents in exchange for benefits, causing damage to the company's economy and reputation, undermining internal fairness, and damaging employee morale and cohesion.	The company actively advocates that employees proactively declare their personal interests. Once a conflict of interest is identified, they should immediately report it to the company and fill out the "Conflict of Interest Relationship Application Form" to avoid the risk of conflict of interest in advance.



Whistleblower Protection

Ronnie Precision has formulated and implemented the "Anti Fraud and Reporting Management System", clarifying the reporting acceptance process, whistleblower protection mechanism, and management requirements, to ensure that corruption and violations are handled fairly and efficiently. The company encourages employees, customers, suppliers, and other stakeholders to actively report violations of laws, regulations, business ethics, and internal systems through multiple platforms such as official websites and OA systems, including hotlines, email addresses, and other channels. This ensures smooth reporting channels, timely feedback, and effectively safeguards the legitimate rights and interests of whistleblowers.

Reporting Channels

Address: No.336, Xinxing Road, Wanghai Street, Haiyan, Jiaxing, Zhejiang

Tel: 86-0573-86825007

E-mail : cg02@ronnie.com.cn



Ronnie Precision attaches great importance to the protection of whistleblower rights and has established strict mechanisms for whistleblower information confidentiality and anti retaliation. The company explicitly prohibits any form of retaliation, and strictly prohibits the disclosure of sensitive information such as the name, department, contact information, and reported content of the whistleblower. The entire investigation process is kept confidential, and anonymous reporting materials will not be subject to handwriting or voice identification. The reported information is only used for investigation and result feedback. The audit department is responsible for leading the investigation of violations, standardizing confidentiality management throughout the process, and strictly preventing information leakage. The company will strictly hold accountable those who disclose whistleblower information or engage in retaliation, and effectively safeguard the personal safety and legitimate rights and interests of whistleblowers.

Metrics and Objectives

Key Performance

During the reporting period, the company **did not** engage in any violations related to anti commercial bribery, anti-corruption, or unfair competition.

Indicator	2025	2030 Goal
Proportion of employees signing the 'Employee Integrity and Self discipline Agreement'	100%	100%
Proportion of suppliers signing the Anti Bribery/Anti Corruption Commitment Letter	100%	100%
Anti Corruption and Anti Unfair Competition Training	3 times	4 times
Per capita training hours for anti commercial bribery and anti-corruption	1 hour	2 hours

Information Security and Privacy Protection

Information Security Management

As the core guarantee for the digital development of enterprises, Ronnie Precision has established a systematic information security management system, strictly complying with regulatory requirements such as the Cybersecurity Law of the People's Republic of China and the Data Security Law of the People's Republic of China. By establishing institutional frameworks such as the "Information Media Control Program" and the "Network Server Maintenance Standards," precise control over network operations, internal and external network isolation, physical security of data centers, and information assets has been achieved. By standardizing the entire process of information collection, storage, and transmission, implementing permission grading and job responsibility management, and preventing risks such as data abuse and tampering from the source, we ensure compliance and accuracy throughout the entire data processing chain.

The company is benchmarking against the latest requirements of ISO 27001 and ISO 27701 systems, continuously improving its information security management strategy, and enhancing overall protection capabilities from the perspectives of technology, hardware, and personnel awareness. Technically deploying firewalls, fully virtual servers, remote disaster recovery systems, and other facilities to ensure the confidentiality, integrity, and availability of core information; Organized by the Deputy General Manager, the Information Security Special Team is responsible for coordinating security strategies and resources, establishing a comprehensive emergency response mechanism for all scenarios, clarifying event grading, disposal processes, and recovery plans, and improving the efficiency of security threat disposal. The company has established a dedicated Information Department to implement information security and privacy protection work, continuously strengthening data security governance and risk prevention throughout the entire process.

Ronnie Precision Information Security Protection Measures

Information Systems and Network Security Management

The company has implemented graded network security control, and core network configuration and parameter adjustments require approval from the technical leader. Intrusion prevention systems are deployed and a dual machine hot backup mechanism is implemented to prohibit unauthorized access to the data layer. A log audit and vulnerability scanning mechanism is established, and weekly network health checks are conducted to ensure the integrity of encrypted storage and transmission of data throughout the entire chain.



Virtual Server Construction

The company has adopted the SmartX hyper converged private cloud virtual server platform to replace the original standalone servers, achieving centralized management, comprehensive monitoring, intelligent load balancing, warning mechanism, and automated backup of information systems, significantly enhancing the stability and security of information systems, while significantly reducing the workload of system administrators and building a more advanced SmartX data security protection system.



Deploy Remote Disaster Recovery System

In the construction plan of the new factory of the parent company, a remote computer room was specially set up, and a remote disaster recovery system was successfully deployed and put into use. This measure aims to ensure the security of information systems, effectively prevent the risk of data loss and system crashes, and enhance the overall risk resistance of enterprises, significantly reducing losses that may be caused by natural disasters, human errors, and other factors.



Practice of Information Security and Privacy Protection

The company clearly defines the confidentiality responsibilities of employees in maintaining company information (including trade secrets) and personal confidential data in the Employee Handbook, and we have implemented the signing process of the Confidentiality Agreement for colleagues in key positions. Whenever a new member joins the team, we organize a training session on the company's information confidentiality regulations to ensure strict implementation of confidentiality measures.

Attack and defense exercise activities & network security and public opinion management training

At the technical level, the company has implemented precise reinforcement for different system environments. For example, in IIS server configuration, by modifying the registry and disabling support for NTFS 8.3 format, the risk of short file name leakage is effectively prevented; Simultaneously upgrade NET Framework up to version 4.0 and above, and disabling ASP.NET extension services when necessary, further narrows the attack surface. In response to the file upload risks in the application system, the company strictly limits the file suffix format, refines the upload permission configuration, ensures that only authorized addresses can interact with files, and prevents unauthorized access.

In terms of data and system management, the company has conducted a comprehensive investigation and converged permissions on internal databases and servers, strengthening access control over core assets (including database systems, web applications, and servers). During the reporting period, participated twice

The attack and defense exercise activity thoroughly verified the system's ability to protect against simulated real network attacks, and implemented rectification measures for the system configuration, file management, and other issues exposed during the exercise.

In addition, the company attaches great importance to the cultivation of employees' awareness of network security, actively sending personnel to participate in the "Key Enterprise Network Security and Public Opinion Management Training Conference" jointly organized by the Jiaxing Municipal Party Committee Cyberspace Administration, the Municipal Federation of Trade Unions, and the Municipal Federation of Industry and Commerce. By learning cutting-edge security management concepts and emergency response experience in the industry, the company continuously improves the professional competence of its internal team.



Key Performance

During the reporting period, the company **did not** receive any complaints regarding infringement of customer privacy or loss of customer data, and there were no incidents of information leakage.

Indicator	2025	2030 Goal
Signing rate of Confidentiality Agreement	100%	100%
Total number of information security training sessions	6times	4times
Total number of people receiving information security training	237 people	500 people



02



Green Manufacturing

Building A Low-carbon Future

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Responding to Climate Change

Currently, the frequency and intensity of extreme weather events worldwide continue to rise, and actively addressing climate change has become a core proposition for enterprises to achieve sustainable development. Zhejiang Ronnie Precision Machinery Co., Ltd. strictly follows the requirements of the "Guidelines for the Continuous Supervision of Listed Companies on the Beijing Stock Exchange No. 11- Sustainable Development Report (Trial)" and the "Guidelines for the Preparation of Sustainable Development Reports for Listed Companies on the Beijing Stock Exchange No. 2- Coping with Climate Change", steadily builds and improves the climate change governance system, systematically carries out the assessment and identification of climate related risks and opportunities, and formulates scientifically feasible climate strategies. Through practical low-carbon actions such as full process energy-saving transformation, low-carbon technology implementation, and low-carbon collaboration in the supply chain, we will strengthen the ability to respond to climate risks throughout the entire value chain from procurement, production, logistics, and cooperation. We will work together with upstream and downstream partners and all internal employees to implement the path of green and low-carbon development through practical actions.

Governance

Ronnie Precision has established a three-level climate governance framework based on a sustainable development management system, consisting of decision-making, management, and execution levels, to ensure the orderly progress of climate governance work. As the highest decision-making body for climate response work, the board of directors is fully responsible for climate risk response matters, authorizes the Strategy and ESG Committee to assist in relevant management and decision-making, coordinates the construction of the climate management system from top to bottom, and leads the formulation of the company's climate development strategy. The Strategy and ESG Committee takes the lead in identifying, analyzing, and managing climate risks and opportunities, coordinating the annual budget for climate affairs, setting climate related goals, supervising the implementation of work, coordinating internal and external resources, promoting the linkage between executive compensation and climate indicators, and regularly reporting risks and response strategies to the board of directors; The ESG implementation team is responsible for the implementation of specific climate related work, and provides timely feedback on work progress and risk response to the Strategy and ESG Committee.

Decision Makers - Board of Directors

1. Review and approve the company's ESG development strategy and goals, major issues, management structure, management systems, etc;
2. Approve the company's ESG report.

Management - Strategic and ESG Management Committee

1. Conduct research on the company's ESG goals, strategic planning, governance structure, management systems, and other related matters, and provide recommendations to the board of directors on related work;
2. Identify and monitor ESG related risks and opportunities that have a significant impact on the company's business, and guide management to take appropriate measures to address ESG risks and opportunities;
3. Supervise the company's formulation of ESG goals, corresponding implementation plans and performance, regularly review the progress of achieving ESG goals, and provide recommendations on actions needed to improve performance.

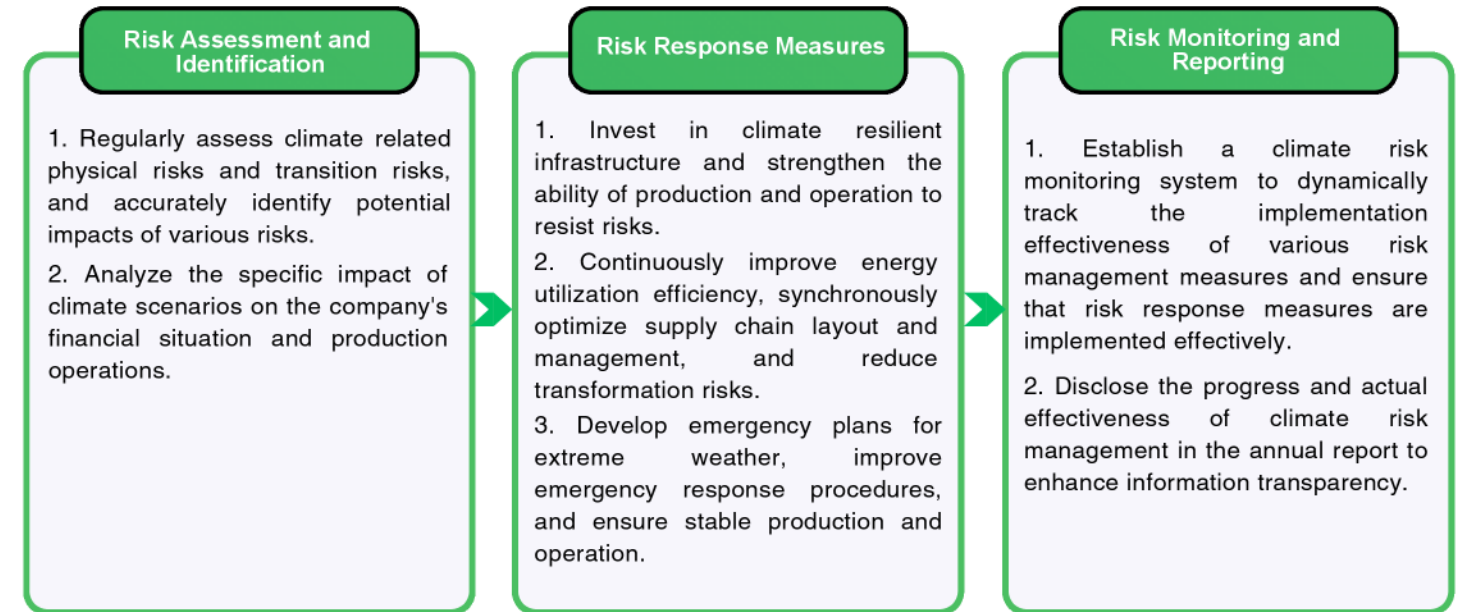
Executive Layer - ESG Execution Team

Responsible for implementing the company's ESG strategic goals, organizing the implementation of work, formulating relevant institutional plans, collecting and compiling ESG information and preparing reports, liaising with consulting rating agencies, conducting training and tracking policy trends, summarizing work results and issues, and providing feedback and rationalization suggestions to the Strategy and ESG Committee.

Strategy

In April 2025, Ronnie Precision released the "Greenhouse Gas Emission Management System" and "Sustainable Development Strategy" on its official website, guided by the "dual carbon" goal, clarifying the phased carbon neutrality path. The company has set a scientific emission reduction target based on SBTi: to reduce carbon emissions by 30% in 2030, with an average annual emission reduction of no less than 5%; Reduce emissions by 80% in scope one and scope two, and 50% in scope three key supply chains by 2050; Realize carbon neutrality in the value chain by 2060. During the reporting period, the company has joined IPE, EcoVadis Community, Zhejiang Enterprise Social Responsibility Promotion Association, and Haiyan County Environmental Protection Association to simultaneously carry out full chain actions such as carbon footprint assessment, energy-saving technology transformation, green product research and development, low-carbon supply chain construction, and renewable energy application, and continue to promote climate change response work.

Process for Addressing Climate Change Risks



In addition, Ronnie Precision has formulated climate change and opportunity management strategies, carried out systematic identification of climate risks and opportunities, in order to efficiently respond to various climate related risks and seize development opportunities. In the analysis of physical and transformation risks, the company uniformly selects SSP4-3.4 climate scenarios as the basis for analysis.

Physical Risk / Transformation Risk

Scenario description	The pattern of limiting radiative forcing to 2-3 W • m-2 by 2100 reflects a rapid reduction in greenhouse gas emissions for the entire society, but cannot quickly reduce the global average radiative forcing to below 2 W • m-2.	
Estimated end of world temperature	1.5 °C	3°C
Analyze the boundary	Covering Ronnie Precision and its subsidiaries, focusing on the company's own production and operation processes	

Impact, Risk, and Opportunity Management

The identification of climate related risks and opportunities is the primary step in climate change management. Ronnie Precision continuously deepens its understanding of climate issues, actively explores the potential impacts of climate change on operations, and actively conceptualizes and constructs corresponding response strategies for these potential risks and opportunities.

Risk/Opportunity	Potential Impact			Coping Strategy
	Impact Cycle	Impact Level	Financial Impact	
Physical Risk				
Glacier ablation caused by global warming may aggravate typhoon, rainstorm and flood disasters in the Yangtze River Delta, and may cause damage to the company's buildings, equipment and products, increase logistics costs, or even directly cause shutdown and casualties, directly affecting the normal operation of the company.	Short-term	Medium Low	Operating Revenue ↓ Cost of Goods Sold ↑ Asset Value ↓	Establish an emergency management system, strengthen daily safety hazard investigation, ensure the stability of factory equipment, and enhance response capabilities through emergency drills and training, so as to quickly take action and reduce losses in extreme weather such as typhoons. At the same time, purchasing factory equipment insurance and employee accident insurance can reduce the risk of property damage and personal injury caused by typhoons.
The continuous high temperature has led to a sharp increase in summer electricity consumption for enterprises, which may face the challenge of unstable power supply; In addition, high temperatures also affect employee work efficiency, slow down production progress, and lead to increased operating costs.	Medium to Long term	Low	Operating Revenue ↓ Cost of Goods Sold ↑	Prepare emergency equipment and supplies internally, such as generators, and establish a safety stock of raw materials to ensure sufficient goods are stocked according to orders.
The sustained high temperatures, droughts, and reduced rainfall caused by climate change will bring multiple challenges such as water scarcity, power shortages, rising electricity prices, and operational interruptions.	Medium to long term	Low	Cost of Goods Sold ↑ Asset Value ↓	Gradually increase the proportion of renewable energy such as solar energy in production and operation, strengthen water-saving management, and increase the proportion of recycled water use.
Transformation risk				
The threat of climate change is intensifying, and with China's introduction of policies related to carbon peaking and carbon neutrality, as well as the gradual maturity of the carbon market, carbon trading and carbon border regulation can be implemented. Domestic and foreign regulatory agencies and capital markets are increasingly demanding environmental information disclosure from companies.	Medium to Long term	Medium-high	Cost of Goods Sold ↑	Integrate environmental protection concepts into various aspects such as research and development, production, packaging, logistics, and product recycling to reduce energy and resource consumption; Pay close attention to the relevant regulatory requirements of the operating location and strengthen the ability to collect and disclose climate and ESG related information.

Risk/Opportunity	Potential Impact			Coping Strategy
	Impact Cycle	Impact Level	Financial Impact	
Transformation Risk (Continued)				
Customers have increasingly strict requirements for carbon reduction in their products, and the layout of low-carbon technologies directly affects the company's competitiveness. The cost of transformation increases, and failure to meet standards may result in significant loss of orders; Upstream suppliers are affected by policies to transfer costs, pushing up raw material prices and raising the company's production costs.	Medium to long term	Medium-high	Operating Revenue ↓	Regularly conduct carbon inventory checks, carbon footprint analysis, and information disclosure to clarify the current status of corporate carbon emissions, and plan energy-saving and emission reduction strategies and action plans based on this.
Talent loss due to failure to make commitments and take action towards sustainable development.	Short, medium, and long-term	Medium Low	Asset Value ↓	The company has established a hierarchical governance mechanism coordinated by the Strategy and ESG Management Committee and implemented by the ESG Execution Group in collaboration with functional departments. It systematically promotes the implementation of carbon reduction targets and plans to submit a commitment application to the Science based Carbon Target Initiative (SBTi) before 2027, strictly following its international standard framework.
Brand and reputation risks due to failure to make actual contributions to climate change, including failure to meet the company's carbon emission commitments	Medium to long term	Middle	Operating Revenue ↓	
Opportunity				
Under the trend of promoting low-carbon economic transformation, the demand for green and low-carbon products and services in society is expected to increase; By continuously developing and providing more low-carbon products and service solutions, the company can more effectively meet market demand and achieve additional growth.	Medium to long term	Medium-high	Operating Revenue ↑	Starting from key products, gradually expand the scope of carbon footprint accounting for products; Reduce product carbon footprint and build core competitive advantages through energy-saving and emission reduction measures.
Green technology innovation and policy support have improved the accessibility of renewable energy and may lead to a decrease in its price. The use of renewable energy can reduce production and operation costs.	Medium to long term	Middle	Operating Revenue ↓	Expand the installed capacity of photovoltaic modules and increase the use of renewable energy; Purchase green electricity or green certificates.

Metrics and Objectives

Ronnie Precision deeply implements the national green development concept and adheres to the principles of "efficient utilization of resources and prevention and control of pollution sources". In 2025, it officially announced its carbon neutrality strategy blueprint to the public, clearly planning to achieve the peak carbon emissions of operational activities by 2030, expecting to achieve carbon neutrality at the operational level by 2050, and committed to completing carbon neutrality of the entire value chain by 2060.

Ronnie Precision's Greenhouse Gas Emission Reduction Target



Short Term Goals

Reduce greenhouse gas emissions intensity by 30% in Scope 1 and Scope 2, with a minimum annual reduction of 5%, achieved through energy efficiency projects and renewable energy procurement (Scope 1, Scope 2)



Mid Term Goals

By 2050, the greenhouse gas emission intensity of Scope 1 and 2 will be reduced by 80%, the key supply chain of Scope 3 will be reduced by 50%, and the remaining difficult to reduce emissions will be neutralized through carbon sinks and compensation measures (Scope 1, Scope 2, Scope 3)



Long Term Goals

Realize carbon neutrality in the value chain (Scope 1, Scope 2, Scope 3)

Limit global warming to 1.5°C

Global Climate Action Goal



Key Performance Indicators

During the reporting period, the company's greenhouse gas emission intensity was **0.18** tons of carbon dioxide equivalent per 10,000 yuan, a decrease of **18%** from the 2024 benchmark value of **0.22** tons of carbon dioxide equivalent per 10,000 yuan, successfully achieving the expected emission reduction target.

Indicator	Unit	2025
Photovoltaic power generation	MWh	1,765.40
Purchased electricity	MWh	13,130.60
Natural gas	m ³	2,706.00
Petrol	L	59,689.26
Diesel	L	12,626.58
Direct greenhouse gas emissions(Scope 1)	t CO ₂ e	397.64
Indirect greenhouse gas emissions(Scope 2)	t CO ₂ e	7,585.58
Other greenhouse gas emissions(Scope 3)	t CO ₂ e	47,828.35
Of witch: Product carbon footprint	t CO ₂ e	47,745.13
Employee commuting	t CO ₂ e	83.22
Total greenhouse gas emissions (Scope 1 + Scope 2)	t CO ₂ e	7,983.22
Total greenhouse gas emissions (Scope 1 + Scope 2 + Scope 3)	t CO ₂ e	55,728.35
Greenhouse gas emission intensity (Scope 1 + Scope 2)	t CO ₂ e/CNY 10,000	0.18

Calculation Explanation:

- The greenhouse gas calculation method refers to the "Guidelines for the Preparation of Sustainable Development Reports for Listed Companies on the Beijing Stock Exchange", using the emission factor method for calculation and the equity ratio method for consolidation; The emission coefficient is selected from the announcement of the Ministry of Ecology and Environment on the release of 2024 electricity carbon footprint factor data; The GWP values are based on the IPCC Sixth Assessment Report.
- The intensity of greenhouse gas emissions only covers the emissions of Scope 1 and Scope 2.
- The carbon emissions from business travel for this year have not been fully accounted for. The relevant data will be collected after the OA system is launched in October 2025 and will be uniformly disclosed in the 2026 ESG report.

Case 1: Conducting Carbon Footprint Inventory

In 2023, the Company invested RMB 120,000 to launch a carbon footprint management platform, enabling refined management and optimization of carbon emissions in production and logistics through real-time monitoring. Leveraging the digital cockpit, we coordinate and improve the product life-cycle carbon footprint to support energy conservation and emission reduction targets. In October 2025, a dedicated carbon footprint accounting team was established to conduct inventory and analysis on 326 main part numbers across the group using the life-cycle assessment method. Results show that carbon emissions from raw material procurement account for 57.22%, energy consumption in processing 32.42%, and transportation 10.31%. Systematic inventory allows precise identification of emissions by segment, providing data support for targeted carbon reduction strategies and efficient goal achievement.



碳足迹平台

碳排放分布

C252000779碳排放分布



C232000958碳排放分布



- 原材料获取: 26%
- 加工过程: 73.85%
- 废弃物处理: 0.03%
- 交通运输: 0.12%

- 原材料获取: 4.63%
- 加工过程: 95.31%
- 废弃物处理: 0.01%
- 交通运输: 0.04%

C232000311碳排放分布



- 原材料获取: 65.43%
- 加工过程: 34.17%
- 废弃物处理: 0.02%
- 交通运输: 0.38%

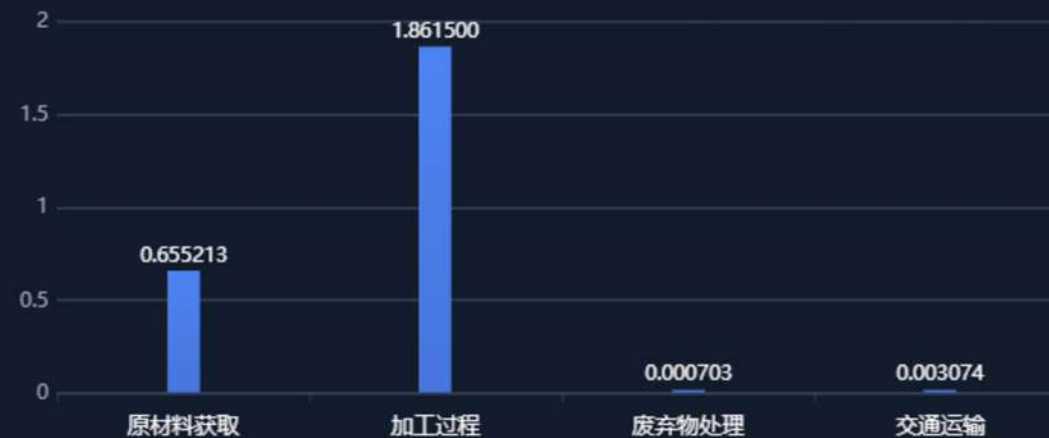
荣亿产品碳排放分布



- 原材料获取: 57.22%
- 加工过程: 32.42%
- 废弃物处理: 0.04%
- 交通运输: 10.31%



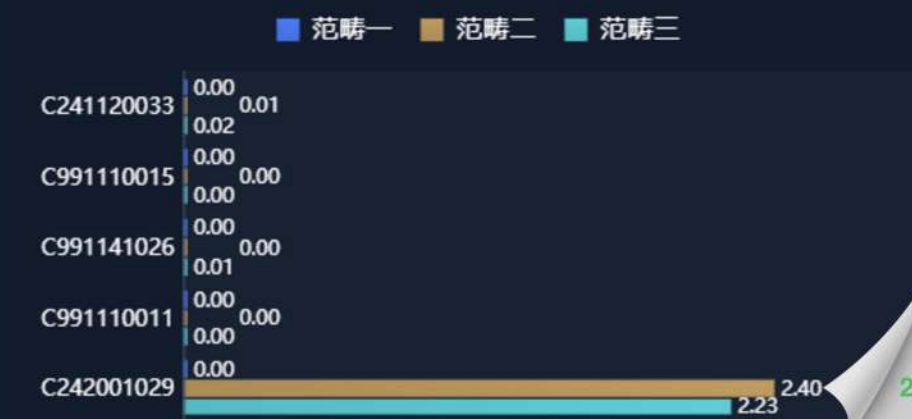
C252000779 碳排放量



各产品碳排放量

产品	原料获取	加工过程	废弃物处理	交通运输
C991410011	1.179373	0.658299	0.000873	0.006507
C242000547	0.094904	0.034641	0.000000	0.002517
C242000538	0.222334	0.009700	0.000037	0.027009
C242000299	1.872681	1.294048	0.000385	0.118795
C252000138	0.738032	0.070614	0.000714	0.009819
C252000140	0.738032	0.070353	0.000750	0.009699
C232000669	1.411951	0.209876	0.001011	0.011039
C232000663	2.342847	0.092115	0.000815	0.007429
C232000664	2.342847	0.092115	0.000815	0.007429
C232001010	0.505152	1.663146	0.000405	0.004221
C252000161	1.095060	0.250530	0.000320	0.124731

各产品各范畴碳排放量



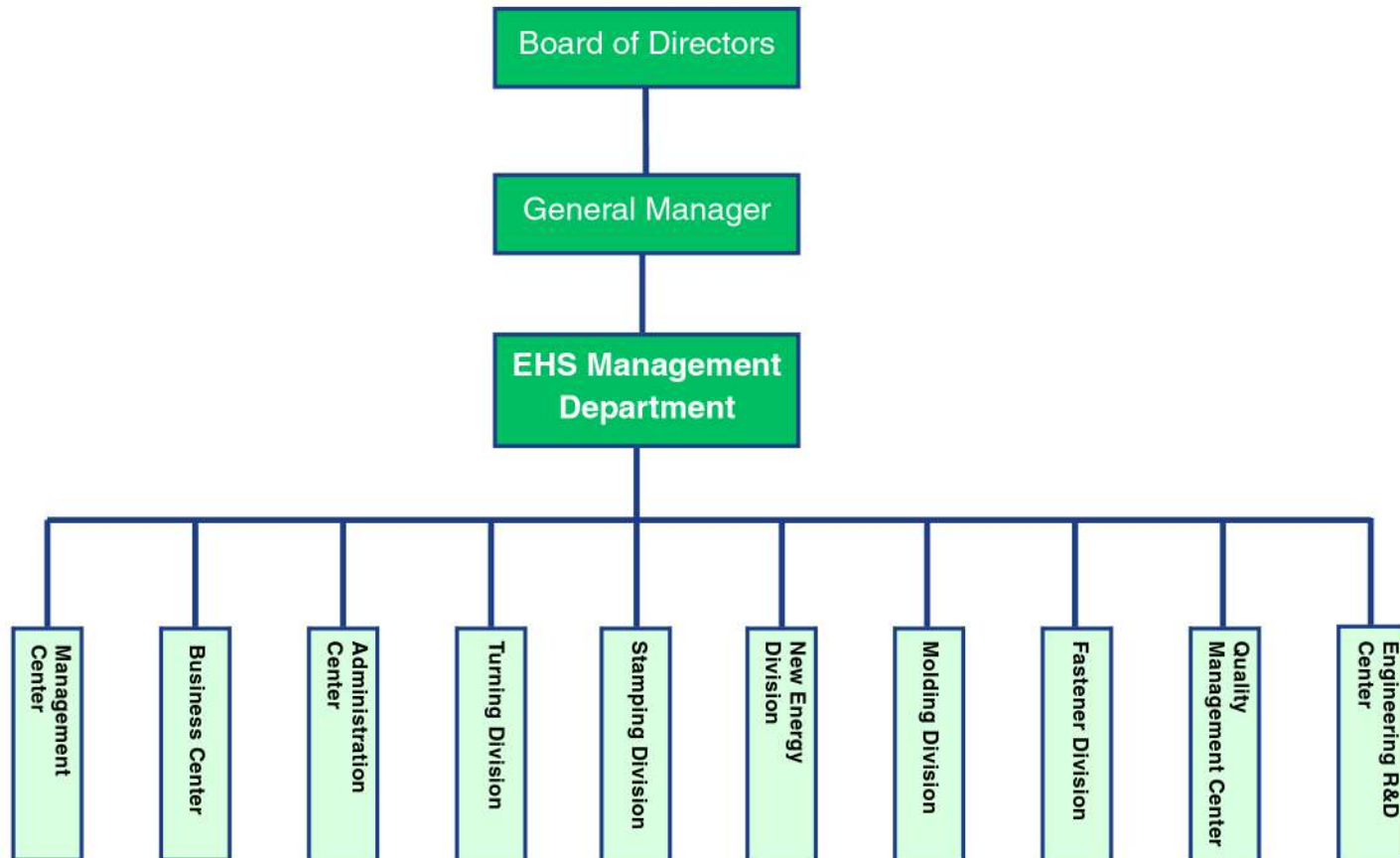
Environmental Compliance Management

Ronnie Precision strictly complies with the Environmental Protection Law of the People's Republic of China, the Air Pollution Prevention and Control Law of the People's Republic of China, the Water Pollution Prevention and Control Law of the People's Republic of China, the Noise Pollution Prevention and Control Law of the People's Republic of China, the Solid Waste Pollution Prevention and Control Law of the People's Republic of China, the Solid Waste Pollution Prevention and Control Regulations of Zhejiang Province, the Energy Conservation Law of the People's Republic of China, and other laws, regulations, and relevant requirements. It establishes and operates an environmental management system, fully implements environmental protection and energy conservation management responsibilities, and ensures that all production and operation activities comply with national and local environmental protection and energy conservation standards.

Governance

The company has established an environmental governance structure of "Board of Directors General Manager EHS Management Department Business Units": the Board of Directors is responsible for formulating environmental management strategies and performance goals, and supervising their implementation to ensure that environmental requirements are integrated into all business processes; As the first person responsible for environmental protection, the General Manager's Office coordinates resources, improves institutions, and formulates environmental protection systems and emergency plans; The EHS Management Department (EHS Office) is responsible for implementing environmental regulations, organizing environmental monitoring, pollution declaration, equipment operation and maintenance, project review, and environmental training; Each business unit (management department, engineering department, production department, etc.) serves as the executing entity, implementing specific operations such as solid waste management, project environmental protection, equipment operation and maintenance, establishing a ledger, and implementing environmental standards. All parties work together to ensure efficient and orderly implementation of environmental management work.

EHS Management System Organizational Chart



Strategy

Ronnie Precision upholds the environmental policy of "Continuous Improvement, Pollution Prevention, Energy Conservation and Consumption Reduction", and has developed internal documents including the Quality, Environment, Safety Management Manual and Environmental and Safety Operation Control Procedure. In September 2025, the company issued its Environmental Protection Policy on the official website, defining core objectives covering energy and GHG management, water use, pollutant control, chemical and waste management, and eco-design. The policy applies to the parent company and its wholly-owned subsidiaries, covering production, services, logistics and waste management. In 2025, the parent company maintained ISO 14001 certification for 23 consecutive years, with 100% coverage of major group operating entities. During the reporting period, the company joined IPE, EcoVadis Community, Zhejiang Enterprise Social Responsibility Promotion Association and Haiyan Environmental Protection Association to engage in industry environmental practices. In 2026, the Company will link senior management and department heads' performance salaries to environmental target achievement to drive environmental responsibility implementation.

Obtained for 23 Consecutive Years ISO14001 Environmental System Certification



On December 25, 2025, Ronnie Precision passed the voluntary cleaner production audit and acceptance organized by the Jiaxing Municipal Bureau of Economy and Information Technology. In strict compliance with the Cleaner Production Promotion Law of the People's Republic of China and Jiaxing's "Two Modernizations" transformation requirements, we systematically promoted cleaner production improvement and full-process control. Having passed expert review and on-site verification, we continue to enhance the green, low-carbon and clean level of production.

We aim to complete the national-level Green Factory certification application by the end of 2028. By integrating green manufacturing throughout production, we continuously advance energy-saving retrofits, resource recycling and refined pollutant control, fully meeting green factory evaluation standards to build a benchmark for resource-efficient and eco-friendly manufacturing.

Through the voluntary clean production audit and acceptance organized by Jiaxing Municipal Bureau of Economy and Information Technology

Impact, Risk, and Opportunity Management

The company has established the "Environmental Risk Factor Identification and Identification Procedure" to identify and evaluate potential risks and opportunities brought by production activities, and develop response strategies.

Risk/opportunity	Potential Impact			Coping Strategy
	Impact Cycle	Impact Level	Financial Impact	
Operational Risk				
Improper maintenance, low operational efficiency, or non-standard operation of environmental treatment facilities can easily lead to environmental risks such as pollutant leakage and excessive emissions.	Short, medium, and long-term	High	Operating Revenue ↓ Operating Costs ↑	<ol style="list-style-type: none"> 1. Strengthen employee operation training and standardize equipment self inspection and maintenance; 2. Regularly inspect and maintain production and environmental protection facilities, and promptly eliminate potential leakage hazards; 3. Upgrade and renovate exhaust gas treatment facilities and install online monitoring; 4. Develop emergency response plans for leaks, regularly conduct environmental risk assessments and monitoring, and strictly prevent leaks and excessive emissions.
The hazardous waste in each workshop is not stored according to regulations, and the hazardous waste warehouse management and transfer disposal process are not in compliance, which can easily lead to environmental pollution and compliance risks.	Short-term	High	Operating Revenue ↓ Cost of goods sold ↑	<ol style="list-style-type: none"> 1. Strictly implement the classification, storage, and labeling management of hazardous waste, standardize the daily control and transfer disposal process of hazardous waste warehouses; 2. The General Affairs Department shall develop relevant management systems and penalties, and conduct training. The EHS department shall regularly supervise and inspect to ensure compliance and controllability throughout the entire process.
Compliance Risk				
If a company fails to strictly comply with national and local ecological and environmental protection laws and regulations, it may face compliance risks such as administrative penalties and orders for rectification, while also having adverse effects on the company's reputation and normal operations. This is mainly reflected in the non-compliance of pollutant emissions such as wastewater, exhaust gas, solid waste, and hazardous waste, the lagging progress of environmental protection facility construction, operation, and upgrading, and the failure of environmental management system operation.	Short, medium, and long-term	Medium high	Operating Revenue ↓ Operating Costs ↑	<ol style="list-style-type: none"> 1. Establish and improve environmental management systems to ensure standardized and traceable environmental protection work; 2. Increase investment and maintenance efforts in environmental protection facilities to ensure stable operation and meet emission standards; 3. Strengthen the promotion and training of environmental regulations, enhance the awareness of environmental protection and compliance among all staff; 4. Timely track and update environmental laws, regulations, and policy requirements, develop response plans, and proactively communicate and coordinate with regulatory authorities to ensure compliant operations.

Risk/opportunity	Potential Impact			Coping Strategy
	Impact Cycle	Impact Level	Financial Impact	
Policy and Legal Opportunities				
The country's support for ecological protection and green development continues to increase, and a series of policies such as tax incentives, financial support, and technological guidance have been introduced successively, providing a favorable policy environment and development opportunities for enterprises to carry out environmental technology innovation and promote green and low-carbon transformation.	Short-term	Middle	Operating Costs ↓ Income tax expense ↓	The company will continue to strengthen communication and cooperation with government regulatory departments, industry associations, and other institutions, timely grasp and accurately connect with environmental protection related support policies, actively strive for tax incentives, financial support, and technical support, and leverage policy dividends to accelerate environmental protection technology innovation and green low-carbon transformation.
Market Opportunity				
Based on the trend of green transformation in the industry, the company can expand its diversified businesses such as environmental consulting, technical services, and sales of environmental protection equipment to create new profit growth points and further explore the market space in the field of green environmental protection.	Long-term	High	Operating Revenue ↑	Accurately analyze market and customer environmental protection needs, and develop targeted and adapted environmental protection products and technical services; Strengthen brand building and market promotion, enhance the company's visibility and reputation in the field of environmental protection, and actively expand into green emerging markets.
Transformation Opportunities				
With the continuous attention of the country to green development and the increasingly perfect environmental protection policies, green and low-carbon transformation has become an important direction for high-quality development of enterprises. The company can enhance its core competitiveness and seize opportunities for sustainable development through research and development, production of green and environmentally friendly products, and provision of related services.	Medium to long term	Medium high	Operating Revenue ↑	Increase R&D investment, promote product technology innovation and upgrading, and enhance product environmental performance and energy efficiency; Actively connect with national and local green transformation policies, and strive for funding and policy support; Deepen the collaborative cooperation between upstream and downstream supply chains, and work together with suppliers and customers to promote the green and low-carbon development of the entire industry chain.

Sudden Environmental Emergency Plan

Ronnie Precision has established an environmental emergency management system centered on hazard identification, risk assessment procedures and environmental emergency plans, in accordance with relevant national regulations. The system defines emergency response, on-site disposal and post-incident recovery procedures. We conduct regular emergency drills to continuously enhance prevention, early warning and on-site response capabilities for sudden environmental pollution incidents.

Case 2: Chemical Spill Environmental Accident Drill

Based on the results of environmental risk identification at the production site, the company has fully equipped environmental emergency supplies such as wood chips, emergency containment facilities, protective equipment and shovels in accordance with the requirements of the emergency plan, which are stored at fixed locations and inspected regularly. Special practical drills are carried out for key scenarios such as chemical spills to standardize operational procedures including spill containment, emergency response and on-site cleanup, so as to strengthen employees' emergency response skills and verify the practicability and effectiveness of the emergency plan.



Case 3: Typhoon and Flood Prevention Emergency Drill

Based on the results of risk assessment and the requirements of the environmental emergency plan, the company is equipped with emergency supplies such as flood control sandbags, water pumps, emergency lighting and protective equipment. Through practical drills and tabletop exercises including extreme weather prevention, sewage spill control, typhoon and flood prevention, the company continuously improves employees' emergency response capabilities to ensure that the emergency plan is practical, feasible and effectively implemented.



Key Performance

During the reporting period, Ronnie Precision conducted a total of **4** environmental protection emergency drills.

Hazard Inspection

Ronnie Precision encourages employees to report safety and environmental hazards in a timely manner through We Chat. Rewards will be given to those who take the initiative to report major hazards and avoid accidents. The company regularly conducts environmental risk inspections, establishes a hazard rectification and tracking mechanism, and achieves closed-loop management and timely elimination of hidden dangers.

Key Performance

During the reporting period, the company conducted **15** hidden danger inspections, identified **12** hidden problems, and achieved a **100%** rectification completion rate.

Case 4: Hazard Investigation

Oil storage containers are not covered



Before

After

Solid waste is not properly protected against leakage



Before

After

Indicators and Targets

Objectives	Achievement
The compliance obligation evaluation rate reaches 100% annually.	
Number of major environmental pollution accidents: 0	
The compliance rate of wastewater and waste gas discharge reaches 100% annually.	
The annual compliant disposal rate of hazardous waste is 100%	
The comprehensive utilization rate of general industrial solid waste reaches more than 95% annually.	
Source reduction of domestic waste: a 3% annual reduction.	
The coverage rate of employee environmental protection training reaches 100%.	
All environmental protection-related documents and reports must meet or exceed the requirements of laws, regulations, standards and norms issued by the state, local authorities and industries.	

Key Performance

The total annual investment in environmental protection was **709,900** CNY, accounting for **0.16%** of the operating revenue.

During the reporting period, the company paid all environmental protection taxes and fees in full, and **no** penalties were imposed by the competent authorities due to violations of environmental management laws and regulations.

During the reporting period, Ronnie Precision conducted a total of **27** environmental protection training sessions, with a total training duration of **2,498** hours and an average training duration of **2.55** hours per capita.

Energy Management

The company's energy consumption structure is diverse, mainly covering four categories: electricity, diesel, gasoline, and liquefied petroleum gas. Electricity is mainly purchased from the municipal power grid and third-party photovoltaic green electricity to ensure the stable operation of production equipment; Diesel is used for workshop forklifts to support efficient material handling; Gasoline is used for self owned transportation vehicles to ensure smooth logistics of raw materials and products; Liquefied petroleum gas is mainly used for canteen cooking to meet the catering and logistics needs of employees. Various energy sources collaborate to support key processes such as production and operation, logistics transportation, and logistics services of the company.

The company strictly complies with relevant laws and regulations such as the Energy Conservation Law of the People's Republic of China and the Clean Production Promotion Law of the People's Republic of China, strictly implements internal management systems such as the Energy Resource Control Procedure and Employee Handbook, standardizes energy use and management throughout the entire production and operation process, continuously improves energy utilization efficiency, and ensures compliance and controllability of energy management.

Governance

Establish a four tiered energy management structure consisting of the board of directors, general manager, general affairs department, and various business units, and implement energy management responsibilities in a hierarchical manner.

The General Affairs Department is responsible for the maintenance and management of the company's energy equipment system, energy transmission and supply within the factory, coordinating the implementation of energy-saving and consumption reducing measures, and supervising and managing the rational use of energy.

Strategy

Ronnie Precision adheres to the environmental management policy of "continuous improvement, pollution prevention, energy conservation, and consumption reduction", benchmarking against the latest requirements of ISO 50001 system, accurately identifying low energy efficiency, resource waste, and environmental impact hazards in various operational links, improving external risk response mechanisms such as energy price fluctuations and supply instability, and strengthening the resilience of the energy supply chain.

Impact, Risk, and Opportunity Management

Regularly conduct energy risk identification and assessment, plan to build an energy management platform, develop carbon emission accounting software, and monitor the energy consumption of various business units, workshops, and high energy consuming equipment in the park in real time; Prepare energy analysis reports on a monthly basis and submit them to senior management to dynamically adjust energy management strategies accordingly.

Metrics and Objectives

Set the goal of reducing energy intensity by 30% and at least 5% annually by 2030, with 2024 as the baseline year.

Set the goal of achieving a 15% annual electricity usage ratio from renewable energy sources.



Case 5: Increase photovoltaic power generation and promote the application of green energy

Ronnie Precision adheres to the green development concept and actively supports the national "dual carbon" strategy, promoting the wide application of green power in production. Since launching the 650kW rooftop photovoltaic project in 2016, we have reduced carbon emissions by over 7,000 tons through clean energy substitution.

To optimize the energy structure amid technological and market changes, we established a 650kW rooftop PV project with Jiaying Feiyi New Energy at the new factory in January 2024, and upgraded cooperation with Zhejiang Qida Technology in August 2024 by adding 468kW of distributed PV capacity.

The total installed capacity now exceeds 1.77MW, forming a dual-factory green energy network. We have strengthened the "self-consumption first, surplus to grid" smart energy system, optimized electricity pricing and improved equipment efficiency, further advancing sustainable green manufacturing.



New Factory 650KW Rooftop Photovoltaic Project



Our 1,118KW Rooftop Photovoltaic Project

Key Performance

During the reporting period, the company accumulated **1,765.40 MWh** of photovoltaic power generation, saving a total of **216.97** tons of standard coal and reducing carbon dioxide emissions by approximately **1,019.87** tons. The consumption of renewable energy accounted for **15.09%**.

Energy consumption indicator	Unit	2024	Goal	Progress in 2025
Purchased Electricity	MWh	9,937.80	/	13,130.60
Natural Gas	Cubic meter	2,172.00	/	2,706.00
Gasoline	L	57,884.17	/	59,689.26
Diesel	L	13,416.35	/	12,626.58
Total Energy Consumption	Tonnes of standard coal	1,302.65	/	1,696.61
Energy Consumption Intensity	kgce/10,000 CYN	45.20	42.90	39.03

Calculation Explanation:

The standard coal conversion coefficient is taken from the "General Principles for Comprehensive Energy Consumption Calculation" GBT2589-2020.

Practice the Concept of Green Office



The company is fully implementing paperless approval (OA system), advocating for double-sided printing of necessary documents and the recycling of non confidential secondary paper.



In order to save electricity, the company implements air conditioning usage control, which can only be turned on when the room temperature exceeds the set range, and the temperature cannot be lowered below 26 degrees Celsius during cooling, and cannot be raised above 22 degrees Celsius during heating.



Building design zoning lighting system, fully utilizing natural light; Use energy-saving lighting equipment; The company has issued a power-saving initiative to its employees and promptly turns off the power after work.



Advocate employees to walk up and down stairs to reduce energy consumption, strictly limit the use of elevators, and only use them for transporting goods and receiving visiting guests to ensure efficient utilization of elevator resources and avoid unnecessary energy consumption.



The company implements a garbage classification system, sets up classified garbage bins, strengthens employee training, establishes a supervision mechanism, promotes resource recycling with a green office concept, and creates a sustainable working environment.



Actively advocate all staff to practice the Clean Your Plate Campaign, guide staff to take meals according to needs and eat moderately, reduce catering waste from the source, and establish a new fashion of green and economical dining.



Prioritize the procurement of high-efficiency equipment that meets national energy efficiency standards such as GB 18613, with a focus on selecting core power equipment such as high-efficiency motors, variable frequency driven air compressors, water pumps, and fans, to build a solid foundation for energy conservation and consumption reduction from the equipment end.



The company is gradually phasing out inefficient and outdated air compressors, optimizing their integration into centralized compressed air systems, improving the overall operational efficiency of the system, and achieving energy conservation and consumption reduction.



Water Resources Management

As water scarcity grows as a global sustainability concern, Ronnie Precision has improved its water resource management system and implemented systematic water conservation measures to enhance water-use efficiency and build a water-saving enterprise. All production and daily water is supplied by municipal sources in compliance with regulations, with no significant environmental impact. Our core operating sites are located in areas with low water resource risk.

Governance

We have established a three-level water resource management structure comprising the Deputy General Manager, General Affairs Department, and business units, with responsibilities implemented at all levels. The General Affairs Department oversees overall water management, maintains water-saving facilities, monitors and records water consumption, and executes water conservation measures to ensure efficient water use.

In compliance with the Water Law of the People's Republic of China and other regulations, we have established a sound water resource management system focused on water conservation and efficient use. We have formulated the Energy and Resource Control Procedure, Environmental and Safety Operation Control Procedure and other rules based on operational practices, realizing standardized management of water-saving renovation, metering and promotion.

Strategy

We uphold the water resource management policy of "conservation first, recycling, compliance and transparency, continuous improvement". Aligning with the BSE Water Utilization guidelines and industry best practices, we accurately identify high water-consumption processes and water quality risks, enhance response mechanisms for regional water shortages and quality fluctuations, strengthen water supply chain resilience, and support sustainable corporate development.

Impact, Risk, and Opportunity Management

We coordinate the impacts, risks and opportunities of water use, accurately identify physical risks such as regional water quantity and quality, and transition risks including water pricing and policies. We have established risk early warning and response mechanisms to safeguard water supply chain security. Meanwhile, we explore opportunities in water conservation, efficiency enhancement and recycling, and improve water-use efficiency through technological upgrading.

Metrics and Objectives

Set the goal of reducing water intensity by at least 25% compared to 2024 by 2030, and by at least 4% annually.

Water Conservation Action



Optimize water-saving facilities and appliances in project construction and operation, and control consumption from the source through technological optimization and transformation; Strengthen the inspection and maintenance of water supply equipment pipeline network, and comprehensively prevent leakage and dripping.



Post prominent water-saving signs in all water use areas such as company restrooms and tea rooms, and regularly remind all employees to establish water-saving awareness and practice water-saving behavior.



Fully promote the technology of recycling water, establish an internal recycling system for water resources, achieve closed-loop circulation and efficient reuse of water resources, and minimize unnecessary water resource losses.

Case 6: Building a closed-loop water use system to improve water resource utilization efficiency

Ronnie Precision has developed an integrated closed-loop water recycling system tailored to the water usage characteristics and process differences of its new energy and molding business units. Using a 120-ton water tower as the central supply hub, we achieve unified water allocation and sharing between the two divisions, eliminating resource idleness and efficiency losses from decentralized water supply.

For pipeline network layout, we accurately calculate flow and pressure requirements under different operating conditions based on cooling needs of 21 production units in the New Energy Division and process water demand of 28 machines in the Injection Molding Division. We plan pipe specifications and water routes in a differentiated way to highly match water supply with equipment load, avoiding water waste caused by unreasonable pipeline configuration.

Through this closed-loop system, the company achieves a complete closed-loop flow of production water supply, utilization, recycling, and reuse. After the cooling water and process water used in the production process are collected, precipitated, filtered, and treated, they are refluxed to the water tower and reused in the production process, fundamentally reducing the use of fresh water and direct discharge of wastewater.

In 2025, the company's new energy business unit will use 68,541.30 tons of recycled water, and the molding business unit will use 8,074.85 tons of recycled water. The cumulative amount of recycled water resources for the year will be 76,616.15 tons, significantly reducing the amount of fresh water purchased and wastewater treated compared to before the renovation, directly reducing the cost of production and operation water, and reducing the impact of wastewater discharge on the environment, effectively improving water resource utilization efficiency and operational benefits.



Key Performance

Indicator	Unit	2024	Goal	Progress in 2025
New water intake volume	ton	60,093.60	/	62,420.18
Total water consumption	ton	114,818.60	/	139,036.33
Total displacement	ton	60,093.60	/	62,420.18
Circulating water consumption	ton	54,725.00	/	76,616.15
Proportion of circulating water usage	%	47.66	/	55.11
Water intensity	ton/10,000 CYN	2.09	1.98	1.42

Pollution and Waste Management

Ronnie Precision regards environmental protection as a cornerstone of sustainable development. Though not listed as a key environmental supervision entity, we uphold higher-than-industry standards in fulfilling environmental responsibilities. We strictly comply with national and local environmental regulations and have established a systematic environmental management system, including the Environmental Monitoring and Measurement Control Procedure and Three Wastes Testing Management Rules. Each year before December, we entrust an environmental safety monitoring station to conduct routine monitoring of domestic sewage, boundary noise, dust and oil fumes. Through scientific and refined management, we continue to reduce our environmental footprint and strive to become a green, low-carbon modern manufacturing benchmark.

Case 7: Implementing environmental monitoring and control to ensure compliance with pollutant emissions regulations

Ronnie Precision strictly complies with EIA and environmental regulations, implements a regular environmental monitoring mechanism, and entrusts CMA-qualified third parties to professionally test wastewater, waste gas and boundary noise.

In July 2025, we entrusted Zhejiang Lvchen Testing Technology Co., Ltd. to conduct environmental monitoring of the plant, issuing reports including Lvjian 2025 (0864). Results showed all pollutant emissions fully met national and local standards, ensuring full compliance and effective prevention of environmental risks.



Wastewater Management

The company's wastewater mainly consists of domestic sewage from staff dormitories, canteens, offices and other daily activities. The treatment methods are as follows:

- The company strictly complies with the relevant provisions of the "Comprehensive Wastewater Discharge Standard" (GB8978-1996) and the "Water Quality Standard for Wastewater Discharged into Urban Sewers" (CJ343-2010);
- To strengthen wastewater management, the company has established a comprehensive internal management system, including a system for recording and regularly reporting wastewater discharge;
- The company's domestic sewage is collected and converged through a specially designed sewage pipeline system to municipal sewage treatment facilities, and then undergoes professional physical, chemical, or biological treatment processes to ensure that pollutants in the wastewater are effectively removed and meet discharge standards;
- The company attaches great importance to cultivating employees' environmental awareness and regularly organizes training and educational activities related to wastewater management.

Key Performance

During the reporting period, the company's wastewater discharge was **387.52 million tons**;

During the reporting period, there were **no** incidents of excessive or illegal discharge of wastewater pollutants.

Exhaust Gas Management

Ronnie Precision focuses on waste gas management, with the main pollutants being volatile organic compounds (VOCs) and particulate matter (PM). In order to effectively control the emissions of these pollutants, the company has implemented a series of strict waste gas management measures in 2025:

- Strictly abide by national laws and regulations such as the Air Pollution Prevention and Control Law of the People's Republic of China, and conduct regular environmental monitoring and inspections of each factory area every year;
- The workshop exhaust gas is collected by a dust collection device and then purified by a bag filter and activated carbon adsorption device to achieve standard emissions;
- The S021 cleaning agent used in the product cleaning area is soaked and dried. The residual S021 cleaning agent on the surface of the dried product evaporates, producing oil mist exhaust gas. The generated exhaust gas is collected and treated before being discharged through a 15M high exhaust system.
- Strictly screen for technologically advanced and highly efficient oil fume purification equipment in the market, such as electrostatic deposition, wet filtration and other high-efficiency purification technologies, to ensure effective removal of oil fume particles, harmful gases and odors.

Case 8: Upgrading the injection molding waste gas treatment system and strengthening emission compliance management

During the reporting period, Ronnie launched an upgrade of its exhaust gas treatment system in strict compliance with GB 31572-2015 and other regulations, using a combined process: collection hood + dry filtration + activated carbon adsorption. Dedicated gas hoods were installed for each heating section of injection molding machines, supported by a 15,000 m³/h dry filter box, activated carbon adsorption unit and 15 kW centrifugal fan. Exhaust gas is collected, deeply purified and discharged through a 15-meter exhaust stack.

Following system implementation, injection molding exhaust gas collection efficiency exceeds 80%, activated carbon adsorption efficiency is above 75%, and concentrated NMHC emissions reach only 0.4 mg/m³, well below the special limit of 60 mg/m³. Fugitive boundary emissions comply with GB 16297-1996. This safeguards employee occupational health and strengthens exhaust emission compliance management.



Key Performance

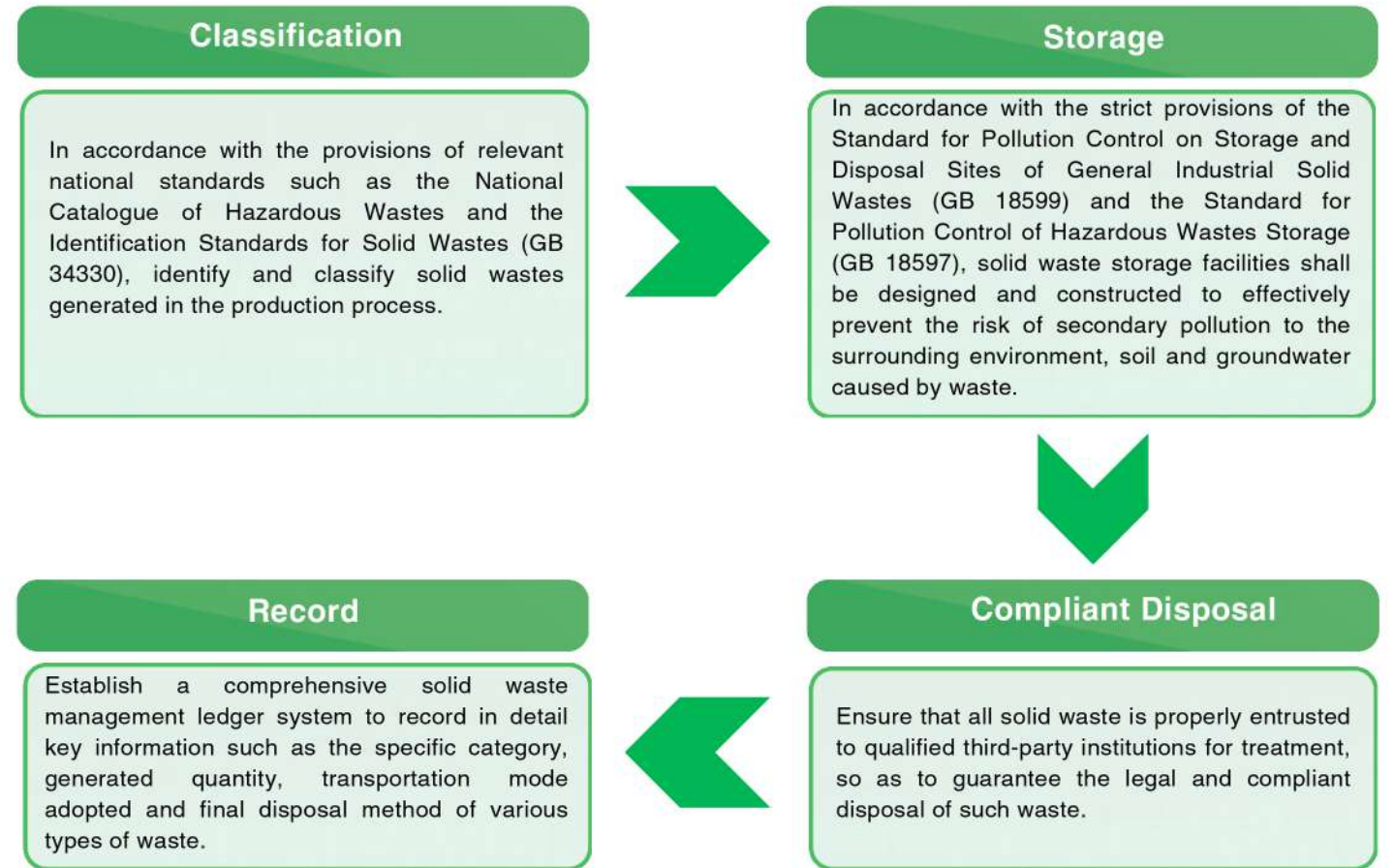
During the reporting period, there were **no** incidents of excessive or illegal emissions of exhaust pollutants.

Energy Consumption Indicator	Unit	2024	Goal	Progress in 2025
Exhaust Emissions	ton	3.03	/	3.60
Volatile Organic Compounds	mg/cm	/	/	0.70
Exhaust Emission Intensity	kg/10,000 CYN	0.11	0.10	0.08

Waste Management

Ronnie Precision strictly abides by the Law on the Prevention and Control of Environmental Pollution by Solid Waste and relevant pollution control standards, and has formulated the Waste Control Procedure. Solid waste from production is classified into recyclable, non-recyclable and hazardous waste. Following the principles of prevention first, recycling and eco-friendly disposal, we implement full-process management including classification, storage, compliant treatment and record-keeping to minimize environmental impact.

Waste Full Flow Management Procedure



Type	Category	Treatment Measures
Recyclable Waste	Copper shavings, aluminum shavings, stainless steel shavings, iron materials, enameled wires	Conduct preliminary classification and storage, and sell them to resource recycling enterprises for resource reuse or material exchange with suppliers on a one-to-one basis.
Non-recyclable Waste	Metal dust, household waste	Metal dust is entrusted to a qualified solid waste disposal company for unified treatment Household waste is uniformly cleared and disposed of by the environmental sanitation department.
Hazardous Waste	Waste activated carbon, waste mineral oil, waste packaging drums, waste cutting fluid	Entrust qualified hazardous waste treatment companies to carry out rational treatment.

Objectives	Achievement
From 2022 to 2030, the compliant disposal rate of hazardous waste will reach 100% annually.	
From 2022 to 2030, the comprehensive utilization rate of general industrial solid waste will reach more than 95% every year.	
From 2022 to 2030, the source reduction of domestic waste will achieve a 3% annual decrease.	

Case 9: Waste Sorting and Monthly Evaluation

Ronnie Precision has implemented a regular waste sorting system with sorted bins placed across the plant, clearly defining standards for recyclables and residual waste to guide proper disposal. A monthly evaluation mechanism is also in place to quantitatively assess sorting accuracy and standardization by department and production unit. Results are publicly announced with positive incentives, integrating waste sorting awareness into daily operations.

In 2025, the company's generation of recyclable waste increased from 1,327.96 tons in 2024 to 1,849.23 tons, representing a year-on-year growth of 39.25%. Hazard-free waste achieved 100% compliant disposal. The proportion of recyclables rose from 89.10% in 2024 to 95.00% in 2025, marking a significant improvement in resource utilization. This has effectively reduced mixed waste and resource waste, and laid a solid foundation for the refined management of solid waste.



Key Performance

Indicator	Unit	2024	2025
Recyclable waste	Ton	1,327.96	1,849.23
Metal dust	Ton	2.93	3.44
Household refuse	Ton	136	180.60
Non-hazardous waste	Ton	1,466.89	2,033.27
Hazardous waste	Ton	45.44	64.44

Hazardous Waste	Code	2024	2025
Waste activated carbon	900-041-49	24.94	-
Waste mineral oil	900-249-08	18.85	38.18
Waste packaging drums	900-041-49	1.65	4.92
Oily sawdust	900-041-49	-	21.34

Note: Retrospective adjustments have been made to the prior year's solid waste data to align with the updated 2025 disclosure scope and ensure comparability.

Circular Economy

Ronnie Precision is committed to material recycling and reuse. Through refined management, we promote efficient resource circulation, turn waste into resources, and reduce environmental impact. We strictly carry out classified collection of packaging waste, metal scraps, plastics and other wastes, which are safely stored in special warehouses and regularly disposed of by qualified suppliers or recycling companies for eco-friendly resource management.

Circular Economy Management Initiatives of Ronnie Precision in 2025

	Category	Measure
Improve Resource Utilization Efficiency	Raw Materials	During the product development stage, the company is committed to promoting a circular economy. Through meticulous planning of raw materials and waste and optimized design by the R&D team, we strive to maximize raw material utilization and effectively control the proportion of leftovers and waste materials.
	Components	Adhering to the principle of repairing old items and utilizing waste, the company is committed to maximizing the service life of equipment components and promoting the practice of a circular economy.
	Consumables	A "return old for new" system has been implemented for drill bits, grinding discs, cutting blades and other consumables, with clear replacement standards and item-for-item exchange to promote the rational use of resources.
	Office Supplies	Strictly implement the approval process and adopt a zero-tolerance attitude toward any wasteful behavior. It is advocated that necessary documents be printed on both sides, and non-classified used paper shall be recycled.
Waste Recycling	Recyclable Waste	Copper scraps, aluminum scraps, stainless steel scraps, iron materials, enameled wires and other wastes generated in the production process are collected and sold to resource recycling enterprises for resource reuse, or exchanged with suppliers on a one-to-one material basis. A total of 1,849.23 tons of wastes were recycled in 2025.
	Packaging	The company's main packaging materials include cartons, blister boxes and belt wrapping film. Blister boxes, PE pallets and turnover boxes can be reused. Turnover packaging materials in 2025
	Pallet	Replace wooden pallets with recyclable and reusable PE material pallets.
Use Renewable Resources	PV Green Power	Through cooperation with a third party to develop photovoltaic projects, by the end of 2025, the total installed photovoltaic capacity of the company's two plants exceeded 1.77 MW, with a power generation of 1.7654 million kWh, and green electricity accounted for 15.09% of the total power consumption.
Use Recycled Water	Recycling of Production Water	The company has established an integrated closed-loop water recycling system for its two core production divisions: New Energy and Molding, realizing a full closed-loop flow of production water: "water supply – utilization – recovery – reuse". In 2025, the company recycled a total of 76,616.15 tons of water resources, significantly reducing both the purchase of fresh water and the volume of wastewater treatment compared with before the transformation, and effectively improving water resource utilization efficiency.

Green Product Design

Product Development

Green Material Selection and Compliance Certification: We prioritize low-environmental-impact metal materials in raw material selection. Through supply chain qualification audits and incoming component testing, we ensure purchased materials are free of hazardous substances. We strictly comply with RoHS and REACH to eliminate lead, mercury, cadmium and other toxic substances, controlling environmental risks at the source and ensuring full product lifecycle environmental compliance.

Product Design

Lightweight Innovation: By simplifying redundant design and using high-performance lightweight materials, the product's weight is effectively reduced, reducing the use of raw materials from the design end, while also reducing energy consumption in subsequent applications, achieving energy-saving and material reduction.

Packaging Scheme Optimization: Incorporate packaging specification design into the front-end stage of product development, design simpler and more efficient packaging schemes through structural adaptation and protection simulation, eliminate unnecessary buffering and decorative packaging, and reduce packaging material consumption from the source.

Product Packaging

Circular Packaging: Launch a green packaging strategy and gradually implement a recyclable turnover box shipping model in the core product line, replacing disposable packaging materials in an orderly manner. Simultaneously establish a management system for packaging material recycling, cleaning, and reuse, steadily reducing the generation of disposable packaging waste, and continuously reducing resource consumption and environmental impact in the packaging process.

Recyclable Tray: Replace the wooden tray with a recyclable and reusable PE material tray.

Product Transportation

New Energy Transportation Capacity Substitution: Deepen green cooperation with third-party logistics service providers, jointly formulate low-carbon transformation plans for transportation capacity, gradually introduce new energy trucks to replace traditional diesel vehicles, promote energy structure optimization in external transportation links, and reduce carbon emissions from long-distance transportation.

Logistics Route Optimization: To meet the demand for goods transportation in the entire contract area and in the same direction, implement carpooling and route intensification planning, reduce ineffective transportation and round-trip frequency, improve transportation loading efficiency, and further reduce energy consumption and carbon emissions in the logistics process.

Halogen Free and PFOS Directive Requirements

Project	Substance Name	Regulatory Requirements (ppm)	Ronnie's Internal Requirements
Halogen (Cl or Br)	Cl、Br	Cl<900 Br<900 Cl+Br<1500	Cl<700 Br<700 Cl+Br<1000
Other prohibited substances	PFOS	<1000 and unintentional additions	Prohibited from containing
	PFOA	<50 and unintentional additions	Prohibited from containing

Provide Healthy and Environmentally Friendly Products

TUpholding the philosophy of "Design Empowers Sustainable Development", the company integrates health and environmental protection into its full product lifecycle management. During R&D and design, three green barriers are established: adopting lead-free brass to eliminate heavy metal risks at the source, applying halogen-free flame retardant technology to reduce ecological harm while meeting fire safety standards, and developing a closed-loop stamping oil circulation system with automatic carbon cleaning equipment to reduce VOC emissions by over 90% and achieve zero discharge. All design schemes strictly comply with RoHS 2.0 and REACH regulations, supported by a BOM compliance review mechanism to ensure traceable and quantifiable environmental performance for every component. This ecological design concept of "prevention is better than treatment" demonstrates the company's practical commitment to the UN Sustainable Development Goals.

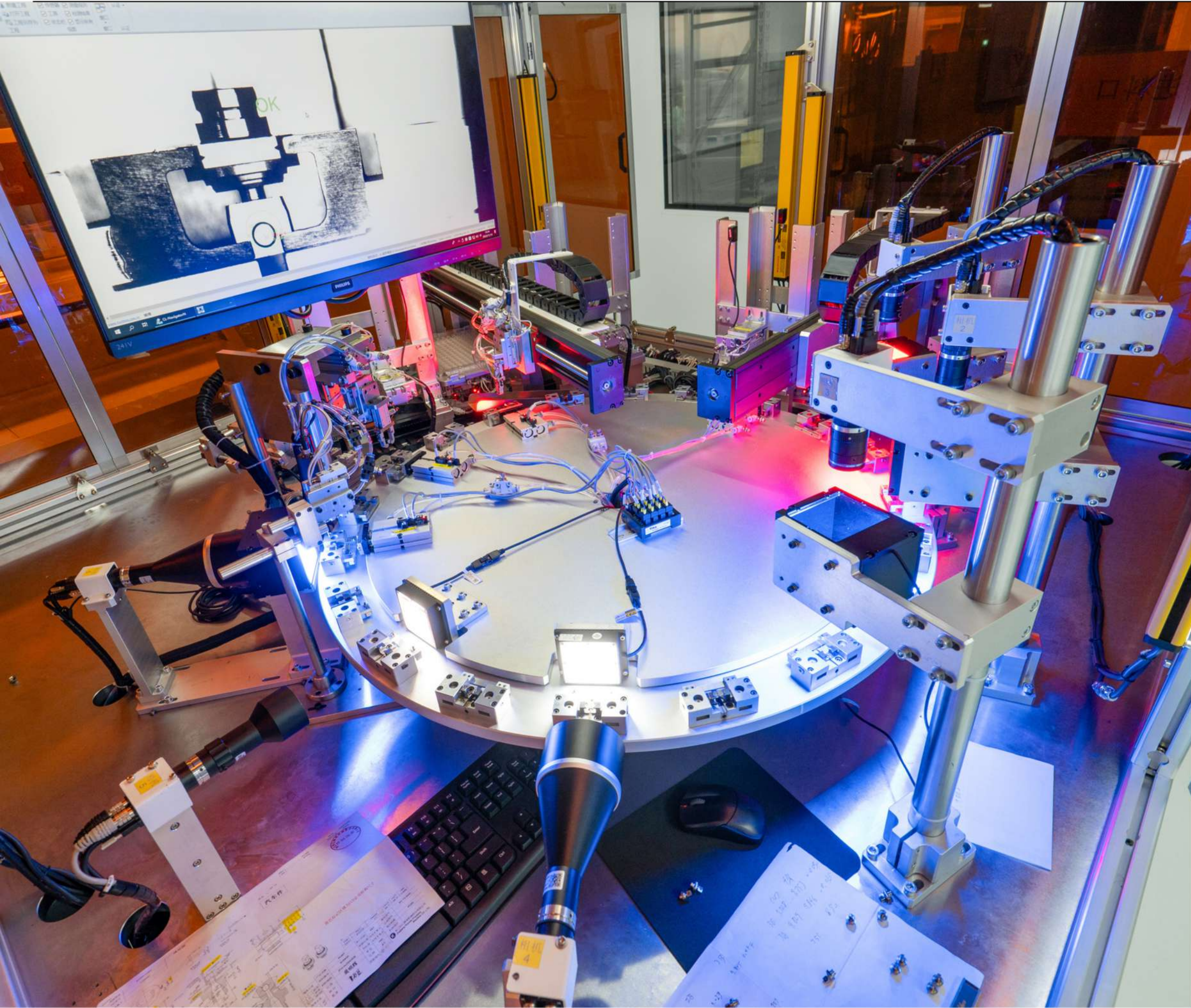
In the procurement process, the company implements strict pre control over the main raw materials (including copper alloy bars, steel, aluminum, plastic pellets, hardware, molds, oil, packaging materials, etc.). The content and hardness parameters of metal elements such as lead and cadmium are clearly specified in the purchase order, and are inspected by the quality department before being stored. To ensure the standardization and accuracy of experimental testing, the company is equipped with green environmental attribute assessment tools and hazardous substance detection equipment (AAS, XRF, EDX), fully guaranteeing that product quality meets environmental standards.



IECQ080000
Hazardous Substance
Process Management
System

Hazardous Materials (HSF) Management

Hazardous Substances	ROHS Requirements	ROHS Exemption Regulations	Ronnie's Internal Requirements	
			Eco-friendly Products	Environmentally Friendly Low Lead Products
Cadmium	<100ppm	/	<50ppm	<5ppm
Lead	<1000ppm	Lead content in copper alloys Not exceeding 4%; Lead content in steel alloys Not exceeding 0.35%; Lead content in aluminum alloy Not exceeding 0.4%;	The lead content in copper alloys ranges from 1.8% to 3.5%; Lead content in steel alloys is less than 0.32%; Lead content in aluminum alloy <1000PPM;	<90ppm
Mercury, hexavalent chromium	<1000ppm	/	Disabled	
DIBP、DEHP DBP、BBP	<1000ppm	/	Disabled	
PBBs PBDEs	<1000ppm	/	Does Not Contain	
Cadmium, lead, mercury Hexavalent chromium (packaging material)	<100ppm	/	<50ppm	



03



Artisan Quality Innovation, Win-Win & Responsibility

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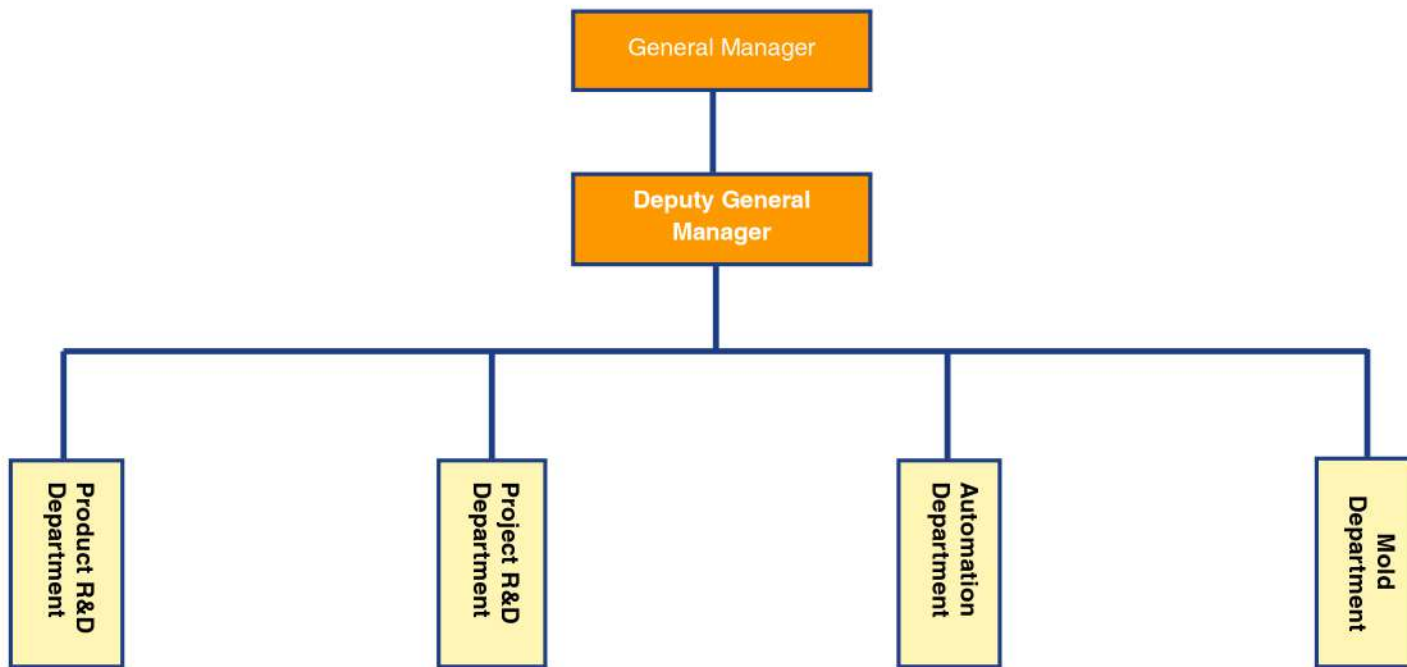


Technological Innovation and Intellectual Property Protection

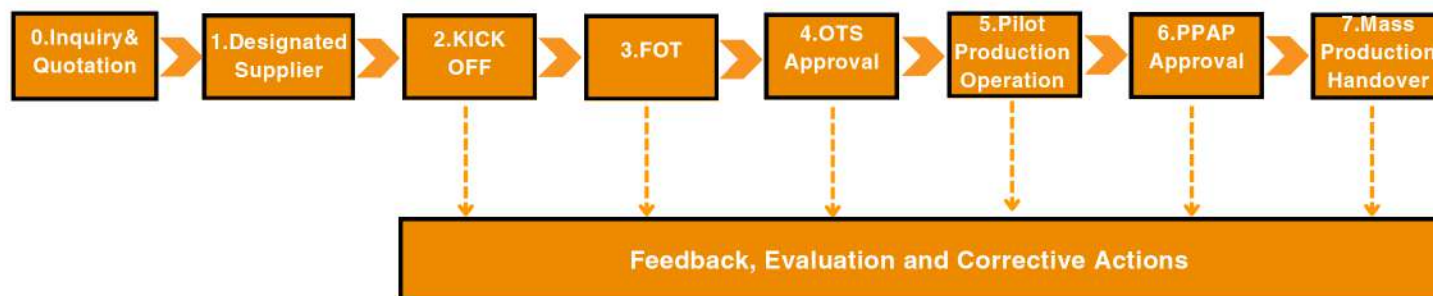
Governance

Ronnie Precision has established a technology innovation and intellectual property governance system led by the General Manager, supervised by the Deputy General Manager, and implemented collaboratively by all R&D departments, with R&D innovation performance and IP management incorporated into functional departments' performance appraisal. As the primary responsible party for R&D and IP management, the General Manager formulates technological innovation strategies, IP layout plans and overall resource allocation. The Deputy General Manager oversees R&D project management, IP protection and achievement transformation, coordinating cross-departmental technical research and quality control. The Engineering R&D Center includes four core departments (Product R&D, Project R&D, Automation, Mold), responsible for product innovation, project lifecycle management, automated process R&D and precision mold design respectively. The Finance Department handles IP application, maintenance and risk prevention, embedding innovation and IP requirements into the entire R&D process to ensure efficient technological innovation and core IP security.

Organizational Chart of Ronnie Precision Engineering R&D Center



Ronnie Precision R&D Process



Research and Development Management System


To ensure the efficiency and standardization of the R&D process, the company has developed and implemented a series of refined management systems, strictly implementing standard documents such as the "Project Management Control Procedure", "Engineering Operation Procedure", "Engineering Change Management Procedure", "PPAP Control Procedure", "Stamping Mold Design and Development Procedure", "Error Prevention Management Measures", "Sample Management Specification", etc. These systems define in detail the full chain management requirements from requirement analysis to mass production handover. Specifically, from precise capture of customer needs, rigorous project review, efficient kickoff meetings, first article functional testing (FOT), fixture and sample approval (OTS), trial production validation, production part approval process (PPAP), to smooth handover of mass production, every step follows strict standard procedures aimed at maximizing research and development efficiency and quality.

Strategy

R&D Objectives



2025 R&D Management Objectives of Ronnie

Objectives	Indictor	Achievements
Achieve no less than 20 key development patent applications and no less than 10 patent grants.	20/11	
Implement the application of digital and automated tools for product development, with no less than 90 production scenarios introduced.	93	
Achieve 100% progress completion rate for new product and technology upgrading projects.	100%	

R&D Achievements

No.	Item	Progress	Achievement	Impact
1	R&D of Precision Nuts for Fixing Intelligent Central Control Panels in New Energy Vehicles	mass production and application	Long-lasting and stable installation, prevent loosening or falling off.	Expand the range of fasteners for fixing automotive interior parts.
2	Automotive ECM Electrolytic Fuel Electromagnetic Injector	mass production and application	Develop high-precision inner bores to improve reliability and fuel efficiency.	Improve the machining accuracy of fine holes and product quality.
3	R&D on Resistance Brazing of Soft and Hard Copper Busbars for Three-Phase Motors	mass production and application	Composed of soft and hard copper busbar components, with improved electrical and mechanical performance.	Improve the shock resistance of the motor and extend the service life of the overall product in application scenarios.
4	R&D and Application of New Technology for Zinc Alloy Housings of Industrial Cameras	mass production and application	Meet the requirements of relatively strict operating environments.	Expand housings for harsh environments, achieve low unit cost in the market, and drive the upgrading of surrounding product lines.
5	R&D on Copper-Aluminum Resistance Lap Welding Technology	mass production and application	Improve composite material welding technology and enhance electrical efficiency.	Effectively reduce material costs, significantly lighten system weight, and promote lightweight design of products.
6	R&D of Automatic Embedded Two-Color Motor Brush Holder Equipment	mass production and application	High-precision insert positioning and embedding technology enables accurate positioning and rapid embedding of inserts in the mold.	Strengthen the brand of "technological leadership" to enhance the industry's voice.
7	R&D of Carbon Steel Spin-Riveting Sensor Brackets for New Energy Vehicle Chassis	mass production and application	Design lightweight carbon steel spin-riveting forming technology to achieve firmer and more uniform connection effects, while improving production efficiency and product quality.	Meet scenarios demanding higher performance, in the stage of scheme design and optimization and explore new incremental markets.
8	R&D of Processing Equipment for Precision Nuts Used in New Energy Vehicle Bumpers	mass production and application	Independently designed and developed steel grades suitable for high-quality cutting machining.	Expand the market for automotive chassis and structure-related components and accessories.

No.	Item	Progress	Achievement	Impact
9	R&D of 3-Core 120° Self-Heating Connector Plug Housing	mass production and application	New process technology: plastic-coated metal connectors, featuring insulation and shielding properties.	Reduces manufacturing costs and resource consumption, helping to enhance sustainability in harsh environments.
10	R&D of Automobile Air Conditioning Non-Woven Fabric Auto-Embedded Desiccant Cartridge	mass production and application	Through the integration of non-woven fabric, the air conditioning fluid lines feature more compact filtration technology.	Improve the quality and service life of automotive air conditioning circuits, and reduce the occurrence of blockages in air conditioning circuits.
11	R&D of PORT for ESC Hydraulic Brake Pressure Sensor	Trial Production	High-precision hydraulic device sliding parts can meet product functional requirements without grinding.	Adoption of the new processing technology reduces environmental pollution caused by grinding.
12	R&D of Anti-Drop Housing for New Energy Vehicle High-Speed Chargers	Trial Production	Highly reliable anti-drop structure, which protects terminals from plugging and unplugging damage that may cause electrical faults.	Improve product protection and enhance the service life of charging terminals.
13	R&D of High-Energy-Density Electrode Sheets for Automotive Fuel Injection Systems	Trial Production	Electromagnetic precision components for fuel systems, improving product reliability.	Expand the electromagnetic product market
14	R&D of Polymer Brazing Technology for Energy Storage Three-Phase Copper Busbars	Trial Production	Large-sized high-precision components for energy storage devices, with evolved processes that simplify complex structures while meeting performance requirements.	Improve material utilization and enhance the market competitiveness of products.
15	R&D of Tungsten-Copper Alloy Diffusion Welding Electrodes	Trial Production	Optimization of process automation to improve production efficiency and product quality.	Form technical barriers and widen the process gap with competing products.
16	R&D of Intelligent Forging Continuous Production Technology for Vehicle-mounted Optical Components	Scheme Design and Optimization	A more robust product enclosure reduces the infiltration of ambient moisture and prevents malfunctions of optical components.	Improve the protection capability of electrical and optical components in harsh environments, helping to enhance product sustainability under severe conditions.
17	R&D of System Integration and Lightweight Technology for New Energy Vehicle Battery Pack Housings	Scheme Design and Optimization	Design lightweight forming technology to achieve a stronger and more uniform connection effect, while improving production efficiency and product quality.	Satisfy scenarios requiring higher performance and tap into incremental markets.
18	R&D of High-Precision Intelligent Hot Plate Welding Technology for New Energy Vehicle Air Conditioning Runner Plates	Scheme Design and Optimization	Using hot plate welding technology to realize the integrated molding of the box and runner plate, improving the manufacturing capability of liquid cooling products.	Expand the integrated runner plate product business.

Intelligent Inspection and Assembly Equipment

Ronnie Precision established an automation department, focusing on customer needs and process pain points. It independently developed automated production equipment, replacing manual operations with intelligent machinery to achieve unmanned operations in key processes. Through continuous automation upgrades, it effectively reduces labor costs and operational deviations, enhances production efficiency and product consistency, lowers safety risks, and builds a modern, high-efficiency manufacturing system.

Case 10: Hardware Embedded Molding Automation Equipment

Hardware embedded molding automation equipment is a specialized automation equipment that accurately places hardware inserts (such as screws, nuts, connector terminals, etc.) into the mold cavity and molds them into composite parts with molten plastic in an injection molding machine. This technology is widely used in the manufacturing of power sockets, automotive connectors, motor rotors, and other products, aiming to replace traditional manual operations, solve problems such as cumbersome operation, low efficiency, high labor intensity, high cost, and unstable production capacity and quality, and ultimately achieve continuous, efficient, and high-quality automated production, enhancing the competitiveness of enterprises.



Case 11: Robot Arm Assembly Automation Equipment

Mechanical arm assembly equipment is an automated device that integrates technology from multiple fields such as mechanics, electronics, and sensing. Its core components can be divided into three parts: basic framework, functional modules, and control system. Each part works together to achieve high-precision assembly operations. It can adapt to the production needs of multiple categories of precision components, effectively shorten the production cycle, improve the flexibility level of the production line, and meet the requirements of high-quality assembly in industries such as electronics and automotive.



Case 12: CCD Visual Inspection Automation Equipment

CCD inspection machine is a precision visual inspection equipment, mainly used for product appearance inspection, size measurement and flatness measurement in industrial production, especially suitable for quality control of electronic components, connectors and various precision parts.

The core working principle is to convert the optical image of the target object into a digital signal through a CCD image sensor, transmit it to an image processing system for analysis, and thus achieve automatic recognition, positioning, and quality judgment of the target.



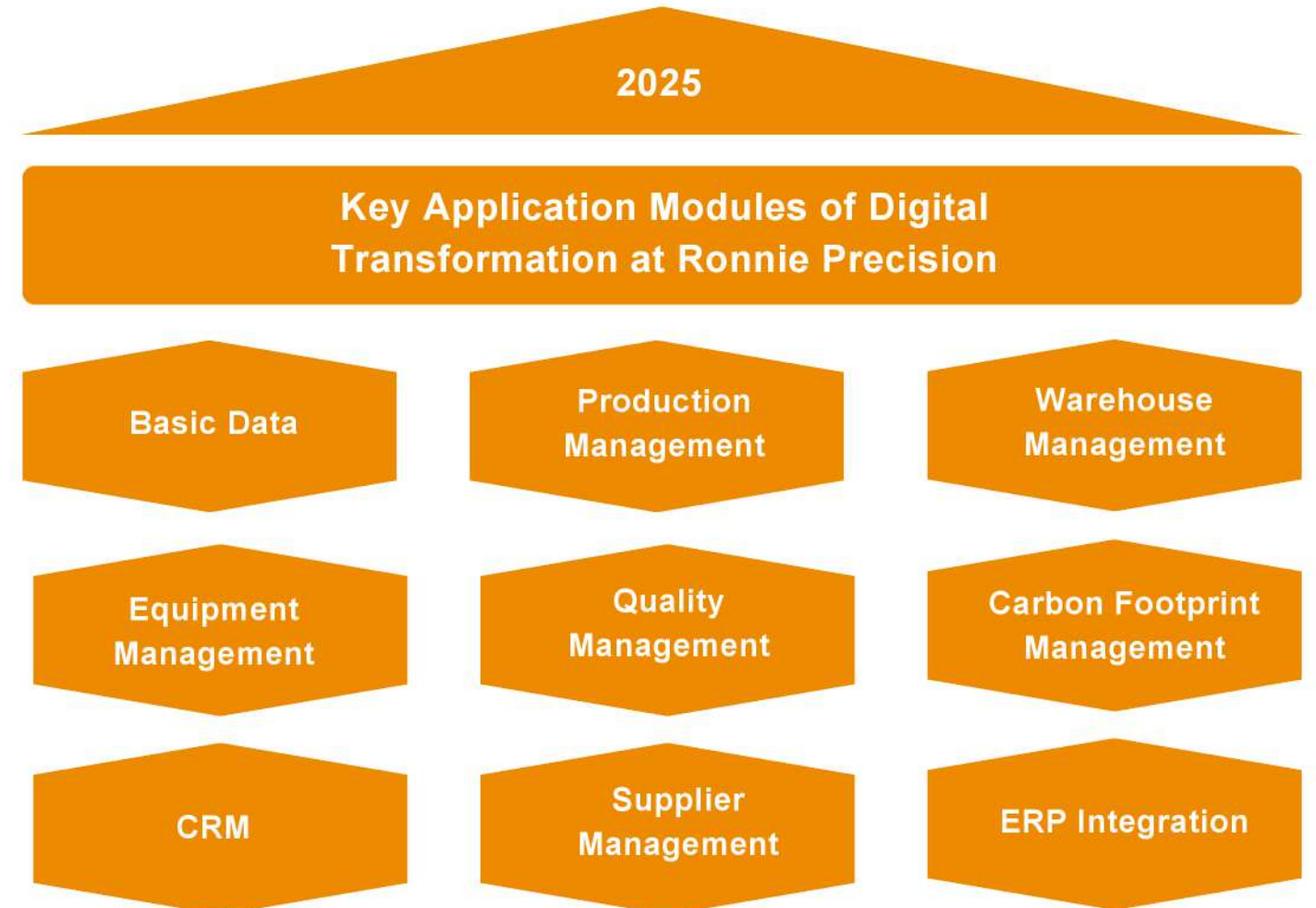
Case 13: Component Assembly Automation Equipment

In modern industrial production systems, component assembly equipment is the core support for achieving large-scale and high-precision manufacturing. This type of equipment integrates technologies from multiple fields such as mechanical, electrical, sensing, and control to replace traditional manual operations and complete automated assembly of various components. It is widely used in many industries such as electronics and electrical, automotive manufacturing, home appliance production, medical equipment, etc.



Digital Empowerment

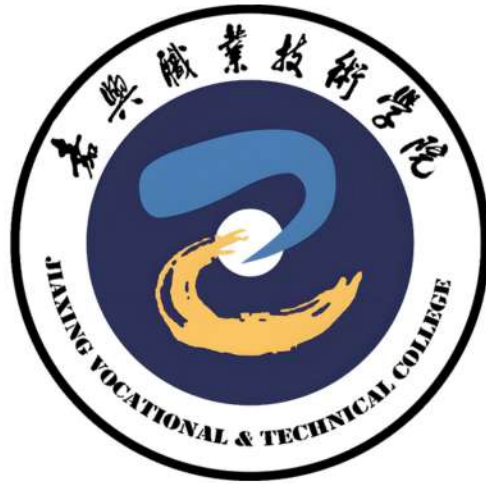
In 2025, the company continued to promote intelligent manufacturing and digital transformation. Guided by lean production, it built an industrial internet platform based on the MES system, realizing data visualization and intelligent management throughout the entire production process. Through the application of 5G technology and on-site data collection terminals, the production efficiency of core production lines and order response capability have been significantly improved, and product delivery cycles have been effectively shortened. This has successfully achieved multiple goals of quality improvement, cost reduction, efficiency enhancement and green development.



Industry-university-research Collaboration

From 2024 to 2025, we collaborated with Jiaxing Vocational Technical College to develop the integrated three-dimensional liquid cooling heat spreader polymer diffusion welding process. Addressing the pain points of traditional heat spreader indirect liquid cooling channel manufacturing—complex processes and high costs—the team delved into polymer material characteristics and diffusion welding principles, creating an efficient and cost-effective new welding technology. This technology enables three-dimensional integrated liquid cooling channel layouts, enhancing coolant flow velocity and strengthening chip heat dissipation effects, ensuring high-performance and stable chip operation. It also promotes the widespread application of liquid cooling heat spreaders in electronics, communications, aerospace, and other fields, providing technical support for related industrial upgrades.

Ronnie Precision External Cooperation Institutions/Universities

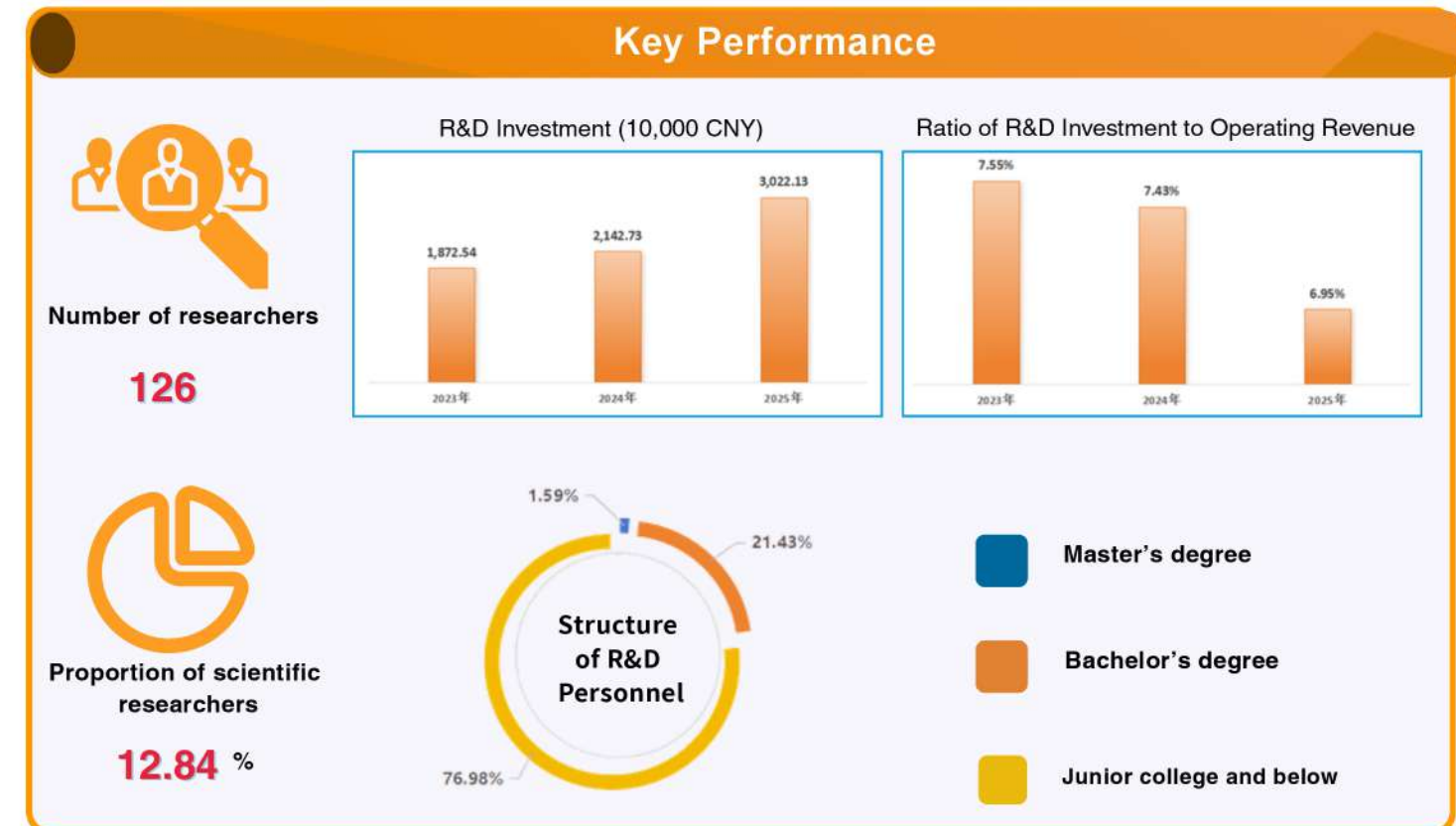


Impact, Risk, and Opportunity Management

Risk/Opportunity	Potential Impact			Coping Strategy
	Impact Cycle	Impact Level	Financial Impact	
Operational Risk				
Improper allocation of R&D personnel or ineffective process control may lead to uncontrolled R&D costs, internal fraud, and even project failure.	Short to medium term	Middle	Cost of goods sold ↑	Strictly implement the job responsibility system, track the entire project cycle, ensure sufficient R&D funding and compliance investment, and establish an internal audit mechanism.
Sales Risk				
Insufficient transformation of research results or lack of intellectual property protection can easily lead to the loss of core technological value and weaken market competitiveness.	Short to medium term	Middle	Cost of goods sold ↑	Conduct due diligence before cooperation and sign rigorous contracts; Establish a research and development achievement acceptance system, organized by a professional team to ensure the rights and interests of the company.

Risk/Opportunity	Potential Impact			Coping Strategy
	Impact Cycle	Impact Level	Financial Impact	
Industry Opportunities				
The company effectively promotes the transformation of its industries towards high-end, intelligent, and green direction by introducing new technologies and processes, thereby cultivating new profit growth points and achieving a virtuous cycle of research and development investment and benefit output.	Medium to long term	High	Operating Revenue ↑ Cost of goods sold ↓	The company will actively adopt cutting-edge technology, advanced processes, and innovative management models, continue to implement the innovation driven development strategy, assist in industrial upgrading, further consolidate research and development innovation advantages, and promote high-quality development of the enterprise.
Sales Opportunities				
Continuously improving production technology advantages through the establishment of scientific research projects; At the same time, actively applying innovative technological achievements can effectively promote the company's cost reduction and efficiency improvement, injecting momentum into the sustainable development of the enterprise.	Medium to long term	High	Operating Revenue ↑ Cost of goods sold ↓	Continuously increasing research and development investment, deepening industry university research collaboration, accelerating the transformation of technological achievements, and promoting the implementation of new processes in more product lines.

Metrics and Objectives



Intellectual Property and Patent Protection

Intellectual property is a key intangible asset driving technological innovation and enhancing core competitiveness. In accordance with the Patent Law, Implementing Rules of the Patent Law and enterprise IP management standards, Ronnie has formulated measures for project application and reward management, integrating IP into strategic management with high-standard protection, full-process control and strict confidentiality equivalent to core information security, thus securing technical barriers and market leadership.

The company has clearly designated senior management to be responsible for the overall construction of the intellectual property system and major decisions, and has included key indicators such as intellectual property protection, patent layout, and achievement transformation in the performance evaluation of R&D staff and supervisors, strengthening the top-down responsibility loop.

In addition, the company has established special awards such as patent acceptance award, authorization award, product development award, and technological breakthrough award, and recognizes outstanding teams and individuals at the end of the year; Regularly carry out patent knowledge and application practice training to enhance the intellectual property awareness and practical level of all staff.

Invention Patent



Utility Model Patent



Key Performance

During the reporting period, the company obtained **5** new invention patents and accumulated **25** authorized invention patents;

Obtained **12** new utility model patents, accumulated **96** utility model patents, and **3** design patents;

During the reporting period, the company did **not** have any intellectual property infringement lawsuits or occurrences.

Product Quality Management

Ronnie Precision always adheres to the quality policy of "quality first, customer satisfaction, full participation, and continuous improvement", guided by customer core needs, continuously improves the entire process quality management system, and strengthens the quality control of the entire life cycle of products from research and development design to production delivery. At the same time, the company is deeply rooted in the field of intelligent manufacturing of precision components, accelerating digital transformation and upgrading of automated production lines, creating core value for customers in all aspects with high standard product quality, cost-effective market pricing, and efficient and flexible customized services.

Governance

Quality Management Architecture

The company establishes a product and service quality management framework that is linked by core departments such as quality, production, process, and technology, and implements quality control throughout the entire lifecycle of product development, design, feeding, manufacturing, and delivery according to professional division of labor

Organizational Chart of Quality Management System



Board of Directors

Comprehensively coordinate the construction and operation of the quality and safety management system.

Deputy General Manager

Develop the company's quality development strategy, allocate specialized resources to ensure implementation, clarify the overall direction of quality development, and continuously ensure the effectiveness and operational efficiency of the quality management system.

Quality Assurance Department

Coordinate the construction of daily quality assurance capabilities, implement quality supervision and inspection control throughout the product lifecycle; Coordinate customer complaint handling work, responsible for feedback, verification, tracking, and closed-loop management of quality problem solutions.

All Employees

All staff participate, enhance product quality awareness, promote the construction of quality management system documents, and improve system operation.

Internal Control System for Quality Management

The company strictly adheres to laws and regulations such as the Product Quality Law of the People's Republic of China and the Regulations on the Administration of Product Quality Certification of the People's Republic of China, as well as mandatory industry standards, and has established a full process quality control mechanism based on an internationally authoritative quality system

- Based on the product lifecycle quality control model (covering R&D design, raw material access, process monitoring, finished product testing, and after-sales traceability), integrating tools such as SPC (Statistical Process Control) and PFMEA (Process Failure Mode and Effects Analysis), a preventive quality risk prevention and control system is formed;
- Entrust a CNAS qualified metrology and testing unit to conduct comprehensive performance verification (including mechanical strength, environmental tolerance, and other indicators) to ensure product compliance and reliability;
- Establish a normalized quality improvement mechanism driven by the PDCA cycle, and optimize key process PPK and CPK values.

Ronnie Precision 2025 Quality Management System Level 4 Document

<h4>1. Quality Manual</h4> <p>The core criteria for standardizing the entire process of enterprise quality management, serving as a guiding principle for the quality management system.</p>	<h4>2. Program Files</h4> <p>The system defines all elements of the core business management process of the enterprise, clarifies the allocation of responsibilities, operational mechanisms and compliance standards.</p>	<h4>3. Homework Guidebook</h4> <p>For the standard operating procedures of production and manufacturing units, detailed operational specifications for process nodes are defined to provide standardized implementation guidelines for on-site operators.</p>	<h4>4. Record Table</h4> <p>The system records the operational trajectory of each link in quality control, covering process data of key activities such as training, production operations, quality inspection, and system audits.</p>
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Quality Management System

Ronnie has passed the ISO 9001:2015 quality management system and IATF 16949:2016 automotive industry quality management system certification. Its production subsidiaries have all carried out quality management system construction in accordance with ISO 9001 requirements, achieving systematic, data-driven, and international upgrading of quality management.



Zhejiang Ronnie

Chongqing Ronnie

Vietnam Ronnie

Case 14: Leading the Development of Industry Standards and Driving Quality Upgrades

Ronnie Precision, leveraging its technical expertise and industry experience in precision components, took the lead in drafting and had the "Embedded Knurled Copper Nuts" (T/ZZB 3669-2024) group standard issued by the Zhejiang Provincial Quality Association. The standard was released in April 2024 and implemented in May, filling a gap in industry standardization. Developed in collaboration with multiple industry stakeholders and adhering to national standard guidelines, the standard sets stringent quantitative requirements for M1.4~M8 embedded knurled copper nuts across raw materials, process equipment, inspection and testing, and product performance. It defines factory/acceptance inspection rules along with a two-year warranty and 24-hour response commitment, establishing a comprehensive product standard system. This initiative in leading the standard formulation highlights the company's technological leadership and industry influence in the niche sector, driving standardized and normalized industry development.



Strategy

Ronnie Precision 2025 Full Life Cycle Quality Management

Phase	Key Systems and Quality Control Measures
Customer Request Confirmation and The Review Process	<ul style="list-style-type: none"> Under the framework of the "Customer Requirement Identification and Review Procedure", QFD (Quality Function Deployment) is introduced as a requirement transformation tool to systematically decompose customers' vague demands for product performance, reliability, environmental protection, and other aspects into quantifiable quality indicators such as dimensional accuracy, material performance, and process parameters. These indicators are synchronously entered into the company's ERP and OA systems, associated with product BOM, process routes, and inspection standards, to achieve precise transmission and traceability of requirements from the client to the entire production chain. A review team consisting of sales, research and development, quality, production, and procurement departments will conduct a three-dimensional review of technical feasibility, cost controllability, and delivery cycle for the special requirements of 3C/automotive/energy storage/liquid cooling customers (such as customized precision dimensions and environmental adaptability), forming a "Contract Review Record" and a "Customer Requirement Management List" to ensure that the requirements are implemented without deviation.
Design and Development	<ul style="list-style-type: none"> The "Project Management Control Procedure", "Engineering Operation Procedure", and "Stamping Mold Design and Development Procedure" have been formulated, which provide regulations for the planning of process development, verification and review of processes, fixtures, molds, jigs, workstation equipment, etc. Based on the Advanced Product Quality Planning (APQP), each business unit has incorporated quality supervision requirements into all aspects of product development, including project planning, design implementation, verification, and confirmation. We will continue to strengthen quality supervision during the design and development process to fully ensure product quality and safety. Implement DFMEA (Design Failure Mode Analysis) to identify product design defects, synchronously execute PFMEA (Process Failure Analysis) to control manufacturing process risks, and build preventive quality barriers.


Phase	Key Systems and Quality Control Measures
Material Procurement	<ul style="list-style-type: none"> The "Procurement Control Procedure" has been developed to systematically regulate the selection, review, and process control of purchased raw materials to ensure that they meet the requirements. We have developed the Supplier Management Procedure to implement supplier selection, evaluation, and management. We have formulated the "Material Storage Management Specification" and "Non conforming Product Control and Handling Procedure" to inspect and test raw materials. Introduce intelligent detection equipment (such as XRF spectrometer, fully automatic coordinate measuring machine) to achieve automatic detection and data input of incoming material size, composition, and environmental indicators, improve inspection efficiency and accuracy, and achieve a timely inspection rate of over 98%.
Manufacturing	<ul style="list-style-type: none"> Develop the "Production Operation Control Procedure", "Process and Product Monitoring and Measurement Control Procedure", and "Process Audit Control Procedure" to implement standardized control over personnel qualification verification, process parameter control, tooling system (including molds/fixtures) MSA verification, 7S site specifications, and special characteristics of key processes (SC/CC). Develop a Product Identification and Traceability Control Procedure, establish a product full cycle traceability system, integrate error prevention measures through unique identification and regional status control, ensure effective isolation of non-conforming products, achieve transparency and quality traceability in the production process, and meet customer and regulatory traceability requirements. Develop the Product Audit Control Procedure, implement comprehensive quality control from raw materials to finished products, use statistical process control and continuous improvement strategies to ensure stable and efficient production processes, products meet high standard requirements, and achieve customer satisfaction. Hold monthly quality meetings to assess potential quality issues on the production line in collaboration with relevant responsible departments. The company draws on Bosch Group's 14Q (14QualityBasics) quality management standards and integrates them into the full value process through hierarchical training for all employees, daily morning meetings, theoretical assessments, and on-site verification. The company is equipped with advanced measuring equipment. In terms of precision measurement, CCD optical inspection equipment, coordinate measuring instruments, precision roughness and contour measuring instruments, 2.5-dimensional image measuring instruments, etc. are used to ensure dimensional accuracy and surface quality; In the field of material analysis, X-ray fluorescence coating thickness gauge, magnetic induction thickness gauge, as well as hardness testing machine (HV/HRC), microcomputer controlled electronic universal testing machine, electronic torsion testing machine, and metal composition tester are configured to comprehensively verify the mechanical properties and composition of materials; Environmental adaptability is simulated under extreme working conditions through high-temperature and high humidity testing, salt spray testing, thermal shock testing, and steam aging testing equipment; Electrical safety is strictly controlled by digital bridge, withstand voltage tester, insulation impedance tester, and temperature rise tester; The airtightness performance relies on precise testing by helium detection testing machines and pressure explosion testing machines, supplemented by automated cleaning lines and ten thousand level dust-free workshops, to build a full process quality assurance system.
Product Protection and Delivery	<ul style="list-style-type: none"> Develop the 'Product Protection Control Procedure' with the aim of comprehensively covering all aspects of product implementation, implementing effective protection measures to ensure that product quality is not compromised at all delivery stages. Build a lean production management system based on Toyota Production System (TPS), and implement 7S (organization, rectification, cleaning, cleanliness, literacy, safety, and conservation) on-site management.

Impact, Risk, and Opportunity Management

To ensure product safety and effectiveness, the company carries out full process risk management in accordance with the "Risk and Opportunity Response Control Procedure". Through risk identification, analysis, evaluation, and implementation of response measures, the company effectively controls potential risks related to quality, environmental protection, safety, and HSF, reduces adverse effects, and ensures that the quality management system achieves expected results.

Indicators and Objectives

Ronnie Precision 2025 Quality Management Goals

Indicator	Specific objective	Annual Implementation Status	Achievement
Complete the re certification audit of the quality management system	100%	100%	
On-time delivery rate of orders	100%	100%	
Factory product qualification rate	≥99.7%	99.79%	
Feed qualification rate	≥98.5%	99.78%	
Monthly supplier evaluation results	≥96 points	96.44	
Monthly average of customer complaint events	≤15 times	5.75 times	
Material mixing incident	0	0	
Error rate of graphic review	0	0	
Completion rate of equipment maintenance plan	100%	100%	
Verification plan execution rate	100%	100%	
Annual training plan execution rate	100%	100%	
Customer satisfaction	≥98 分	98.17	
Achievement rate of process performance indicators	≥97.5%	97.64%	

Case 15: CQI-15 Welding System Evaluation Special Training and Capacity Building

To comprehensively enhance the ability to control welding special processes and ensure compliance with IATF16949 and customer specific requirements (CSR), the company has invited an external professional organization, Ralf, to conduct specialized training on CQI-15 Welding System Assessment (WSA).

The training strictly aligns with the CQI-15 standard requirements, covering core content such as welding fundamentals, special process definitions, welding process classifications, interpretation of CQI-15 clauses, evaluation methods, job audit forms, defect control, FMEA/control plan linkage, error prevention, and non-conforming product management. It also strengthens understanding through on-site practical operations and case studies.

A total of 36 people participated in this training, and after theoretical and practical assessments, 32 people passed and obtained graduation certificates. The pass rate of the training was as high as 88.88%, effectively improving the ability to evaluate, control, and rectify welding special processes, providing guarantees for the compliant operation of welding processes and meeting customer and system requirements.



Key Performance

During the reporting period, the company **did not** have any incidents of violating laws and regulations related to product and service quality and safety and receiving penalties from regulatory authorities, **nor did** it have any incidents related to product recalls.

Indicator	Unit	2024	2025
Number of Quality Training Sessions	Time	60	74
Number of Quality Training Participants	Person-time	2,382	2,912
Total Duration of Quality Training	Hour	4,207.00	5,537.50

Customer Service

Governance

Ronnie Precision adheres to the core values of "craftsmanship, quality, innovation and win-win", and has established an integrated market operation management system that is coordinated and decided by the general manager, coordinated and linked by various business departments, and efficiently executed by overseas offices. It comprehensively coordinates the company's core work such as market development, brand marketing, and customer lifecycle maintenance.

The company continues to improve its market-oriented internal control management system and standardized operating procedures, and has formulated and strictly implemented special regulations such as the "Customer Demand Identification and Review Procedure", "Customer Satisfaction and Service Procedure", and "Sales Management System". By normalizing and deepening multi-dimensional customer communication and docking, optimizing the entire process of complaint acceptance and problem rectification in a closed-loop manner, accurately responding to reasonable customer demands, efficiently resolving cooperation pain points, and steadily improving customer satisfaction and long-term cooperation stickiness.

Strategy

Ronnie Precision's customer service strategy is deeply aligned with the transformation layout of the liquid cooling industry, with "value symbiosis and sustainable empowerment" as the core, and integrating ESG concepts into the entire service cycle. To meet the core requirements of high sealing and heat dissipation adaptability for liquid cooled products, a pre positioned technology collaboration mechanism will be established. A special team will be formed during the customer's product design phase to provide integrated support such as structural optimization, material selection, and process adaptation; Focusing on application scenarios such as energy storage, data centers, and new energy vehicles, we provide customized service solutions and offer environmental consulting services such as carbon footprint accounting and green material applications.



Customer requirements

- Before mass production of a new project, it is necessary to systematically identify and organize potential issues, and compile a list of problems for internal discussion and sharing with customers.
- Quickly organize meetings to discuss and develop improvement measures based on customer feedback, and elaborate and share our solutions in detail.



Team quality

- Strengthen the personnel training system, focus on product basic knowledge education, stimulate the learning enthusiasm of sales personnel, in order to enhance their market competitiveness and personal professional skills and comprehensive quality.



Market analysis

- Regularly review and follow up on core development and potential customer projects, continuously promote market development and target customer projects, laying a solid foundation for sales growth. At the same time, accelerate the capacity expansion or product switching process of existing projects.



Process control

- Strengthen key aspects such as contract management, credit evaluation and control, demand forecasting and planning, order execution management, shipment monitoring, travel management, business expense supervision, and reimbursement process optimization to ensure the safety of company assets, clear and accurate sales accounting, and strive to effectively reduce market operational risks.

Responsible Marketing

Ronnie Precision always adheres to relevant laws and regulations such as the Advertising Law of the People's Republic of China, resolutely resists misleading advertising and false advertising, actively practices marketing strategies that comply with domestic and foreign legal provisions and social ethical standards, and fully safeguards the legitimate rights and interests of customers. On this basis, we deepen the dissemination and practice of responsible marketing concepts, regularly conduct professional training for sales teams on compliance marketing, product control, sales processes, etc., to ensure that each employee fully understands and proficiently masters marketing norms and requirements.

Ronnie Precision Responsible Marketing Management Measures

- Salespeople must eliminate exaggerating performance and changing concepts, ensuring that marketing information is true and accurate, and not misleading customers;
- Provide accurate product details and service commitments, and promptly and effectively communicate with customers to explain any changes that may occur;
- Marketing copy, advertising materials, and event planning must undergo strict review by the business department and obtain formal approval before they can be released;
- Regularly conduct internal inspections and rectification to ensure that marketing copy and other content comply with standards, and promptly eliminate potential violations;
- Organize employee training activities with the theme of responsible marketing, aiming to strengthen employees' compliance concepts and sense of responsibility;
- Ronnie Precision regards customer satisfaction as one of the key performance indicators (KPIs) and has developed the "Customer Satisfaction and Service Procedure" to regularly evaluate and continuously improve service quality.

Ronnie Precision Customer Communication Methods



visit



Telephone



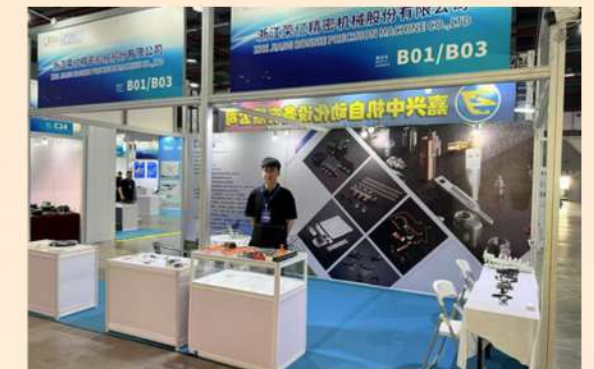
Email



Survey Questionnaire

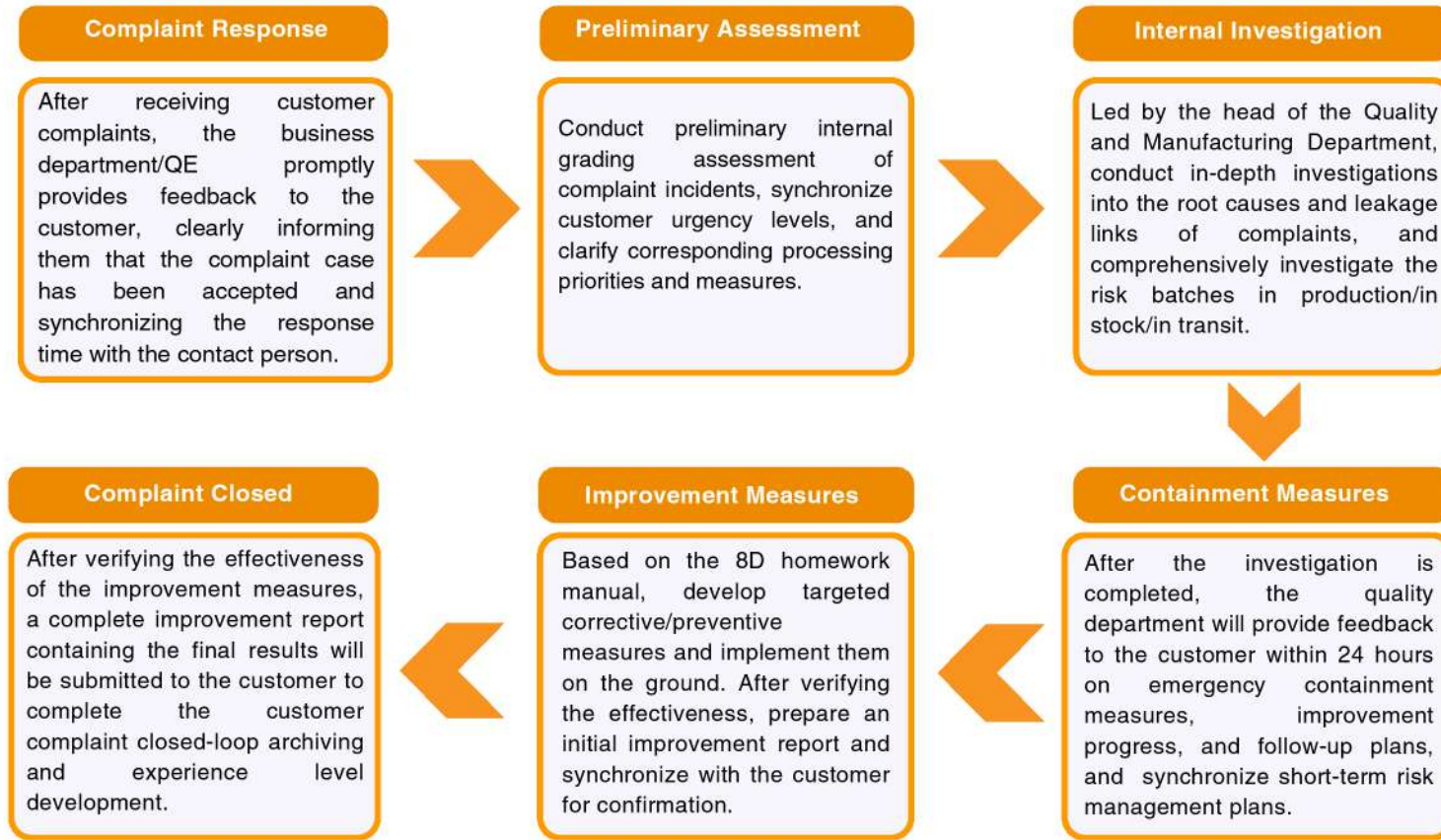


Shanghai International Energy Storage
Technology Application Exhibition



Guangzhou National Hardware Fastener
Industry Exhibition

Ronnie Precision Customer Complaint Handling Process



Impact, Risk and Opportunity Management

Risk/Opportunity	Potential Impact			Coping Strategy
	Impact Cycle	Impact Level	Financial Impact	
Operational Risk The market economy environment is declining, downstream new energy vehicles and 3C electronics are experiencing cyclical fluctuations, and the price war among car companies is spreading to the parts side, weakening their bargaining power; The homogenization competition of low-end products is fierce, and both orders and gross profit margins are under pressure.	Short to medium term	Middle	Operating Revenue ↓ Gross Profit Margin ↓	1. Focus on high-value-added products such as NEV three-electric high-voltage connectors to enhance per-vehicle value and offset declines in traditional businesses. 2. Partner with leading automakers while entering supply chains of second-tier new energy players and overseas brands to reduce single-market dependence. 3. Cut costs via automated production and centralized supply chain procurement to maintain profit margins.
Sales Risk The core revenue relies on new energy/3C top customers, with a high proportion of the top five customers. The adjustment of single customer operations directly affects orders; Insufficient performance stability and hidden risk of bad debts in accounts receivable.	Medium to long term	Upper middle	Operating Revenue ↓ Net profit ↓	1. Expand customers in emerging sectors including energy storage and AI liquid-cooled servers to diversify industry cycle risks. 2. Establish a customer demand forecasting mechanism, adopt flexible production scheduling, and improve capacity utilization. 3. Optimize credit policies, strengthen payment collection tracking, and reduce bad debt risks. 4. Accelerate mass production of new products such as liquid-cooled servers and energy storage connectors.

Risk/Opportunity	Potential Impact			Coping Strategy
	Impact cycle	Impact level	Financial impact	
Industry Opportunities The explosive growth in AI computing power demand has driven the rapid popularization of liquid-cooled servers. As core supporting products, precision structural parts are experiencing exponential growth in market demand. With the acceleration of domestic AI computing infrastructure construction and a clear trend toward domestic substitution in the industry, the company enjoys a prominent first-mover advantage in mass production.	Short, medium, and long-term	High	Operating Revenue ↑	1. Accelerate the mass production of precision structural parts for liquid-cooled servers to ensure supply to customers such as Foxsemicon. 2. Develop precision fasteners and connectors adapted to the new generation of consumer electronics to seize the high-end market. 3. Improve delivery efficiency through smart factories to meet the demand for multi-category, small-batch orders.
Sales Opportunities Consumer electronics are upgrading toward slimmer, lighter, and smarter designs, driving up demand for high-end precision fasteners. Policies for domestic substitution of core components continue to be implemented, offering significant room for import replacement. With its technological and production capacity advantages, the company can quickly seize high-end market share.	Medium to long term	High	Operating Revenue ↑	1. Increase research and development investment to achieve technological breakthroughs for precision connector products with high dependence on imports; 2. Participate in the localization projects of domestic leading enterprises' supply chains and bind core customers; 3. Improve ESG ratings to meet customer compliance requirements and enhance customer stickiness.



Indicators and Objectives

Key Performance				
Indicator	Unit	2024	Objectives	2025
Received customer complaints	Times	159	≤100	83
Complaint handling rate	%	100	100	100
Timeliness of complaint handling	Days	2.00	≤3	2.17
Customer satisfaction	Score	97.78	≥96.00	97.42
Number of customer service training sessions	Times	/	≥4	8
Total number of customer service training sessions	Person-times	/	≥30	32
Total duration of customer service training	Hours	/	≥100	221
Average training hours per capita	Hours	/	≥4	14.73
Sales staff training coverage rate	%	100	100	100

Sustainable Supply Chain

Governance

Ronnie Precision has established a supply chain management mechanism under the overall coordination and supervision of the General Manager. The Quality Control Department and Procurement Department are jointly responsible for the specific implementation of supply chain management. The company has formulated management systems including the Supplier Management Procedure and Procurement Control Procedure, and established a full-process management system covering procurement planning, supplier development, quality control and supplier empowerment, so as to ensure the stability and continuity of raw material and product supply.

In May 2025, the Company formulated and issued the Sustainable Procurement Policy and Supplier Code of Conduct on its official website, continuously improving the sustainable supply chain management system.

In July 2025, Zhejiang Ronnie passed the ISO 20400 Sustainable Procurement Management System certification, marking that the company has met international standards in responsible supply chain and promoted the green, compliant and steady development of the supply chain.



Strategy

Ronnie Precision Supply Chain Management Strategy

Supply Chain Security Management

Establish a multi-source supplier reserve and safety stock mechanism, and build a risk early warning and emergency response system to ensure the stable supply of core materials, effectively resist sudden risks, and guarantee continuous production operation.

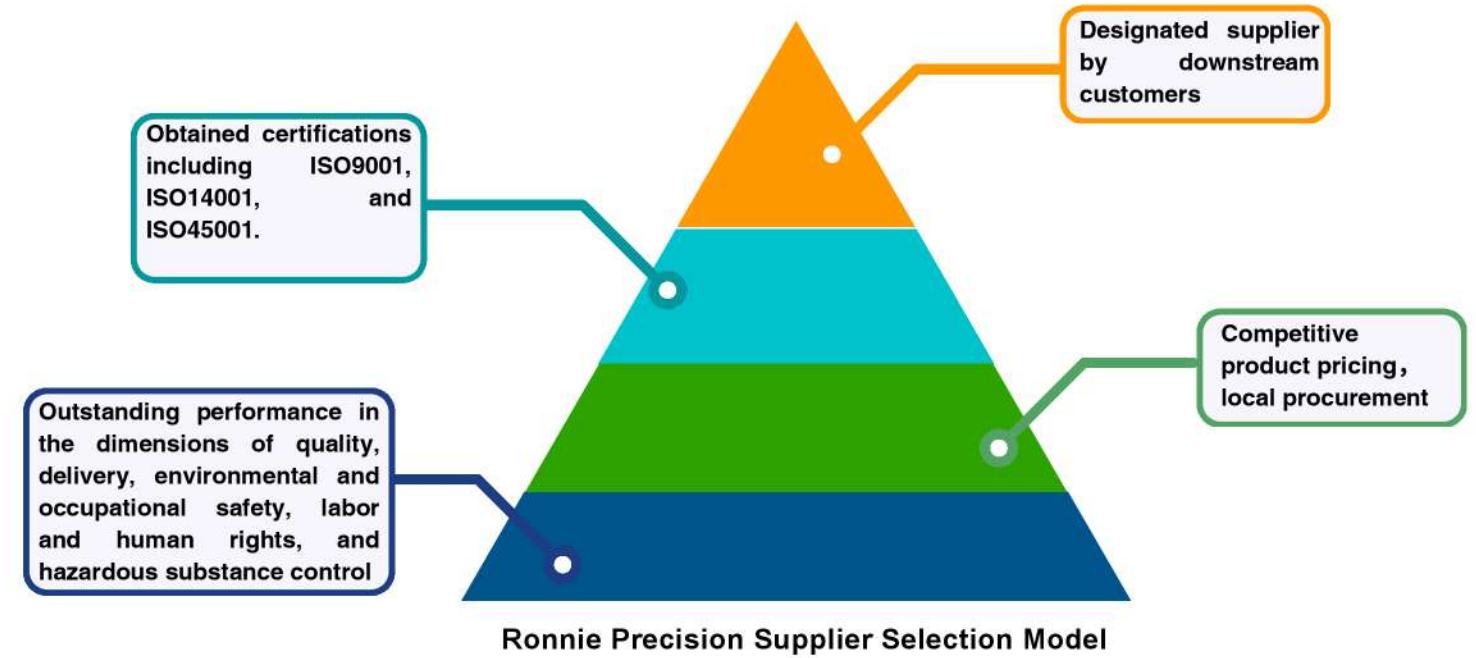
Supply Chain Quality Management

We have established a full-process quality closed loop from supplier access and incoming inspection to finished product delivery. Through supplier rating and guidance, we continuously improve the overall quality level of the supply chain.

Responsible Procurement

In accordance with the ISO 20400 standard and the company's sustainable procurement policy, labor rights, environmental protection and business ethics are incorporated into supplier evaluation. We give priority to the procurement of environmentally friendly raw materials, strictly prohibit the procurement of conflict minerals, and promote green procurement practices.

The company implements graded, classified and differentiated management of suppliers, and clarifies the full life cycle management requirements covering supplier inspection, access, performance, audit and withdrawal.



Ronnie Precision Supplier Selection Model

Whole Life Cycle Management

Access

- The procurement specialist collects basic information of new suppliers (including company profile, product quality, service level, delivery cycle, price, etc.) and conducts preliminary screening to form a list of candidate potential suppliers.
- For selected suppliers, a joint audit shall be conducted by SQE, Engineering and User Departments. The evaluation covers risk assessment, quality management system, business volume, financial status, product diversity and technical capability, design and development & project management capability, production planning and emergency response capability, customer service, etc.
- During the reporting period, we set high standards for suppliers' ESG performance. Suppliers with records of child labour or environmental violations were strictly prohibited from being engaged. Potential suppliers were required to submit various certifications, including environmental impact assessment reports, pollutant discharge permits, ISO 14001 Environmental Management System certification, and ISO 45001 Occupational Health and Safety Management System certification.
- Upon passing the audit, suppliers will be included in the Qualified Supplier List. Class A/B suppliers must undergo sample testing; those with 3 consecutive batches failing will be eliminated directly. Class C suppliers only require qualification confirmation, with no sample testing needed.

Evaluate

- The company classifies suppliers into three categories: A, B, and C. In accordance with ESG management requirements, it formulates an annual supplier audit plan and conducts a comprehensive evaluation of suppliers, after which the Supplier Capability Assessment Form is completed. The classification level is dynamically adjusted based on multiple factors including supply quality, process management, environment, safety, and social ethics.
- Suppliers are evaluated monthly based on performance indicators such as on-time delivery rate and delivery pass rate. Suppliers failing to meet the required score must immediately implement corrective actions. Those still failing to meet the required score after three consecutive months of rectification will be disqualified.
- During the reporting period, the company evaluated a total of 38 suppliers, with a compliance rate of 100%.

Whole Life Cycle Management

Exit

- Suppliers who fail to improve after guidance and counseling will have their supply volume gradually reduced until they are disqualified. Suppliers that are eliminated shall not be re-admitted within 3 years.
- Suppliers who violate the cooperation agreement, disclose trade secrets, fail multiple assessments, fail to make effective rectifications, or whose comprehensive supply chain evaluation grade is D and fail to complete effective rectification within the specified time limit shall be punished or have their supplier qualification terminated directly in accordance with regulations.
- Customer-designated suppliers shall complete the introduction audit or sign a tripartite agreement in accordance with procedures. They are not included in the internal monthly performance evaluation, and abnormal issues shall be handled by the business department in coordination with the customer.

Furthermore, the Company strictly follows contractual agreements in its payment process and settles payments promptly upon receipt of suppliers' invoices, effectively easing the cash flow pressure on suppliers. During the reporting period, the Company fully implemented the requirements of the Regulations on Ensuring Payment of Arrears to Small and Medium-sized Enterprises. No overdue payments to small and medium-sized enterprises occurred, and no supplier-related litigation cases arose.

Impact, Risk and Opportunity Management

Risk/Opportunity	Potential Impact			Coping Strategy
	Impact Cycle	Impact Level	Financial Impact	
Operational Risks				
Insufficient investigation and trial production verification on suppliers' qualifications and product capabilities have resulted in potential quality hazards for some materials. The supplier evaluation and access criteria were inadequate, leading to the inclusion of unqualified suppliers in the cooperation scope. The absence of regular supplier assessments and price tracking failed to identify the problem of excessively high procurement prices in a timely manner, causing certain economic losses to the company.	Short to medium term	Mid	Operating Costs ↑	The Company implements strict access audits for all potential cooperative suppliers. Only after completing qualification verification and background investigations can suppliers be included in the cooperation scope. Meanwhile, the Company conducts classified management and regular assessments on suppliers, forms evaluation reports and dynamically optimizes cooperation strategies to ensure a stable, compliant and high-quality supply chain.
Procurement Risks				
Purchase contracts were not duly approved; omissions in contract terms may lead to legal dispute risks. Inadequate procurement price control resulted in some materials being overpriced and of inferior quality. Over-reliance on a small number of suppliers due to limited procurement channels undermined supply chain stability.	Short to medium term	Mid	Operating Costs ↑	The procurement department conducts annual price negotiations with suppliers based on the annual procurement plan. The negotiated results, after approval, shall serve as the annual contract price. The procurement contract is drafted by the procurement department, reviewed and approved level by level through the OA system, and then formally signed with the supplier.

Risk/Opportunity	Potential Impact			Coping Strategy
	Impact Cycle	Impact Level	Financial Impact	
Risk of Fluctuations In Raw Material Prices				
Price fluctuations of bulk commodities such as copper, aluminum and steel directly affect the company's procurement costs and gross product margin.	Short, medium, and long-term	High	Operating Costs ↑ Gross Profit Margin ↓	<ol style="list-style-type: none"> Establish a raw material price monitoring mechanism, track market trends in real time, optimize procurement rhythm, and stock up at low prices at the right time. Sign price linkage agreements with core customers and agree on price adjustment mechanisms to hedge against short-term price fluctuations. Use financial instruments such as hedging to mitigate risks from commodity price volatility.
Supplier ESG Compliance Risks				
Upstream suppliers may have issues such as substandard environmental protection, non-compliant labor and employment, and commercial bribery, which may trigger supply chain compliance risks and affect the company's brand reputation and business continuity.	Medium to long term	High	Operating Revenue ↓ Operating Costs ↑	<ol style="list-style-type: none"> Integrate ESG requirements into supplier access standards, conduct due diligence, and eliminate non-compliant suppliers. Formulate the Sustainable Procurement Policy and Supplier Code of Conduct, sign compliance commitments, and conduct regular training and on-site RBA audits. Establish a supplier ESG evaluation system, and integrate ESG performance into performance assessment and renewal evaluation.
Market Opportunities				
The industry market is growing steadily, and the demand for liquid cooling business has seen explosive growth, driving the expansion of the company's procurement scale. The scale effect and cost advantage have become further prominent.	Medium to Long term	High	Operating Costs ↓ Gross Profit Margin ↑	Relying on the scale advantages of the liquid cooling business, we will optimize the supply chain layout, strengthen centralized procurement, expand high-quality resources, deepen collaborative R&D, comprehensively improve procurement efficiency and cost advantages, and support the rapid expansion of the business.
Procurement Opportunities				
With accelerated technological iteration and the popularization of digital platforms, the Company will optimize its existing digital systems to improve supplier management efficiency.	Medium to long term	High	Operating Costs ↓	<ol style="list-style-type: none"> Establish a digital procurement management platform to integrate the whole-process data of suppliers and realize visualized and intelligent control over the entire procurement chain. Introduce an AI-driven supplier risk early warning model to monitor production capacity, quality and compliance in real time, reducing the risk of supply chain disruption. Coordinate with the production and quality departments to optimize demand forecasting, achieve precise procurement, and reduce inventory overstock and capital occupation.

Metrics and Objectives

Ronnie Precision's Sustainable Procurement Goals

Indicator	Specific Goal	Annual Implementation Status	Achievement
ESG questionnaire survey	80%	86.20%	
Coverage rate of sustainable procurement training for procurement officers	100%	100%	
Supplier ESG Empowerment Training	100%	100%	
Suppliers comply with labor regulations and have a qualified rate of labor rights protection for suppliers every year	100%	100%	
By 2030, ensure that 80% of A-class manufacturing suppliers have obtained environmental management system certification (ISO 14001)	40%	25.79%	
By 2030, ensure that 80% of A-class manufacturing suppliers have obtained an occupational health and safety management system certification (ISO 45001)	25%	17.61%	
Signing rate of supplier code of conduct	90%	90.87%	
Coverage rate of on-site audits for A-class manufacturing suppliers by 2030	100%	100%	

Localized Procurement

The company is promoting localized procurement around the layout of production bases, prioritizing cooperation with suppliers in production bases and surrounding areas to shorten delivery cycles, reduce logistics costs, and minimize carbon emissions. By purchasing nearby and collaborating locally for processing, we aim to enhance the responsiveness and resilience of the supply chain, while also driving the development of regional industrial support, achieving a win-win situation for supply chain efficiency, cost control, and local economy.

Key Performance

During the reporting period, the company's localized procurement amount was approximately **73.21** million yuan, accounting for **20.85%** of the total procurement amount.

Case 16: Conduct On-site Training at The Supplier's Site

To ensure the effective implementation of the Supplier Code of Conduct, the Procurement Department organized a special training session focusing on the core requirements of the Code in May 2025. The training covered 10 key position personnel with a duration of 2 hours, including key dimensions such as ESG compliance, environmental responsibility, labor protection, and business ethics. All participants passed the assessment, with a pass rate of 100%. This training enabled procurement staff to accurately understand the requirements of the Code, laying a solid professional foundation for subsequent supplier management, audit, and compliance control.



Key Performance



total number of suppliers

159



Chinese Mainland Supplier proportion

93.08 %



Signing rate of supplier code of conduct

90.87 %



Quality Management System Certification ratio

59.12 %



ISO14001 certification ratio

35.85 %



ISO45001 certification ratio

23.90 %



The proportion of suppliers who have signed contracts containing environmental, labor, and human rights requirements clauses

93.71 %



Proportion of suppliers who have passed RBA on-site audit

94.44 %



The proportion of target suppliers who have undergone ESG assessments (such as questionnaires)

86.20%



04



Stand Together

Safeguard Employee Health and Growth

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4.4 Employee Training and Development	58



Talent Attraction and Retention

Ronnie Precision adheres to the labor relations policy of implementing laws and caring for employees, embeds the protection of employee rights and interests into the entire process of human resource management, covering recruitment, training, development, performance, and compensation and benefits, strictly implements the requirements of compliant and equal employment, and effectively safeguards the legitimate rights and interests of employees.

Promote Fair Employment

The company strictly adheres to the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Minors, the Regulations on the Prohibition of the Use of Child Labor, and relevant international conventions such as the International Labour Organization Convention, and is committed to creating a fair, equal, and non discriminatory employment environment.

We have formulated and continuously improved internal rules and regulations such as the Employee Handbook, Human Resources Control Procedures, and Recruitment Management Measures to ensure that employees enjoy equal rights and interests in recruitment, dismissal, salary, promotion, working hours, holidays, and other aspects. The human resources department of the company dynamically compiles labor plans for each department on a weekly basis, and has established a mechanism for regular reporting to the general manager to ensure accurate matching between employment arrangements and business needs. In the recruitment process, the company firmly prohibits any form of discrimination based on gender, ethnicity, race, disability, region, religion, age, sexual orientation, discriminatory medical examinations, membership in trade unions, or political parties. Following the principle of "openness, equality, merit based recruitment, and internal external recruitment first", the company attracts and hires talents through diversified recruitment channels, including online recruitment, campus recruitment, offline job fairs, internal recommendations, and cooperation with third-party organizations.

Ronnie Precision Equal Recruitment Management Measures (Part)

Human Resources Policy

Article 3: The company is committed to providing an equal opportunity working environment, where individuals are treated fairly in their work. The company provides fair employment opportunities based on employees' qualifications and abilities, and determines salary based on the principle of contribution and compensation.

Article 4: The company follows the principle of voluntary employment by both parties, ensuring that each employee is voluntarily employed and that there is no mandatory labor behavior in the workplace.

Article 5: Prior to the employee interview and employment, the company will truthfully inform the employee of the job content, working conditions, work location, occupational hazards, safety production status, labor remuneration, and other information requested by the employee.

Article 6: When recruiting employees, the company shall not allow any department, staff, or intermediary agency to withhold employees' resident identity cards and other documents, and shall never require employees to provide guarantees or collect property from employees in any other name. If such a situation occurs, employees (applicants) should file a complaint with the company or union in accordance with the provisions of this chapter's "Communication and Appeal Channels", or call 110 to seek police assistance.

Personnel Recruitment

Article 1: When hiring employees, our company does not rely solely on education, qualifications, professional titles, backgrounds, races, beliefs, ages, or genders. We publicly disclose job qualifications and ability requirements that match the job requirements and conduct open recruitment. All applicants have equal opportunities. Do not give different considerations to applicants based on their gender, ethnicity, religious beliefs, and recommenders.

Article 2: Applicants can only be hired after passing the procedures of information screening, interview communication, document verification, written examination or evaluation, interview, physical examination, comprehensive assessment, etc. Employees who report for employment must sign a labor contract with the company.

Article 3: Individuals under the age of 18 shall not be employed as employees of this company.

Article 4: The company encourages employees to recommend family and friends to join the company, but the recommender shall not interfere with the interview and employment process; Supervisors with management responsibilities should proactively avoid handling matters related to family appointments, salary checks, assessments, exams, etc.

Ronnie Precision's Open and Transparent Recruitment Channels

Campus Recruitment

The Company actively responds to the government's talent introduction initiative. By relying on cooperation with institutions of higher education offering relevant majors, it provides practical opportunities for university students and attracts outstanding graduates to join the Company. In 2025, we cooperated with technical colleges including Haiyan College of Jiaxing University and Jiaxing Vocational and Technical College, participated in special job fairs held by the two schools, and continued to develop university-enterprise cooperation resources to recruit outstanding graduates and focus on cultivating front-line technical backbones. A total of 20 new graduates were recruited through campus recruitment in 2025.

Social Recruitment

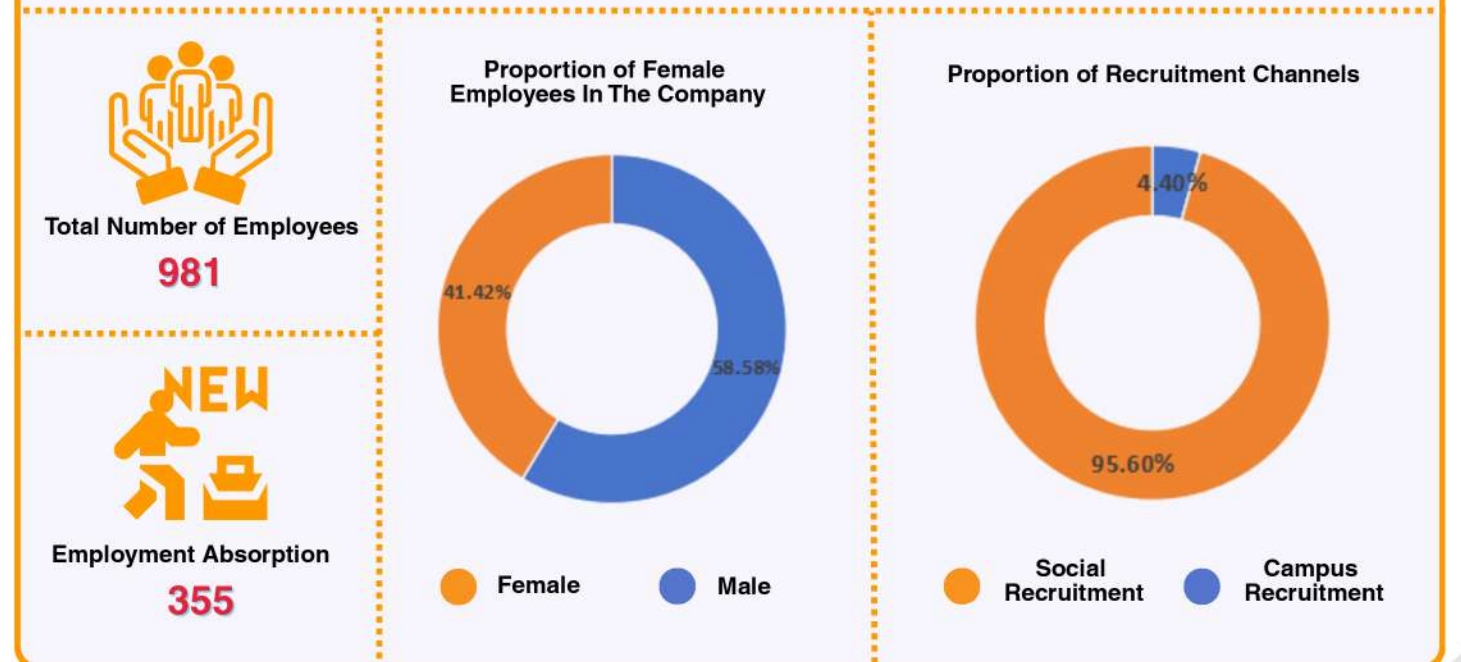
The Company posts job vacancies on mainstream recruitment platforms, including 51 job, Zhipin, and Haiyan Recruitment Network, to attract professionals with relevant work experience. Meanwhile, the Company also leverages Douyin and WeChat Official Accounts to precisely reach target talent groups. A total of 330 people were recruited through social recruitment in 2025.

Internal Referral

The Company has actively implemented an internal referral mechanism and formulated the Internal Referral Reward Policy to encourage employees to recommend outstanding talents who meet job requirements. In 2025, a total of 110 referrals were made within the company. Rewards are granted to employees for successful referrals, which helps improve recruitment efficiency.

Key Performance

During the reporting period, the signing rate of labor contracts for company employees was **100.00%**, and the payment rate of social security and housing provident fund for formal employees was **100.00%**;



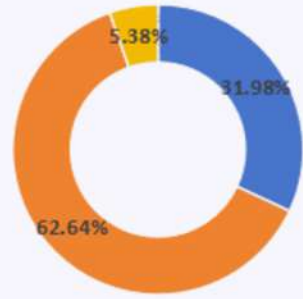
Key Performance



The proportion of female managers

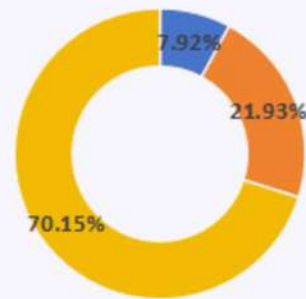
28.52%

By Age Group



- Employees aged 31-50
- Employees over 50 years old
- Employees aged 30 and below

Divided by Educational Background



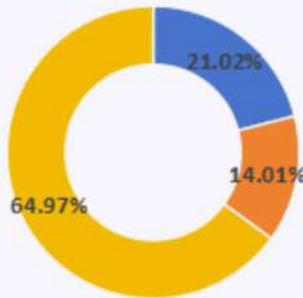
- Undergraduate and above employees
- Specialized employees
- Employees below college level



Disabled employees

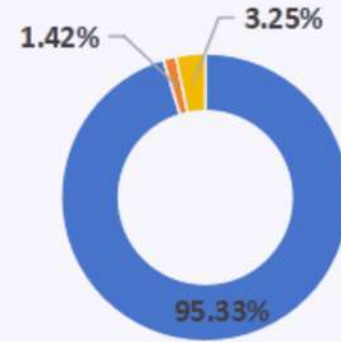
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Divided by Seniority



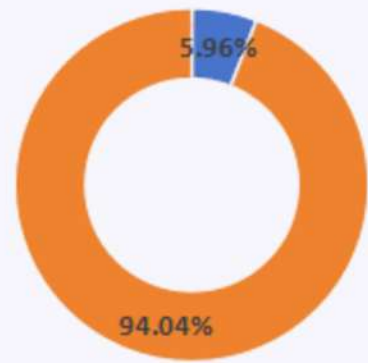
- Employees with 3-5 years of service
- Employees with less than 3 years of service
- Employees with more than 5 years of service

Divided by Region



- Employees from Hong Kong, Macao and Taiwan
- Overseas Employees
- Mainland Chinese Employees

Divided By Ethnicity



- The Han nationality
- Ethnic minority

Divided By Role



Compensation and Performance

The company strictly follows the principle of distribution according to work and equal pay for equal work. Employee compensation is not lower than the local minimum wage standard and is determined reasonably based on job value. Ronnie Precision has established a distribution system centered on job value, personal competence and performance, and formulated standards including Salary Management Standards and Reward and Punishment Management Standards. The standardized monthly salary system ensures timely and compliant payment, effectively motivating employees' initiative and creativity.

In 2025, the company's per capita compensation reached 115,000 yuan, ranking above the 75th percentile in the general equipment manufacturing industry (where the 75th percentile annual salary is 113,000 yuan), reflecting leading compensation competitiveness. It also stays in the top tier (top 30%) of A-share listed companies in Jiaxing, with a salary level significantly higher than the regional average. According to on-site research by the Human Resources Department, frontline positions are paid 5%-10% higher than local peers in Haiyan, fulfilling the company's commitment to decent work and fair pay under the ESG framework.

Performance Evaluation

In order to convey and implement Ronnie Precision's strategic development plan and business objectives, continuously improve the overall performance level of employees, departments, and the company, the company has formulated the "Performance Management Regulations", clarifying the performance management process and requirements, and ensuring the standardized and effective implementation of performance management work.

Performance Evaluation Category	Assessment Content
Monthly/quarterly performance evaluation	Taking the achievement of current goals as the core, focusing on work performance, conducting comprehensive evaluation based on work ability and performance, and recording the process and results through the Monthly Performance Report/Assessment Form.
Annual performance evaluation	Taking the company's annual business goals as the core, comprehensively evaluate employees' annual performance, ability growth, and job contributions, with a focus on assessing the achievement of departmental business indicators and the performance of the core management team. The assessment results serve as an important basis for annual bonus distribution, job adjustments, and talent development.
Executive performance evaluation	The performance appraisal of the Company's senior management is centered on annual business objectives, covering overall corporate performance, performance of respective functions, duty fulfillment, team management, compliance and risk control, work safety and completion of special tasks. The appraisal results serve as a key basis for performance pay, medium- and long-term incentives and position adjustment.

Ronnie Precision has implemented a hierarchical and categorized performance management system covering all employees. Tailored indicators are designed based on business characteristics of each business unit and functional department, with monthly performance reviews and annual business evaluations. Corporate objectives are cascaded down to individual positions, and performance is assessed through quantitative and qualitative methods. Individual performance is directly linked to performance bonuses, ensuring effective achievement of the company's overall goals.

After the end of the assessment period, within 3 working days before and after the salary is paid, the immediate supervisor and employees will conduct performance interviews, providing comprehensive feedback on core dimensions such as work performance, work ability, and work performance. Based on specific work cases, advantages will be affirmed, improvement directions will be analyzed, and a performance improvement plan and phased goals will be jointly formulated. The interview results will be included in the assessment records to help employees improve their abilities and performance. The company's performance management forms a closed-loop management mechanism of goal setting, performance evaluation, feedback communication, and coaching improvement, focusing not only on achieving performance results, but also on promoting continuous improvement of employee and organizational performance through full process management.

To ensure fairness and impartiality in performance evaluation, if employees have objections to the evaluation results, they can apply for reconsideration to the General Office within one week after learning the results; The General Office shall organize negotiations between the assessment parties within one week. If the negotiations fail, the Administrative Department shall submit the case to the General Manager for final arbitration. The relevant handling results shall be promptly feedback to the employees, and the entire assessment objection handling process shall be standardized to safeguard the legitimate rights and interests of the employees.

Employee Benefits

The company has established a sound employee welfare and security system, implementing management in accordance with regulations such as the Employee Handbook, Reward and Punishment Management Standards, and Proposal Improvement Management Standards. Based on the payment of five insurances and one fund for employees in accordance with the law, combined with job and on-the-job situations, the company provides diversified security for employees, including basic welfare and special welfare, and continuously improves the level of employee security.

To ensure that employees achieve a balance between work and family, the company implements a humanized working hour management system: on the one hand, it implements a rigorous overtime management process, requiring all overtime to be independently submitted by employees and approved by their immediate supervisors. At the same time, it strictly guarantees that overtime pay is fully paid, and monthly overtime records are clear and traceable, ensuring transparency and compliance in working hour management; On the other hand, a tiered paid annual leave system will be established, providing employees with a flexible leave quota of 5-15 days based on their accumulated service years, allowing for multiple use of leave and supporting a compensation mechanism for extending unused leave. In addition, the company implements a flexible work location system to support employees in applying for localized office according to their family needs, effectively promoting work family balance.

Benefit System of Ronnie

- **Employee physical examination:** All employees must pass a physical examination before joining the company. At the same time, the company will regularly arrange physical examinations for all employees, and for those employees in positions with risk factors, on-the-job and pre departure physical examinations will be implemented;
- **Statutory benefits:** five insurances and one fund, paid annual leave, statutory holiday rest, minimum wage guarantee, and special labor protection, etc;
- **Special holiday benefits:** marriage leave, maternity leave, breastfeeding leave, nursing leave, family visit leave, funeral leave, sick leave, personal leave and other types of holidays;
- **Life and work security:** providing accommodation, free canteen, free parking, transportation subsidies, rental dormitory subsidies, marriage allowances, pensions, high temperature expenses, gym, charging stations, activity rooms, pantry, book corner, etc;
- **Enriching Life:** Various team building and annual meetings, women's festival activities, workplace themed activities, holiday themed activities, sports competitions, holiday gifts, monthly birthday parties, awarding various awards, etc;
- **Health protection:** employee assistance plan, psychological counseling, annual physical examination, special lectures on health knowledge, etc;
- **Other insurance coverage:** liability insurance.

Ronnie Precision 2025 Employee Activity



Team Construction



Annual Convention



Birthday Party



Mother's Day



Women's Day



Dragon Boat Festival



Physical Examination



Mid- Autumn Festival



Retirement



Christmas



Activity room



English Society



Book Corner



Gym



Key Performance



Total working hours of employees
1,565,668.00 hours



Analysis of livelihood wage benchmark
Proportion of formal employees covered
100%



Salary lower than living wage
Proportion of all employees
0.00%

The ratio of the total annual salary of the highest earning individual in the company to the median annual total salary of all employees is **8.43** times.

The unadjusted average gender pay gap of the company is **27.38%**.

Indicator	Unit	2024	Objectives	2025
Employees who enjoy family leave	Person	17	20	20
Return rate of family visit leave to work	%	100	100	100
Employees on paternity leave	Person	8	12	16
Return rate of family visit leave to work	%	100	100	100
Employees who enjoy parental leave	Person	10	20	29
Parental leave return to work rate	%	100	100	100
Employee turnover rate	%	4.80	4.50	4.22
Welfare expenditure	CNY 10,000	307.50	400.00	410.27
Per capita paid annual leave days	Day	6.85	7.00	7.07

Note: unadjusted gender pay gap=(average male pay - average female pay) ÷ average male pay x 100%

Labor Rights Protection

Governance

Ronnie Precision has established a human resources management structure led by the Vice General Manager, the Administrative Management Department, and various levels of departments. As a core functional department, the Administrative Management Department is responsible for formulating, interpreting, training, and supervising the implementation of human resources policies and systems, coordinating the full process management of personnel recruitment, hiring, training, performance evaluation, compensation and benefits, employee relations, labor relations, etc., promoting employee satisfaction improvement, building a diverse and inclusive culture, and compliance management work;

Strategy

Ronnie Precision officially disclosed its "Labor and Human Rights Policy" on its official website in June 2025. The policy comprehensively covers core dimensions such as anti discrimination and diversity, prohibition of child labor, prohibition of forced labor, employment of people with disabilities, working environment, employee health and safety, freedom of association and trade unions, and career development. It clarifies compliance bottom lines and practical guidelines, and sets quantitative promotion goals by 2030.

To ensure the implementation of policies, the company's ESG execution team collaborates with various functional departments to develop special implementation measures. Subsequently, through regular disclosure channels such as annual ESG reports, the progress of achieving various goals will be fully disclosed to stakeholders such as investors, employees, and customers, actively accepting supervision from all sectors of society, and continuously deepening the practice of protecting labor rights and interests.

Diversity, Equality and Inclusiveness

Ronnie Precision's Labor and Human Rights Policy (Part)

Anti discrimination and diversity

Article 9: In order to effectively ensure the implementation of commitments to diversity, equality, and inclusiveness, we not only provide necessary facilities and adaptive policy support for specific groups of employees with specific needs, but also establish a sound mechanism for responding to and remedying discrimination and harassment incidents. Once relevant incidents are discovered, the company will immediately initiate evidence collection procedures and form a special team to investigate; After verification, disciplinary measures including admonitions, written warnings, job adjustments, suspension, and termination of labor contracts will be taken based on the circumstances, and any retaliatory behavior will be strictly prevented. For victims, the company will provide multidimensional support including economic compensation, psychological counseling, paid rehabilitation leave, etc., and arrange for them to return to work properly after their physical and mental recovery, ensuring that their work rights are not affected.

Key Performance

During the reporting period, the proportion of employees from minority or disadvantaged groups in the company was about **5.96%**, and there were no minority or disadvantaged group employees holding positions in the top management; The company **has not** received any complaints related to discrimination or harassment.

Support the Development of Female Employees

The company always adheres to the principle of gender equality, provides fair and open career development platforms for female employees, actively supports their participation in management position competition, encourages them to break through career boundaries, fully exert their value in various business lines and management fields, and achieve career growth. At the same time, the company has made clear provisions on the rights and interests of female employees in the Employee Handbook, and eligible female employees can enjoy relevant holidays such as prenatal examination leave, maternity leave, and breastfeeding leave in accordance with the law; And implement paternity leave for male employees according to regulations, advocate for male and female employees to share family responsibilities, and effectively create a safe and stable workplace environment for female employees, helping them achieve work family balance and long-term career development.

Case 17: Establishing nursing rooms to effectively protect the rights and interests of female employees

To advance gender equality and career development, the company has established a dedicated maternal and child care room equipped with individual locks, comfortable seating, cleaning stations, power sockets and essential supplies. It provides a safe, private and cozy space that ensures convenience and avoids public embarrassment. Warm and tasteful furnishings create a relaxing atmosphere, allowing female employees to unwind during breaks and enhancing their sense of belonging and well-being.



Case 18: Organizing a series of activities for Women's Day on March 8th

During Women's Day on March 8th, the company carried out holiday condolences and themed activities for all female employees, giving flowers and gifts to female employees on duty, organizing relaxed communication and interaction, enriching leisure life, effectively conveying respect and care for female employees, enhancing team cohesion and employee sense of belonging.



Key Performance

During the reporting period, female employees accounted for **41.42%**, new female employees accounted for **37.36%**, and women accounted for **29.91%** of management positions, with **20.00%** of senior management positions held by women.

During the reporting period, the average maternity leave per employee was **103** days, the average paid parental leave was **5.3** days, and the average paternity leave was **13.8** days.

Employment of Persons with Disabilities

Case 19: Protecting the Employment Rights and Interests of Disabled Employees and Building an Accessible Office Environment

We deeply cares for the well-being of persons with disabilities and is committed to proactively creating employment opportunities for employees with disabilities. In daily operations, we firmly oppose any discrimination based on disability status and ensure that the workplace is equipped with accessible facilities to guarantee that employees with disabilities enjoy full convenience and comfort.



Child Labor is Strictly Prohibited

Our company firmly opposes the employment of child labor and has formulated the special document "RI-WI-4415 Prohibition of Child Labor Policy and Remedial Measures for Misuse of Child Labor". During the recruitment and employment process, it is necessary to verify the identity card of the recruited personnel and properly keep the relevant employment registration and verification materials to prevent any form of use of child labor. Once the employment of child labor is discovered, our company will promptly contact its guardian and local labor department, and immediately initiate corresponding relief procedures to ensure that the child labor can return to the education track and continue their studies.

Ronnie's Measures to Prohibit The Employment of Child Labor

- We require and encourage all employees to conduct joint oversight. If any suspected child labor is identified, it must be immediately reported to the Human Resources Department, the labor union, or designated channels with real-name verification. The Company will award 1,000 RMB to those who provide valid clues that are verified to be true.
- Upon confirmation of child labor employment, the Company shall immediately terminate such employment and ensure the safe departure of the individual from the workplace. A thorough investigation into the treatment provided during their employment shall be simultaneously launched to verify the existence of any illegal acts, abuse or inhumane treatment.
- Arrange special personnel to accompany the child laborer to a tertiary hospital or designated occupational health examination institution for a comprehensive physical examination. If any physical damage caused during work is identified, immediately escort the individual to a professional medical institution for necessary treatment and rehabilitation.
- On the premise of fully respecting the wishes of the underage child and their primary legal guardian, a care commissioner appointed by the Company shall be responsible for escorting the child back to their original residence and handing them over to the guardian, or coordinating with the guardian to pick up the child at the Company's premises. The Company shall bear all reasonable education expenses and basic living subsidies for the child and their family until the child reaches the age of 16.

Forced Labor is Prohibited

Anti-Forced Labor Measures of Ronnie

- Voluntarily sign and renew labor contracts.
- The Company explicitly requires management to continuously improve professional ethics and management capabilities, respect the personal dignity of employees, and strictly prohibit any inappropriate words and deeds that harm employees' rights and interests, such as corporal punishment and verbal abuse. Meanwhile, the system explicitly prohibits all forms of harassment and humiliation, including physical, sexual, psychological and verbal violations.
- The Company safeguards employees' freedom to choose employment and personal autonomy. It strictly prohibits withholding certificates or collecting deposits from employees. No restrictions are imposed on normal activities such as using the restroom and drinking water in the workplace.
- The Company strictly prohibits all forms of debt bondage, slavery, prison labor and indentured labor, and firmly opposes human trafficking.

Employee Participation and Communication

In accordance with the Labor Law, the Trade Union Law and the Constitution of the All-China Federation of Trade Unions, the Company has legally established a trade union and formulated rules and regulations including the Employee Handbook and the Labor and Human Rights Policy. It has established and improved systems such as the Staff Representative Conference and collective consultation. The Company holds regular Staff Representative Conferences to fully solicit employees' opinions on major management matters concerning their vital interests, so as to safeguard employees' rights to participate in democratic management and democratic supervision in accordance with the law. The Company respects employees' freedom of association and right to collective consultation, supports the trade union in performing its duties in accordance with the law, and participates in special consultations on collective contracts, salary and welfare benefits, and protection of female employees' rights and interests, so as to build a harmonious and stable labor relationship.

Labor and Human Rights Policy (Excerpt)

Freedom of Association and Trade Unions

Article 7 We solemnly commit to strictly abiding by national laws and regulations, fully respecting the legal right of each employee to freely organize, join or withdraw from trade unions without any form of interference or restriction. The Company fully recognizes the legal status of trade unions and regards them as an important bridge to promote communication and collaboration between labor and management.

Diverse Communication Channels

The Company collects employee opinions through various regular channels, including the OA system, suggestion boxes in the factory area, dedicated mailboxes, special hotlines, QR codes for feedback and suggestions, as well as regular interviews. It listens to employees' demands in a timely manner, responds efficiently and solves practical issues for employees.

Employee Satisfaction Survey

The Human Resources Department conducts random monthly sample surveys on employee satisfaction. In response to the demands reflected in the surveys, such as food quality, welfare improvement and training system optimization, the Company carried out special optimization and improvement measures in 2025. As a result, employee satisfaction rose from 76.61 points in 2024 to 78.47 points, an increase of 1.86 points compared with the previous year.

Key Performance

Indicator	Unit	2024	Objectives	2025
Employee Satisfaction	Points	76.61	≥75	78.47
Employee Participation Rate in Satisfaction Surveys	%	89.38	95	100
Staff Representative Conference	Times	5	≥4	6
Number of Items Deliberated and Adopted by the Staff Representative Conference / Labor Union	Item	3	≥4	4
Proportion of Union Members Among Active Employees	%	24.14	≥25	29.86

Impact, Risk, and Opportunity Management

Risk/Opportunity	Potential Impact			Coping Strategy
	Impact Cycle	Impact Level	Financial Impact	
Compliance Risk				
Failure to strictly comply with labor laws such as the Labor Law and the Trade Union Law, including violations in areas like employment, working hours, compensation, anti-discrimination, and anti-child labor/forced labor, may result in administrative penalties, corrective measures, and reputational damage.	Short, medium, and long-term	Medium and high	Cost of goods sold ↑	<ol style="list-style-type: none"> Strictly implement policies such as the Labor and Human Rights Policy and the Prohibition of Child Labor, and embed compliance requirements into the entire recruitment, employment, and compensation process; Regularly conduct specialized training on labor regulations, anti discrimination, and anti forced labor, covering both management and frontline employees; Establish an internal audit and reporting mechanism, with zero tolerance for violations and timely rectification.
Legal Risk				
Labor arbitration or litigation may result in economic compensation, legal fees, and negative impact on brand reputation due to non-standard labor contract management, disputes over working hours/wages, and employee rights disputes.	Short to medium term	Middle	Cost of goods sold ↑	<ol style="list-style-type: none"> Improve standardized texts such as labor contracts, salary and benefits, and working hour management, and have them reviewed by the legal department before implementation. Improve the system of trade unions and workers' congresses, safeguard employees' rights to information, participation, and supervision, and reduce labor disputes from the source. Optimize processes and keep complete records for high-frequency disputes such as overtime management, annual leave, and maternity leave to ensure traceability.
Operational Opportunities				
Good protection of labor rights can stimulate employees' work enthusiasm and creativity, improve work efficiency and product quality, and bring higher economic benefits to enterprises.	Medium to long term	Medium and high	Operating Revenue ↑ Cost of goods sold ↓	Provide diverse training and development opportunities to meet their career development needs. Encourage employees to participate in the decision-making and management of the enterprise, enhance their sense of responsibility and belonging.
Opportunities for Sustainable Development				
Comprehensive labor rights protection practices can enhance ESG ratings and investor trust, strengthen the responsible employer brand image, attract high-quality talent, improve supply chain stability, and enhance customer cooperation willingness.	long-term	Medium and high	Operating Revenue ↑ Cost of goods sold ↓	<ol style="list-style-type: none"> Highlight robust labor rights protection practices with full disclosure in ESG reports to boost trust among investors and customers. Build a responsible employer brand through gender equality, disability employment and anti-child labor measures to attract top talent. Participate actively in industry CSR assessments and certifications to strengthen differentiated competitive advantages.

Indicators and Targets

Indicator	Specific Objectives	Annual Implementation Status	Achievement
Taking 2025 as the baseline, the coverage rate of occupational health examinations will reach 100% by 2030.	100%	100%	
Ensure zero incidents of discrimination and harassment every year from 2025 to 2030	0	0	
Ensure that there are zero incidents of child labor occurring annually between 2025 and 2030	0	0	
Ensure zero incidents of forced labor occur annually between 2025 and 2030	0	0	
The proportion of employees who will receive training on anti child labor, anti forced labor, anti discrimination and harassment will increase to 100%	100%	100%	
By 2030, increase the coverage of internal communication among employees to 100% based on 2025	100%	100%	
Taking 2025 as the baseline, by 2030, ensure the gender pay gap index is ≤ 15% (based on the median for the same job grade).	≤15%	27.38%	
From 2025 to 2030, ensure that the annual social insurance participation rate of employees reaches 100%	100%	100%	
By 2025 as the benchmark, employee satisfaction will reach 95% by 2030	≥95%	78.47%	

Occupational Health and Safety

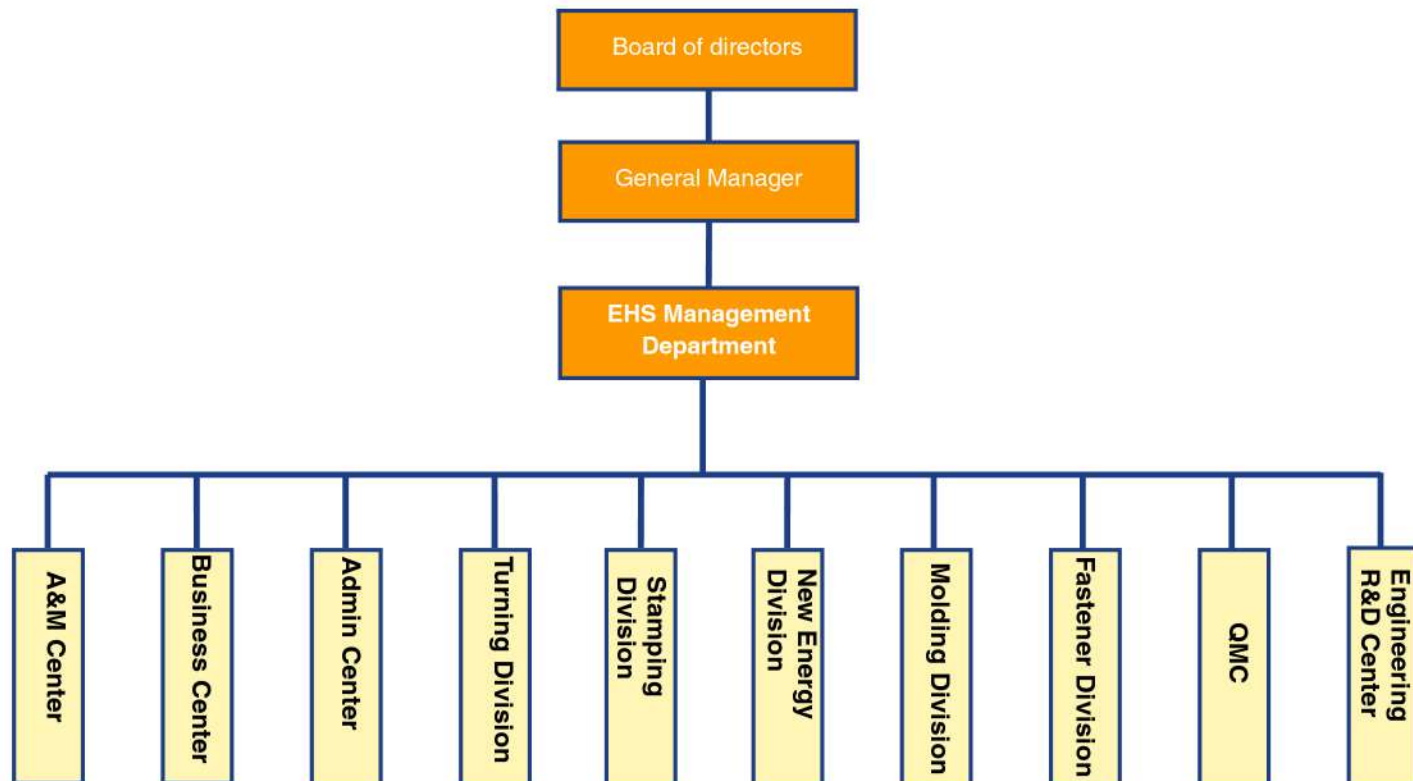
Governance

Ronnie Precision adheres to the safety production and occupational disease prevention policy of "safety first, prevention oriented, comprehensive management, and full participation of all staff", always putting the safety and health of employees first. The company strictly abides by laws and regulations such as the "Work Safety Law of the People's Republic of China" and the "Occupational Disease Prevention and Control Law of the People's Republic of China", and has formulated a series of internal rules and regulations, including the "Hazard Identification and Safety Risk Assessment Control Procedure", "Environmental Safety Monitoring and Measurement Management Procedure", and "Occupational Disease Prevention Management System", covering various aspects of occupational health and safety such as safety production responsibility system, safety goal management, safety production training and education, and work-related injury insurance, which are applicable to employees at all levels of the company.

In June 2025, the company released the "Labor and Human Rights Policy" on its official website, covering core areas such as work environment, employee health and safety, and occupational disease prevention, and setting quantitative occupational health and safety production goals. We will disclose the progress of achieving our goals to stakeholders such as investors, employees, and customers through annual ESG reports and other channels, actively accept social supervision, and continue to promote occupational health and safety management.

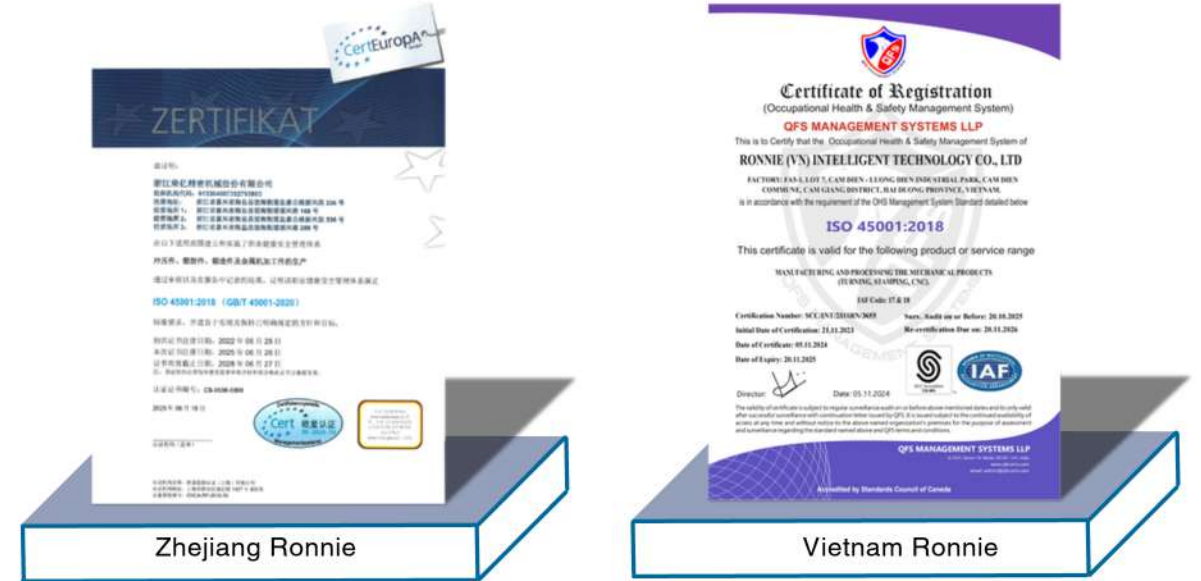
The company has established an occupational health governance structure consisting of the board of directors, general manager, EHS management department, and various business units. The board of directors is responsible for approving occupational health and safety strategies and goals, and supervising the performance of management; As the first person responsible for occupational health, the general manager comprehensively leads safety management work and bears ultimate responsibility for the company's occupational health and safety; The EHS Management Department is responsible for leading the identification of hazards, risk control, safety training and monitoring, supervising the implementation of regulations, and coordinating the handling of safety incidents; Each business unit (management department, engineering department, production department, etc.) serves as the executing entity, responsible for the implementation of safety regulations, hidden danger investigation and control, and the implementation of protective measures in their respective units. All parties collaborate to build a closed-loop management system to ensure the achievement of occupational health and safety goals.

EHS Management System Organizational Chart



Occupational Health and Safety Management System

The Company's Management Department oversees the overall occupational health management of employees, establishes and dynamically updates employees' occupational health files. Before employees take up their posts, the department fully informs them of the occupational disease hazards and protection requirements of their positions, and has them sign the Letter of Notification on Occupational Disease Hazards, effectively safeguarding employees' right to know about occupational health. During the reporting period, entities including Zhejiang Ronnie and Vietnam Ronnie successfully obtained certification for the ISO 45001 Occupational Health and Safety Management System, continuously improving the level of occupational health and safety management through a standardized system.



Strategy

Hazard Identification and Control

In response to potential safety risks related to the use of hazardous chemicals and the operation of special equipment in the homework process, Ronnie Precision continues to strengthen the identification and grading control of hazardous sources, strictly implement the control requirements of hazardous chemical zoning storage, standardized on-site warning signs, sufficient allocation of emergency equipment, and regular calibration, comprehensively build safety prevention and control barriers, ensure that various risks are under control, and effectively reduce the safety exposure risks of operators.

Ronnie Precision Occupational Disease Risk Source Management

Hazard Source	Involving Positions	Improvement Measures
Mechanical injury	Stamping、CNC、fastener Waiting for department operators	<ul style="list-style-type: none"> Install grating interlocking protection device to achieve "human-machine isolation"; Install safety covers on rotating equipment and set emergency stop buttons; Conduct monthly safety production, equipment operation, and maintenance training.

Hazard Source	Involving Positions	Improvement Measures
noise	Frontline production operators and inspectors	<ul style="list-style-type: none"> ● Revamp equipment that generates high noise levels to reduce noise decibels; ● Provide noise cancelling earplugs for employees.
dust	Operators and inspectors in departments such as turning, polishing, and surface processing	<ul style="list-style-type: none"> ● Upgrade and renovate production equipment, install dust removal equipment and fresh air systems to effectively ensure air quality in the factory area; ● Regularly maintain and upkeep production equipment to ensure normal operation and reduce dust leakage; ● Strengthen ventilation in the process of generating dust, ensure air circulation, and reduce dust concentration; ● Equip employees with masks and protective goggles.
acrylonitrile	Injection workshop operators and inspectors	<ul style="list-style-type: none"> ● Activated carbon adsorption, introducing purification equipment; ● Equip employees with masks.
High temperature/thermal radiation	Injection molding workshop and new energy workshop operators	<ul style="list-style-type: none"> ● Install insulation barriers and ventilation cooling facilities in the injection molding machine and tunnel furnace operation areas to reduce the ambient temperature; ● Equip employees in high-temperature positions with insulated gloves and heatstroke prevention materials.

Safety Hazard Investigation

According to the relevant rules and regulations such as the "Hazard Identification and Risk Assessment Control Procedure" and the "Environmental Safety Monitoring and Measurement Management Procedure" formulated by the company, we have established and strictly implemented a dual preventive work system of safety risk grading control and hidden danger investigation and governance.

Ronnie Precision Safety Hazard Investigation and Management Measures

- In 2025, we organized 135 comprehensive and specialized safety production inspection activities, identified nearly 675 hidden dangers, and achieved a 100% rectification rate for hidden dangers;
- Clearly require each team to conduct daily safety self inspections, establish an incentive mechanism for employees to proactively report hidden dangers, and provide special rewards to employees who provide effective hidden danger information;
- Daily on-site inspections are conducted by the 7S team, and relevant functional departments are required to complete rectification within 3 days for identified safety hazards. The closed-loop management of hazards is ensured through a review mechanism;
- Establish a system for tracing and assessing safety hazards, report and hold accountable those responsible for ineffective rectification, and continuously strengthen the safety responsibility awareness of all staff.

Production and Equipment Safety Management

In order to effectively prevent and control occupational health and safety risks from the source, the company continues to optimize production process routes, improve the intrinsic safety level of key equipment, improve on-site operating environment conditions, and establish a comprehensive and proactive production safety prevention and control system for the entire life cycle of equipment. This effectively reduces operational injuries and safety hazards caused by process defects, equipment failures, and other factors.

Ronnie Precision Production and Equipment Safety Management Measures

- Adopting low-risk process technology, prioritizing the use of non-toxic and low toxicity raw and auxiliary materials, optimizing the overall process design, strictly controlling the total amount of harmful substances used, and effectively reducing the risk of occupational health hazards on site;
- Connect grinding, injection molding and other equipment with dust removal equipment, and centralize the recycling system to prevent dust leakage;
- Install safety protection facilities uniformly for special equipment with high temperature, high pressure, and high speed to effectively reduce the safety risks of on-site operations;
- Distribute soundproof earplugs to employees, construct soundproof walls, and reduce noise impact;
- Equip forklifts, cranes, pallet trucks and other handling equipment, standardize operating procedures, and strictly prevent safety hazards caused by improper operation;
- Optimize the overall layout and planning of the workshop to ensure unobstructed access to work channels and prevent safety risks caused by improper material stacking;
- Ensure good ventilation in the workshop, timely and effectively discharge harmful gases, dust, and high-temperature waste heat, and improve the safety of the working environment;
- Establish a standardized equipment maintenance management system, regularly conduct equipment inspections, maintenance, and improve ledger records to ensure the long-term stable operation of equipment and prevent safety accidents from the source.

Emergency Response

The company has established an emergency management system with the "Emergency Preparedness and Response Control Procedure" as the core and the "Emergency Rescue Material Management Specification" as the support, and has simultaneously prepared an annual emergency plan drill plan. During the reporting period, we conducted 6 emergency drills to address the control requirements for major risks, hidden dangers, key areas, and critical processes, including hazardous chemical spills, mechanical injuries, falls from heights, emergency evacuation, etc. The aim was to enhance employees' abilities in disaster avoidance, self rescue and mutual assistance, and emergency response.

Ronnie Precision Emergency Response Management Measures

- Develop emergency plans covering emergencies such as fires, leaks, electric shocks, floods, etc., conduct regular drills and revisions to improve response efficiency;
- Equip emergency supplies such as fire extinguishers, fire hoses, sawdust, and first aid drugs, conduct regular inspections and maintenance, and ensure that they can be used in a timely manner at critical moments;
- Organize employees to participate in first aid training and establish a first aid contact person to enhance their ability to respond to emergencies;
- Establish an emergency command and information reporting mechanism, clarify the incident reporting process and division of responsibilities, ensure efficient information transmission and smooth instruction issuance in case of emergencies, and achieve rapid linkage and disposal.

Safety Training

Ronnie regularly organizes safety education and training for employees, and carries out various safety promotion activities during the Work Safety Month and the National 119 Fire Safety Day, effectively improving the safety awareness of all staff.

Safety Training Management Measures of Ronnie

- Each functional department organizes targeted safety training on a weekly basis based on the safety risk characteristics of its respective field. The company's 7S Management Team conducts weekly supervision and inspections simultaneously to ensure the effective implementation of the training and traceable outcomes.
- The training covers safety regulations, hazard identification, implementation of protective measures, emergency rescue, evacuation skills and traffic safety. Through systematic training, the overall safety awareness and comprehensive performance competence of all employees are comprehensively improved.
- We engaged external professional lecturers to conduct standardized first aid training and organized employees to obtain first aid responder certificates, achieving full coverage of first aid personnel across all areas.



**Electric Shock
Emergency Drill**



**First Aid Responder
Examination**



**Emergency
Evacuation**

Management of Impacts, Risks and Opportunities

The Company has improved its occupational health and safety risk management process, and enhanced its management systems and operating procedures. It conducts regular physical examinations for employees exposed to occupational disease hazards, upgrades safety facilities, standardizes the distribution of personal protective equipment, implements control measures, prevents occupational health risks at the source, and safeguards employees' work safety.



Fire Drill – Theoretical Training



Fire Drill – Use of Fire Extinguishers



First Aid Training



Use of Fire Hydrants

Indicators and Objectives

Key Performance

Indicator	Unit	2024	Objectives	2025
Work safety accidents	Times	4	≤6	6
Number of work-related deaths	People	0	0	0
Number of working days lost due to minor injuries at work	Day	248	To reduce it to no more than 124 days by 2030.	164
Amount of investment in safety production	CNY 10,000	31.17	≥250	254.06
Safety education and training sessions	Times	31	≥120	188
Per capita training duration for safety education and training	Hours	1.71	≥2	9.12
Investment amount of work-related injury insurance	CNY 10,000	26.41	≥32	34.42
The investment amount of employee safety liability insurance	CNY	54,750.00	≥56,000.00	57,501.00
Coverage rate of safety liability insurance	%	98.56	100.00	100.00
Occupational disease hazard factor inspection	%	98.56	100.00	100.00
Occupational disease incidence rate	%	0	0	0

Employee Training and Development

The company always regards talent as its core strategic resource and attaches great importance to talent cultivation and development. By establishing a systematic and diversified training and development system, creating a smooth and complete career promotion channel, fully stimulating employees' subjective initiative and work creativity, continuously improving employees' professional skills and comprehensive qualities, maximizing the exploration and utilization of employees' potential, and promoting the deep integration, simultaneous progress, and mutual benefit of employees' personal career growth and the high-quality development of the enterprise.

Governance

The Deputy General Manager of the company reviews the implementation of the training and development plan to ensure its alignment with the company's strategy; The Human Resources and Administration Center formulates annual training budgets and plans, matches employee promotion paths with talent inventory, and supervises their implementation; Each business department regularly reviews personnel capabilities and conducts targeted training.

Strategy

Ronnie Precision Promotion Channel

Job Grade	Supervisor Position	Non Managerial Positions - job Enumeration
Eleventh Grade	General Manager	/
Tenth Grade	deputy General Manager	/
Ninth Grade	Director	Senior Engineer
Eighth Grade	Manager	Fifth-level Engineer
Seventh Grade	Assistant Manager	Fourth-level Engineer
Sixth Grade	Section Manager	Third-level Engineer/Technician
Fifth Grade	Deputy Director	Second level engineer/technician/technician/senior specialist/general ledger accountant/tax accountant;
Fourth Grade	Team Leader	First level engineer/technician/technician/specialist/general ledger accountant/tax accountant;
Third Grade	Deputy Team Leader	Business Management Center: Accounting/Customs/Taxation/Financial Assistant; Administrative Center: Production Management/Purchasing Officer/Chef/Forklift; Business Center: Salesperson; Intelligent Manufacturing Center: Assistant Engineer;
Second Grade	Monitor	Administrative Center: Recruitment/Personnel/Electrician/Administrative Specialist/Procurement Assistant Planner/Material Manager/Production Management Statistician/System Attendant/Network Manager; Business Center: Business Assistant; Intelligent Manufacturing Center: PM (Project Management)/Technician/Clerk; Quality management: clerks/surveyors;
First Grade	grassroots Staff	Intelligent Manufacturing Center: Operators/Machine Watchmen/Grinding Workers/Material Washing Workers/ Manual Full Inspection/Flower Pulling Workers/Post Processing/Movers/SMD Packaging; Quality Management: Inspectors/Surveyors/Statisticians/IPQC/Projection/Instrument Full Inspection/ FQC/OQC/IQC/Manual Packaging/ROHS Analysts; Administrative Center: Drivers/Warehouse Keeper/Security Guard/Cleaning/Cafeteria Waiter;

Skill Level Improvement

The Company attaches great importance to the professional skill development of its employees and has formulated the Code for the Assessment and Management of Employee Skill Levels. The code specifies assessment levels from Level 1 to Level 4, with evaluations conducted every six months to ensure continuous improvement of employees' skills. The assessment covers both theoretical knowledge and practical operation. Employees with a total score of 90 or above and a score of 90 or above in 14Q are eligible for promotion. An Evaluation Committee has been established, consisting of the Human Resources Department and cadres at the manager level and above from various departments. It is responsible for organizing and conducting skill level assessments to ensure fairness and impartiality throughout the process. In addition, the Company provides employees with opportunities for skill-based salary adjustments. Corresponding skill salaries are implemented based on evaluation results, motivating employees to actively participate in skill upgrading and paving the way for their career development.

Academic Qualification Enhancement

The company actively advocates employees to use their personal leisure time for self-improvement and participate in professional training activities closely related to job responsibilities. In order to implement the spirit of the "Notice of the General Office of the People's Government of Zhejiang Province on Promoting the Education and Training of Adult Dual Certificate System" (Zhe Zheng Ban Fa [2008] No. 72), the company actively responds to the policy of adult "dual certificate system" education and training, and has established a cooperative relationship with Haiyan County Yuantong Adult Culture and Technology School to jointly provide free adult "dual certificate system" education and training projects for in-service employees. Under this cooperation framework, all learning related expenses such as tuition fees, textbook fees, and exam certification fees will be borne by the school in advance. After the students successfully complete their studies and obtain the "dual certification" qualification, the school will apply for corresponding funding subsidies from the local government in accordance with relevant policies and regulations.

The school adopts a combination of face-to-face and self-study teaching methods. To solve the contradiction between students' work and study, we adopt part-time learning, and face-to-face teaching is usually done in the evening or on weekends (holidays). Among them, there are 300 hours of cultural courses and 60 hours of professional skills courses. Course offerings: ① Cultural courses: Four compulsory courses: Chinese, Mathematics, Social Sciences, and Fundamentals of Citizen Ethics and Law. ② Skills major and elective courses: Practical agricultural planting and breeding techniques, computer operations, etc.

During the reporting period, a total of 3 employees participated in the training and are actively preparing to obtain relevant certificates.

Staff Training

Ronnie Precision actively promotes a "multi-level, multi category, and comprehensive coverage" talent training mechanism, aiming to provide comprehensive training services for employees of different levels and types by integrating online and offline training methods. To this end, the company has specially formulated the "Training Management Standards" and continuously improved and updated the training management system to ensure the pertinence and effectiveness of employee training work in the new era. This specification specifies in detail the key processes of training classification, organization, implementation, assessment, and lecturer effectiveness evaluation, which helps the company establish a systematic and standardized training management mechanism and lay a solid foundation for employees' career growth.

Internal Training

New Employee Training

New employees must adhere to the principle of "training first, post assignment later". The Company provides new employees with an introduction to the Company's basic background, the employee handbook, and the implementation of internal rules and regulations. This enables new employees to gain a preliminary understanding of the attitudes, norms, values, and behavioral expectations of the enterprise, thereby helping them smoothly adapt to the corporate environment and understand the corporate culture.

Pre-job Training

Pre-job training is mainly organized by the employing department, focusing on skills training tailored to the actual work needs of new employees. It covers job responsibilities, operational standards, work procedures, operational requirements, and production safety requirements. The training aims to help employees clarify their job duties, processes and required standards. Various training methods are adopted, including material study, demonstration and explanation, and hands-on practice.

Internal Departmental Training

Each department shall conduct small-scale, flexible and practical training for its employees on a monthly basis, in accordance with the annual training plan and actual work needs. Internal departmental training is organized by each department, which shall report the training status and submit training materials to the Human Resources Department monthly.



Safety Production Training



Inspection Skills Training



CQI Training

Online Training

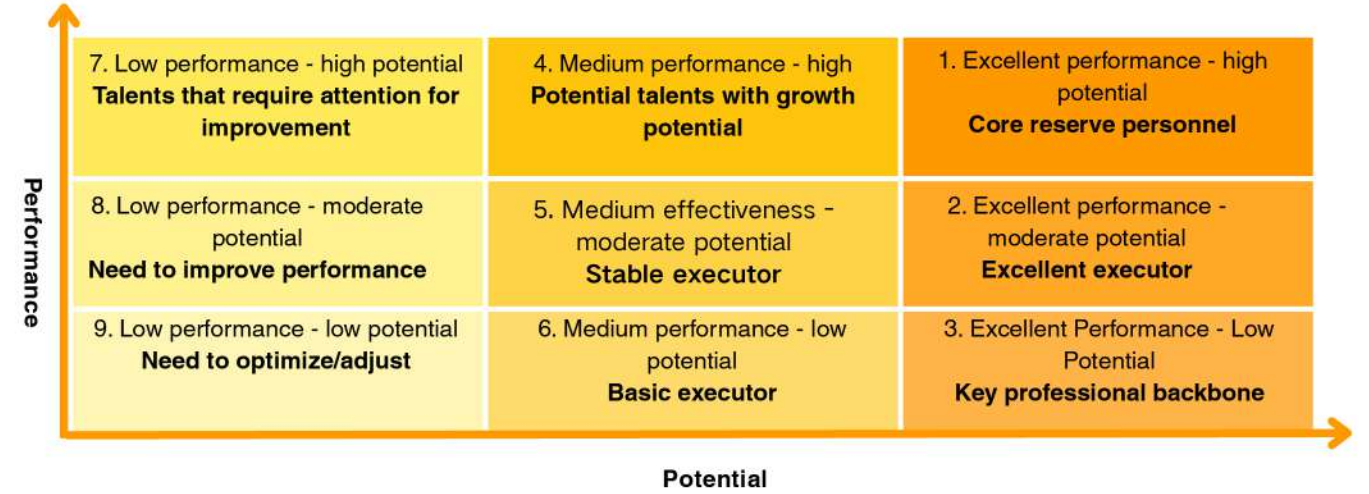
Relying on the XiaoETong online training platform, the Company focused on core areas including process, quality, management and ESG in 2025. A total of 104 professional courses were provided (covering CQI, VDA, PFMEA, APQP, MSA, etc.), with 260 employees participating in the training. The total training duration reached 9,122 minutes, averaging 0.6 hours of online training per employee. In 2026, the Company will further enhance its online training system. By introducing incentive measures that link training outcomes with KPIs, the Company will motivate employees to pursue independent learning, so as to achieve mutual empowerment between employee capability improvement and corporate sustainable development.

External Training

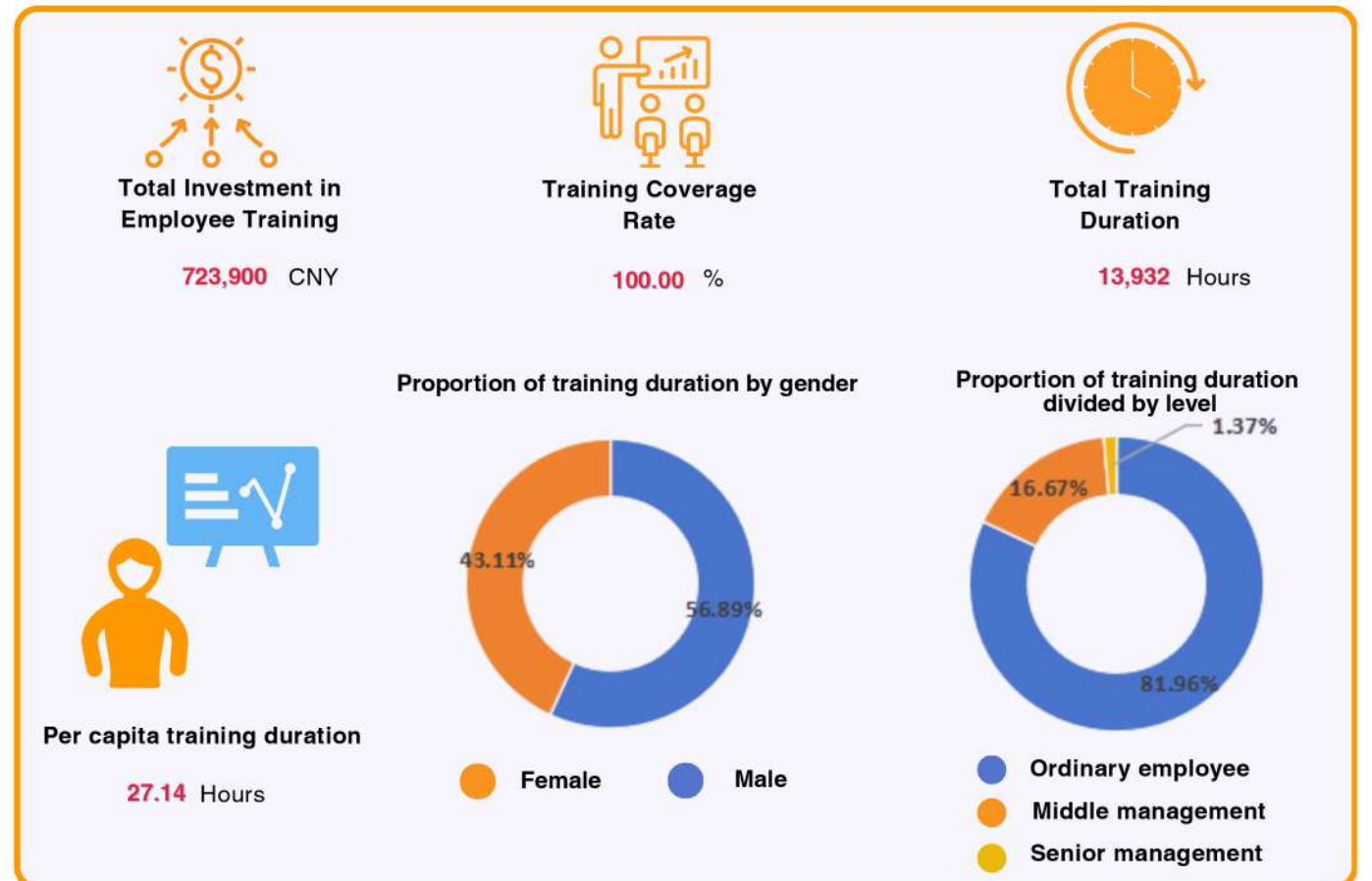
To comprehensively enhance the control capability of the special welding process and ensure compliance with IATF16949 and Customer Specific Requirements (CSR), the Company specially invited Ralph, an external professional institution, to conduct a special training program on the CQI-15 Welding System Assessment (WSA). The training was strictly aligned with the requirements of the CQI-15 standard, systematically covering core contents including basic welding knowledge, definition of special processes, classification of welding processes, interpretation of CQI-15 clauses, assessment methods, operation audit checklists, defect control, linkage between FMEA and control plans, error proofing, and nonconforming product management. On-site practical operation and case studies were integrated to strengthen understanding. A total of 36 participants attended this training. Through theoretical and practical assessments, 32 participants passed and obtained completion certificates, representing a high training pass rate of 88.88%. This training has effectively improved the capabilities in welding special process assessment, control and rectification, providing a guarantee for the compliant operation of the welding process and meeting customer and system requirements.

Management of Impacts, Risks and Opportunities

Based on job responsibilities and internal strategic planning, combined with industry development trends and talent demands, the Company has established a job competency model, clarified talent standards, and refined key competency indicators for each position. Relying on this model, the Company regularly conducts talent reviews and systematically evaluates core positions and talents using the nine-box grid tool. This enables a comprehensive grasp of core talents' capabilities, performance and potential, achieves precise person-job matching, and improves overall team effectiveness.



Indicators and Objectives





05



Society

Contribute to Society

Share the Warmth of Ronnie

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5.3 Cleaning Beaches and Protecting the Ocean Together	62



**TEAMWORK
MAKES THE DREAM WORK**

Community Development

Ronnie Precision has always regarded community co-construction and local economic development as important components of its sustainable development strategy. The Company insists on giving priority to recruiting local labor in its places of operation, supporting local livelihood development through stable employment. In the 2024–2025 period, the number of employees at the parent company in Haiyan County increased from 163 to 173, with local employees accounting for 20%. The number of employees at Ronnie Chongqing in Bishan District remained stable at 30 for two consecutive years, with local employees accounting for 33%. Ronnie Vietnam had 32 local employees at the end of the period, representing 100% local employment. Through sustained and stable investment in local employment, the Company has deeply integrated into local labor markets, demonstrating its long-term commitment and sense of responsibility to the regions where it operates. Meanwhile, the Company advocates full participation in public welfare activities through the Employee Handbook, encouraging employees to engage in volunteer services such as supporting nursing homes and caring for people with disabilities. This promotes the mutual enhancement of personal value and social benefits, and helps build harmonious community relations.

Fighting Poverty and Fulfilling Social Responsibilities

In the process of promoting common prosperity, the Company takes employment support as a key measure and deeply participates in the eastern-western regional cooperation. Since 2019, it has continuously carried out targeted labor recruitment and skills training in Pingshan County, providing diversified local employment opportunities, effectively solving the employment and income increase problems of the lifted-out-of-poverty labor force, and injecting corporate impetus into the successful achievement of Pingshan County's poverty alleviation goals. This initiative has also become an important practical carrier for the Company to fulfill its social responsibilities and practice the vision of common prosperity.

As of December 31, 2025, a total of 18 employees from Pingshan County have been working long-term at Ronnie Precision, continuously contributing their efforts to the Company's production and development. To express sincere care and gratitude to these hardworking employees who have traveled from afar, the Haiyan County Bureau of Human Resources and Social Security, together with the Company's Administration Department, carefully planned and jointly held a warm and grand condolence activity on January 12, 2025. Each impoverished employee received a consolation payment of 500 yuan, delivering tangible care and support. This event not only conveyed the deep concern of governments and enterprises from both regions for the employees, but also further strengthened the sense of belonging and happiness of employees from Pingshan County. It demonstrates the firm commitment and warm sentiment of both parties in deepening east-west poverty alleviation cooperation and advancing toward common prosperity.

Pingshan--Eastern-Western Cooperation Activity in Haiyan



Poverty Alleviation Forum



Presenting Consolation Money

Volunteer Services

Charitable Donation Activities

Focusing on local charity initiatives of supporting medical care, education, the disadvantaged, and the elderly, the Company has established a stable donation mechanism, allocating a special fund of 50,000 RMB annually to the Haiyan County Charity Federation. The funds are mainly used for four major categories of projects: providing temporary assistance to families facing sudden difficulties, supplementing medical support for impoverished groups with illnesses, supporting severely ill teenagers in participating in the Sunflower Dream Realization Project, and facilitating the implementation of the Caring for the Sunset Red elderly care program. These charitable deeds have effectively solved problems for disadvantaged groups in the community. As a result, the Company has been successively awarded the title of Charity Star Unit, which serves as a strong testament to our long-term commitment to local public welfare.



Plant Trees

As an environmentally responsible enterprise deeply rooted in the manufacturing sector, Ronnie Precision integrates ecological protection into its sustainable development practices. Taking Arbor Day as an important opportunity, the Company regularly organizes employees to carry out tree planting and afforestation activities.

On March 12, 2025, the Company organized 67 employees to participate in the Arbor Day activity, during which a total of 33 saplings were planted, promoting carbon emission reduction and ecological restoration through concrete actions. During the activity, employees personally experienced the significance of ecological construction, further strengthening the environmental protection concepts of green office and low-carbon production. This tree-planting activity is not only a concrete manifestation of the Company fulfilling its environmental responsibilities, but also integrates ecological and environmental awareness into corporate culture through full participation, helping to build a sustainable future of harmonious coexistence between humans and nature.



Ecological and Environmental Protection Event — Cleaning Beaches and Protecting the Ocean Together

Leveraging the unique geographical location of Haiyan County where it operates, Roye Precision actively responds to the organization and call of the local environmental protection association, deeply participates in the 9th National Beach Cleanup Public Welfare Activity, and implements the ESG environmental concept into local ecological protection practices.

Under the theme of "Clear Plastic, Protect Shorelines & Safeguard the Blue". As a member unit of the Haiyan Environmental Protection Association, Ronnie fully participated in the preparation and implementation of the beach cleanup activity. The Company's Secretary of the Board was invited to present flags to the three volunteer teams, namely the Coastal Revitalization Team, the Blue Guardian Team, and the Ocean Cleanup Vanguard Team, supporting the opening ceremony of the public welfare initiative. On September 27, 2025, the volunteer team conducted a waste cleanup along the 50-meter coastline at the Haiyan Seawall Art Square. A total of 87.94 kilograms of marine litter was collected and sorted, with a focus on plastic bottles, foams, packaging bags and other wastes prone to causing marine pollution. Participants also witnessed the blue circular practice of "plastic bottles recycled into textile fabrics" on site, gaining a direct understanding of the environmental value of resource utilization of marine waste.

Participating in this beach cleanup public welfare campaign is a concrete manifestation of the Company's deep integration of environmental responsibility into its corporate development strategy. Through practical actions, it has not only improved the local coastal ecological environment in Haiyan, but also mobilized public attention to marine protection in the form of corporate participation, helping to foster a public welfare atmosphere of ecological environmental protection featuring "corporate leadership and public participation". In the future, the Company will continue to leverage its local geographical advantages, actively respond to the calls of local environmental protection organizations, and take part in various ecological protection public welfare activities. It will safeguard the regional ecological environment with concrete actions and promote the harmonious coexistence between the enterprise and the natural ecology.



Performance Table

Economic Performance

Indicator	Unit	2025	2024
Operating revenue	CNY 10,000	43,473.21	28,820.65
Net profit	CNY 10,000	-1,970.90	-3,072.76
Total assets	CNY 10,000	63,764.80	49,828.95
Total tax payment	CNY 10,000	1,034.23	471.90
CAGR of per capita revenue	%	17.32	6.74

Environmental Performance

Category	Indicator	Unit	2025	2024
Environmental Compliance Management	Total investment in environmental protection	CNY 10,000	70.99	24.11
	Number of environmental protection training	Times	27	11
	Environmental training hours per person	Hour	2.55	2.62
	Environmental training hours	Hour	2,498	2,001
	Environmental violations and incidents	Case	0	0
Energy and Carbon Emission Management	Purchased electricity	MWh	13,130.60	9,937.80
	Photovoltaic power generation	MWh	1,765.40	1,283.40
	Proportion of clean energy consumption	%	15.09	12.91
	Petrol	L	59,689.26	57,884.17
	Diesel	L	12,626.58	13,416.35
	Natural gas	m ³	2,706.00	2,172.00
	Total energy consumption	Tonnes of standard coal	1,696.61	1,302.65
	Energy consumption intensity	Tonnes of standard coal/CNY 10,000 revenue	0.04	0.05
Addressing Climate Change	Direct greenhouse gas emissions (Scope 1)	t CO ₂ e	397.64	312.13
	Indirect greenhouse gas emissions (Scope 2)	t CO ₂ e	7,585.58	6,168.92
	Other greenhouse gas emissions (Scope 3)	t CO ₂ e	47,828.35	/
	Of which: Product carbon footprint	t CO ₂ e	47,745.13	/
	Employee commuting	t CO ₂ e	83.22	/

Category	Indicator	Unit	2025	2024
Addressing Climate Change	Scope 1 + Scope 2	t CO ₂ e	7,983.22	6,481.04
	Scope 1 + Scope 2 + Scope 3	t CO ₂ e	55,728.35	/
	Greenhouse gas emission intensity	t CO ₂ e/CNY 10,000	0.18	0.22
Water Resources Management	Freshwater consumption	Ton	62,420.18	60,093.60
	Total water consumption	Ton	139,036.33	/
	Water discharge	Ton	62,420.18	60,093.60
	Water recycling	Ton	76,616.15	/
	Water consumption intensity	Ton/CNY 10,000	1.44	2.09
	Wastewater discharge	Ton	38,752.20	36,313.20
	Wastewater discharge intensity	Ton/CNY 10,000	0.89	1.26
Pollutant and Waste Management	Exhaust gas emissions	Ton	3.60	3.03
	VOC	mg/m ³	0.70	/
	Exhaust gas emission intensity	kg/CNY 10,000	0.08	0.11
	General waste generation	Ton	2,097.76	1512.33
	Recycling volume of industrial solid waste	Ton	1,849.23	1327.96
	Hazardous waste generation	Ton	64.44	45.44
Packaging Material Management	Disposal of hazardous waste	Ton	64.44	44.89
	Total consumption of major packaging materials	Ton	2,375.13	1,623.40
Paper Management	Proportion of recyclable /renewable packaging materials used	%	91.69	94.39
	Paper used	Pack	2,544.00	2,029.00

Social Performance

Category	Indicator	Unit	2025	2024
R&D	R&D expenditure	CNY 10,000	3,022.13	2,142.73
	Proportion of R&D expenditure to company revenue	%	6.95	7.43
	Number of R&D staff	Person	126	119
	Proportion of R&D Staff to company employees	%	12.84	15.60
	New acquisition of utility model patents	Item	12	10
	New acquisition of invention patents	Item	5	6

Note: Indicators marked with "/" are newly disclosed in the current reporting period; no retrospective statistics or calculations have been made for the comparison period.

Category	Indicator	Unit	2025	2024
Product Service Safety and Quality	Product qualification rate	%	98.08	98.44
	Product recall events	Case	0	0
	Number of recalled products	Piece	0	0
	Number of quality training sessions	Times	74	/
	Total number of quality training sessions	Person-times	2,912	/
	Total duration of quality training	Hour	5,537.50	/
Customer Service and Satisfaction	Received customer complaints	Times	83	159
	Complaint handling rate	%	100.00	100.00
	Complaint resolution rate	%	100.00	100.00
	Customer satisfaction	Score	98.17	97.78
	Timeliness of complaint handling	Day	2.17	2.00
	Number of customer service training sessions	Times	8	/
	Total number of customer service training sessions	Person-times	32	/
Total duration of customer service training	Hour	221	/	
Sustainable Supply Chain	Total number of suppliers	Company	159	127
	Number of suppliers in Chinese mainland	Company	148	103
	Number of suppliers in Hong Kong, Macao and Taiwan	Company	0	0
	Number of suppliers in other countries	Company	14	24
	Localized procurement amount	CNY 10,000	7,321.31	5,789.00
	Proportion of localized procurement in total procurement	%	20.85	22.75
	Percentage of purchasers who have received sustainable procurement training	%	100.00	70.00
	Proportion of suppliers that have signed the Supplier Code of Conduct after its issuance.	%	90.87	/
	Number of suppliers subject to economic, social or environmental penalties throughout the year	Company	0	0
	Number of suppliers suspended from cooperation due to significant ESG impacts	Company	0	0
	Quality Management System Certification	%	59.12	/
	Environmental Management System Certification	%	35.85	7.45
	Occupational Health and Safety Management System Certification	%	23.90	2.76

Category	Indicator	Unit	2025	2024
Sustainable Supply Chain	Proportion of suppliers that have signed contracts containing clauses on environmental, labor and human rights requirements	%	93.71	/
	Proportion of suppliers that have undergone Corporate Social Responsibility (CSR) assessment	%	94.44	96.20
	Suppliers that have undergone on-site Corporate Social Responsibility (CSR) audits	Company	38	77
Data Security and Privacy Protection	Information leakage incidents	Case	0	0
	Number of training sessions related to data security and privacy protection	Times	6	1
	Number of participants in training related to data security and privacy protection	Person-times	237	117
	Total duration of training related to data security and privacy protection	Hour	145	117
Human Performance	Total number of employees	Person	981	763
	Newly recruited employees	Person	355	226
	Campus recruitment	Person	20	16
	Social recruitment	Person	335	210
	Total number of male employees	Person	573	446
	Total number of female employees	Person	408	317
	Proportion of female employees	%	41.59	41.55
	Employees aged 30 and below	Person	315	218
	Employees aged 31-50	Person	614	506
	Employees aged over 50	Person	52	39
	Junior management	Person	5	5
	Middle management	Person	43	49
	Senior management	Person	84	68
	General staff	Person	849	641
	Production staff	Person	505	341
	Sales staff	Person	19	15
	Technical staff	Person	205	207
Finance staff	Person	10	8	
Administrative staff	Person	65	53	
Other staff	Person	45	17	

Note: Indicators marked with "/" are newly disclosed in the current reporting period; no retrospective statistics or calculations have been made for the comparison period.

Category	Indicator	Unit	2025	2024
Employment	Employees with bachelor's degree or higher	Person	76	68
	Employees with junior college	Person	215	156
	Employees below junior college	Person	690	539
	Employees from mainland China	Person	936	742
	Employees from Macao, Hong Kong, and Taiwan	Person	13	11
	Overseas employees	Person	32	10
	Ethnic minority employees	Person	52	47
	Han nationality employees	Person	897	716
	Employees with over 5 years of service	Person	207	185
	Employees with 3-5 years of service	Person	138	92
	Employees with less than 3 years of service	Person	626	486
	Full-time employees	Person	981	747
	Part-time(intern) employees	Person	0	16
	Disabled employees	Person	1	2
	Proportion of female managers	%	28.52	32.08
	Total working hours	Hour	1,565,668	/
	Total number of employee discrimination incidents	Times	0	0
	Proportion of formal employees covered by living wage benchmark analysis	%	100.00	100.00
	Proportion of formal employees with wages below the living wage	%	0.00	0.00
	Proportion of all employees (including formal and informal workers) with wages below the living wage	%	0.00	0.00
Ratio of the total annual salary of the highest-paid individual in the company to the median total annual remuneration of all employees	Times	8.43	/	
Company's unadjusted average gender pay gap ^{Note}	%	27.38	/	
Rights and Satisfaction	Employees who enjoy home leave	Person	20	17
	Return-to-work rate after home leave	%	100	100
	Employees eligible for paternity leave	Person	16	8
	Return-to-work rate after paternity leave	%	100	100

Category	Indicator	Unit	2025	2024
Rights and Satisfaction	Employees on parental leave	Person	29	10
	Return-to-work rate after parental leave	%	100	100
	Labor contract signing rate	%	100	100
	Social security coverage rate	%	100	100
	Employee turnover rate	%	4.22	4.80
	Welfare expenditure	CNY 10,000	410.27	307.50
	Average paid annual leave days per employee	Day	7.07	6.85
	Employee representative meeting	Times	6	5
	Number of projects approved by employee representative meeting/union	Item	4	3
	Proportion of active employees among union members	%	29.86	24.14
	Employee participation rate in the satisfaction survey	%	100.00	89.38
	Employee satisfaction	%	78.47	76.61
	Development and Training	Investment in training	CNY 10,000	72.39
Number of employee training sessions		Times	425	311
Total number of employee training participants		Person-times	13,950.00	6,574.00
Total duration of training		Hour	13,931.67	2,172.00
Average training duration per capita		Hours/Person	27.14	14.51
Employee training coverage rate		%	100	100
Occupational Health and Safety		Safety production comprehensive /special inspection	Times	135
	Safety inspection rectification rate	%	100	100
	Safety emergency drill activities	Times	6	7
	Amount of investment in safety production	CNY 10,000	254.06	31.17
	Total investment in safety education and training	CNY 10,000	17.74	5.14
	Number of safety education training sessions	Times	188	31
	Total number of participants in safety education and training	Person-times	7,466	954
	Total duration of safety education training	Hour	3,826.67	1,307.00
	Average safety education training duration per person	Hours/Person	9.12	1.71
	Coverage rate of safety education and training	%	100.00	98.94
Qualification rate of special operation personnel	%	100.00	100.00	

注: 1. Company's unadjusted average gender pay gap= (Average male compensation-Average female compensation) /Average male compensation*100

2. Note: Indicators marked with "/" are newly disclosed in the current reporting period; no retrospective statistics or calculations have been made for the comparison period.

Category	Indicator	Unit	2025	2024
Occupational Health and Safety	Work safety accidents	Times	6	4
	Number of work-related deaths	Person	0	0
	Number of working days lost due to minor work injuries	Day	164	248
	Investment in work-related injury insurance	CNY	344,198.82	264,050.00
	Coverage rate of work-related injury insurance	%	100.00	100.00
	Investment in employee safety liability insurance	CNY	57,501.00	54,750.00
	Coverage rate of employee safety liability insurance	%	100.00	98.56
	Coverage rate of occupational health examinations	%	100.00	100.00
	Inspection of occupational disease hazards	%	100.00	98.56
	Community Development and Public Welfare	Public welfare donations	CNY 10,000	5.00
Total number of employee volunteer participations		Person	14	/
Total hours of employee volunteer service		Hour	42	/

Governance Performance

Category	Indicator	Unit	2025	2024
Corporate Governance	Shareholders' meeting convened	Times	3	5
	Proposal deliberations at shareholders' meeting	Item	21	21
	Board of directors	Person	7	7
	Independent director	Person	3	3
	Female director	Person	4	4
	Doctorate-holding director	Person	0	0
	Directors aged 40-50	Person	3	3
	Directors aged 50-60	Person	3	3
	Directors aged over 60	Person	1	1
	Board meeting convened	Times	11	9
	Board deliberations on proposals	Item	51	44
	Supervisory board	Person	0	3
	External supervisor	Person	0	0
	Supervisory board meeting convened	Times	6	7

Category	Indicator	Unit	2025	2024
Corporate Governance	Supervisory board deliberations on proposals	Item	20	21
	Tax payment	CNY 10,000	689.16	381.00
	Number of investor research sessions	Times	29	/
	Total number of investor research sessions	Person-times	132	/
	Performance briefing	Times	2	3
	Answering investors' queries	Times	28	12
	Number of investor questions answered	Piece	117	/
	Investor question response rate	%	100	100
	Regular report disclosure	Piece	5	4
	Interim announcement disclosure	Piece	122	95
	Number of penalties imposed for violations in information disclosure	Times	0	1
	Anti-Commercial Bribery, Anti-Corruption & Anti-Unfair Competition	Number of anti-corruption, anti-bribery and anti-unfair competition training sessions	Times	3
Number of participants in anti-corruption, anti-bribery and anti-unfair competition training		Person	866	154
Total duration of anti-corruption, anti-bribery & anti-unfair competition training		Hour	866	160
Major litigation cases involving corruption, bribery or unfair competition		Case	0	0
Compliant Operation	Number of compliance training sessions	Times	19	25
	Total duration of compliance training	Hour	2,075	1,355
	Total number of employees receiving compliance training	Person-times	1,066	0.05

Key
Performance
Indicator



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Note 1: During the reporting period, all production bases and operating points of Ronnie Precision were not located in nature reserves or other areas with rich biodiversity. The company's operational activities, product production, and transportation did not have a significant negative impact on biodiversity.

Note 2: Due diligence mainly involves multiple dimensions of qualification review, such as background information review and verification of qualification certificates, during supplier admission.

Feedback Form



Dear readers

Hello!

Thank you for reading the "Ronnie Precision 2025 Environmental, Social, and Governance (ESG) Report". In order to provide valuable information to stakeholders and promote the improvement of the company's ESG work, please provide your opinions and suggestions on this report and feedback to us, so that we can continue to improve the report.

You can fill out the feedback form and give us feedback in any of the following ways:

Email: ronnie@ronnie.com.cn

Mailing address: No. 336, Xinxing Section, Yanjia Highway, Haiyan County, Jiaxing City, Zhejiang Province

1. Which type of stakeholder do you belong to

- Shareholders and investors
 Government and regulatory agencies
 employee
 Customers and partners
 supplier
 Third party intermediary
 other

2. Evaluation of this ESG Report

- good
 better
 general
 low-quality
 poor

3. What do you think of this report

- Information Disclosure: good better general low-quality poor
 Format: good better general low-quality poor
 Design: good better general low-quality poor
 Readability: good better general low-quality poor

4. Is the information you are concerned about reflected in this year's ESG report?

- Yes
 No (what other information would you like to see) _____

5. What other opinions or suggestions do you have regarding our ESG report, ESG work, and sustainable development management?



Address: No.336, Xinxing Road, Wanghai Street, Haiyan, Jiaxing, Zhejiang

Tel: 0573-86825022

Fax: 0573-86882681

E-mail: ronnie@ronnie.com.cn

Web: <https://ronnie.com.cn>