



Stock Code:000701

2025 Sustainability Report

Xiamen Xindeco Ltd.



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About This Report

This report is the 2025 Sustainability Report of Xiamen Xindeco Ltd. (hereinafter referred to as the "this report"). Adhering to the principles of objectivity, standardization, transparency and comprehensiveness, this report provides a detailed disclosure of Xindeco's practices and performance in the areas of environment, society and corporate governance in 2025.

Reporting Scope

This report covers Xiamen Xindeco Ltd., as well as its branches, subsidiaries and directly affiliated institutions. Unless otherwise specified, the scope is consistent with that of the 2025 Annual Report.

Reporting Period

This report covers the period from January 1, 2025 to December 31, 2025 (the "Reporting Period"). To enhance the comparability and completeness of this report, certain contents are appropriately traced back to previous years or include forward-looking statements.

Preparation Basis

- Shenzhen Stock Exchange: *Self Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (Trial)*
- Shenzhen Stock Exchange: *Self-Regulatory Guidelines No. 3 for ChiNext Listed Companies of Shenzhen Stock Exchange—Preparation of Sustainability Report (2026Revision)*
- China Enterprise Reform and Development Research Association: *Guidelines for China Enterprise Sustainable Development Report (CASS-ESG 6.0)*
- Global Reporting Initiative: *GRI Sustainability Reporting Standards (GRI Standards)(2021 Edition)*
- United Nations Sustainable Development Goals (SDGs)
- Sustainability Accounting Standards Board (SASB) Standards

Data Explanation

The data used in this report are sourced from publicly available data of government departments, and Xindeco's administrative documents, statistical reports and third-party questionnaire surveys, and have been compiled, reviewed and consolidated by various functional departments and operating units of the Company.

This report doesn't contain any false records, misleading statements, or material omissions. Unless otherwise specified, all amounts in this report are expressed in RMB.

Report Language

This report is published in Chinese, with the English version derived from the Chinese version. For any discrepancy between the two versions, the Chinese version shall prevail.

Explanatory Note

| Abbreviation | Full Name |
|---|---|
| Xindeco, the Company, we | Xiamen Xindeco Ltd. |
| Xindeco Digital Intelligence Technology | Xiamen Xindeco Digital Intelligence Technology Co., Ltd. |
| Xindeco Electronic Information Technology | Xiamen Xindeco Electronic Information Technology Co., Ltd. |
| Xindeco IoT | Xiamen Xindeco IoT Technology Co., Ltd. |
| Xindeco Optoelectronics | Xiamen Xindeco Optoelectronics Co., Ltd. |
| Xindeco ITG Automobile Group | Xiamen Xindeco ITG Automobile Group Co., Ltd. |
| Xindeco Supply Chain | Supply Chain Division of Xiamen Xindeco Co., Ltd. |
| Xindeco Intelligent IoT | Xiamen Xindeco Intelligent IoT Technology Service Co., Ltd. |
| Shandong Xindeco IoT | Shandong Xindeco IoT Applied Technology Co., Ltd. |
| ITG Digital Technology | Xiamen ITG Digital Technology Co., Ltd. |
| ITG JD Digital Technology | Xiamen ITG JD Digital Technology Co., Ltd. |
| Xindeco Non-Ferrous Metals | Non-Ferrous Metals Division of Xiamen Xindeco Co., Ltd. |
| Fujian Xindeco Optoelectronics | Fujian Xindeco Optoelectronics Co., Ltd. |
| Xindeco IoT Malaysia | Xindeco IoT Malaysia Sdn.Bhd. |
| Xindeco Tongshang Automobile | Xiamen Xindeco Tongshang Automobile Sales & Service Co., Ltd. |
| Xindeco Mining | Xiamen Xindeco Mining Resources Co., Ltd. |

Confirmation and Approval

This report has been approved by the Board of Directors of the Company and is published concurrently with the Annual Report. The Board pledges to exercise oversight over the contents of this report, ensuring its absence of any false records or misleading representations, and assuming responsibility for its truthfulness, accuracy and completeness.

Access to this Report

You may access and download this report and obtain further information about the Company via the Shenzhen Stock Exchange (www.szse.cn) and CNINFO (www.cninfo.com.cn).

Message from Chairman

The year 2025 marked a year in which Xindeco forged ahead amid changes and strove to overcome difficulties. Faced with shifts of the times, industrial challenges and development opportunities, all our staff worked with unity and determination, pressing forward with firm conviction and solid actions, forging ahead through difficulties, and leaving solid footprints on the path of sustainable development.



Focus on Core Businesses - Enhancing Quality and Efficiency

During the year, the four major business segments worked in synergy and achieved breakthrough progress, jointly consolidating the foundation for high-quality development.

In the Supply Chain segment, Xindeco Non-Ferrous Metals entered the ultra-high-altitude metal ore transportation sector for the first time, implementing the procurement project for the Huoshaoyun lead-zinc mine in Xinjiang and establishing a stable direct supply channel for raw materials. The Chenggang Raw Material Warehouse was put into trial operation, achieving efficient circulation through digital systems, thereby enhancing industrial chain coordination efficiency.

In the Digital Intelligence Technology segment, organizational restructuring and the streamlining of institutional systems were successfully completed during the year, fostering a shared development consensus and injecting endogenous momentum. Throughout the year, 20 new software copyrights were obtained and six products received national-level certifications. Platforms such as the "Phosphorus Source Smart Platform" were selected as exemplary cases in the "Dingxin Cup", while "e-Lu Protecting Agriculture" won awards in the China Artificial Intelligence Competition, demonstrating strong capabilities in industrial digital innovation.

In the Electronic Technology segment, Xindeco IoT successfully passed the national-level re-examination for specialized, refined, unique, and innovative (SRUI) "Little Giant" enterprises, with independently developed core technologies reaching internationally advanced standards. Orders in the Brazilian market exceeded 100 million units, and shipments of non-ARC products increased by 24%. Xindeco Optoelectronics received multiple industry honors, with its technological innovation and market influence continuing to grow.

In the Automotive Distribution segment, Xindeco ITG Automobile Group accelerated its transformation towards new energy vehicles, securing authorization for seven new energy projects primarily based on HarmonyOS Intelligent Mobility. User centers in Fuzhou, Quanzhou, and Haicang commenced operations successfully. Xindeco Tongshang Automobile expanded into markets such as Australia and Poland, added 8 new overseas warehouses, bringing the total to 11 overseas warehouses, and formed strategic partnerships with automakers including FAW and Dongfeng. During the year, contracts were signed for the export of 21,000 vehicles, amounting to USD 310 million, representing a more than twofold increase in export volume.

Green Operations - Practicing the Low-Carbon Mission

Green development remains our unwavering commitment. In 2025, we continuously improved our environmental management system, strengthened environmental compliance and risk management, and enhanced environmental training and communication to ensure the effective implementation of all environmental management requirements. We strictly controlled emissions of waste gas, wastewater, solid waste and other pollutants to ensure compliant discharge. We continued to optimize the management of energy, water resources and materials to improve resource utilization efficiency. We actively practiced green operations, promoted the development of a circular economy, advocated green office practices, and integrated low-carbon principles into daily management. At the same time, we paid close attention to ecosystem and biodiversity conservation, safeguarding lucid waters and lush mountains through concrete actions and contributing Xindeco's strength towards the goals of carbon peaking and carbon neutrality.

Shared Responsibilities - Fostering Social Value

We are fully aware that corporate growth is inseparable from the support of society. During the year, centering on the core principle of "returning to core businesses for development", we strengthened talent development, established the Xindeco Digital Intelligence Industry Research Institute, introduced outstanding talent, and built an international talent pipeline. Driven by the three pillars of "organization, talent, and learning & development", we improved the "435 Xindeco Star" system, stimulated vitality through cross-segment job rotations, and continuously advanced employer branding, receiving honors such as "Best Employer 2025" and "ESG Outstanding Enterprise".

We actively carried out volunteer services, educational support initiatives and rural revitalization programs. For 26 consecutive years, we have implemented the student aid program for Bayi Hope Primary School in Changting, Longyan. We established a paired assistance mechanism with Jinbing Village in Xiang'an District to support the development of the village collective economy. Xindeco ITG Automobile Group integrated corporate responsibility into its daily operations through initiatives such as supporting farmers and promoting green mobility, demonstrating its commitment to responsibility through concrete actions.

Sound Governance - Consolidating the Foundation of Management

A sound governance system is an important safeguard for the Company's steady and long-term development. We continued to optimize the corporate governance structure, strengthened the performance of duties by the Board of Directors and the functions of its specialized committees, deepened compliance, internal control and risk management, and standardized related-party transactions and tax management. We valued investor relations, safeguarded creditors' rights and interests, improved the integrity management system and whistle-blower protection mechanism, and adhered to the principles of fair competition. With a governance culture characterized by transparency, fairness and integrity, we consolidated the foundation for the Company's long-term development.

Looking ahead, Xindeco will continue to be guided by long-termism, uphold the principles of technology for good, green innovation and responsibility for the future, and work hand in hand with global partners to jointly create a greener, smarter and mutually beneficial future at the intersection of digital intelligence and sustainable development.

Sustainable Development Highlights in 2025



Economic Performance

- Total assets: **1,445,370.22** RMB10,000
- Net profit attributable to listed company shareholders: **1,524.22** RMB10,000
- Operating income: **3,237,779.76** RMB10,000
- Total tax paid: **20,718.52** RMB10,000



Environmental Performance

- Total investment in environmental protection: **159.35** RMB10,000
- Energy consumption intensity: **0.12** tce/RMB 1 million
- Number of environmental training sessions: **49** times
- Greenhouse gas emission intensity: **0.49** tCO₂e/RMB 1 million
- Photovoltaic generation consumption: **1,758,259.40** kWh



Governance Performance

- Meeting of Shareholders convened: **5** times
- Meetings of the Board of Directors convened: **17** times
- Percentage of independent directors in the Board of Directors: **33.33** %



Social Performance

- Investment in employee training: **84.24** RMB10,000
- Investment in work safety: **78.09** RMB10,000
- Employee training coverage: **100** %
- Investment in safety training: **10.55** RMB10,000
- Investment in R&D: **3,883.13** RMB10,000
- Investment in rural revitalization: **81.51** RMB10,000

About Xindeco

Company Profile

Xiamen Xindeco Ltd. was founded in 1984 and listed on the Shenzhen Stock Exchange in 1997 (stock name: Xindeco; stock code: 000701). Its business segments include supply chain, digital intelligence technology, electronic technology, and automotive distribution. With the mission of "Leading Advantageous Industries and Creating a Better Life", the Company upholds the core values of "Pursuing Excellence, Acting with Integrity and Responsibility, Striving as the Foundation, and Co-creating and Sharing", and is committed to becoming a high-quality listed company serving new quality productive forces.

Corporate Culture

The Company practices a "pioneering culture", striving to build itself into a broad platform for career development, a progressive learning organization, and a closely bonded community of shared future, bringing together like-minded and dedicated individuals to promote high-quality development.



Development History

1984

Xiamen Special Economic Zone International Information Development Co., Ltd. (the predecessor of Xindeco) was established

1986

Xindeco Import & Export Trading Co., Ltd. was established, obtaining nationwide import and export operating rights

1992

As one of the first enterprises in the Xiamen Special Economic Zone to undergo shareholding reform, Xiamen Xindeco Ltd. was established

1997

Listed on the Shenzhen Stock Exchange

2005

Xiamen Xindeco IoT Technology Co., Ltd. was established, entering the RFID electronic tag (IoT) industry

2007

Xiamen Xindeco Optoelectronics Co., Ltd. was established, entering the LED optoelectronics industry

2010

First included in the *Fortune* China 500 list

2014

“XINDECO” was recognized as a well-known trademark in China; private placement was conducted to expand production and strategically strengthen the information technology segment

2016

Completed private placement and listing, continuously expanding and strengthening the information technology segment

2018

Acquired and integrated Xiamen ITG Automobile, establishing Xiamen Xindeco ITG Automobile Group Co., Ltd.

2019

Xiamen Xindeco Information Technology Group Co., Ltd. was established, integrating the operation and management of the IoT and optoelectronics industries

2020

Launched its first equity incentive plan, becoming one of the first state-controlled listed companies in Xiamen to introduce an equity incentive scheme

2023

Completed private placement and listing, empowering the development of core businesses such as the IoT and automotive distribution, and enhancing the Company's overall business strength

2024

Xiamen Xindeco Digital Intelligence Technology Co., Ltd. was established, laying out the digital intelligence technology industry and enriching the digital intelligence business ecosystem

2025

Xindeco IoT Malaysia was officially put into operation, enhancing the Company's service capabilities in the RFID supply chain across Southeast Asia and globally



Honors in 2025

Xindecu



2024 Top 20 Global Iron Ore Suppliers under the "Black Gold Cup"

Shanghai Ganglian E-Commerce Holdings Co., Ltd.



Innovative Application Scenario

CIO Branch of China Software Industry Association



2025 Digital Intelligence Recruitment Ecosystem Partner Award

Tongdao Elite (Tianjin) Information Technology Co., Ltd.



2025 Best Employer

China Enterprise Alliance (Beijing) Human Resources Management Center

Xindecu Optoelectronics



2024 Top 100 Chinese LED Lighting Companies

Grand Lighting Industry Research Institute



DALI China Awards · Silver Award for Excellent Design Teams

DALI China Awards Organizing Committee (jointly organized by the International Commission on Illumination and the China Illuminating Engineering Society)



2025 Hangjia Aurora Award – Influential Supply Chain Enterprise of the Year

Hangjiashuo Display, Hangjiashuo Industrial Research Center, and Hangjia Aurora Award Organizing Committee

Xindecu IoT



25th China Patent Excellence Award

China National Intellectual Property Administration



2024 China IoT Industry Innovative Product Award

World AIoT Innovation Alliance, Shenzhen IoT Industry Association, AIoT Star Map Research Institute, AIoT Library, and IoT Media



2025 24th "IOTE Gold Award" for Innovative Products

Shenzhen Internet of Things Industry Association and the IOTE Organizing Committee



2025 Top 100 Automotive Dealer Groups in China

China Automobile Dealers Association



2025 Top 100 New Energy Automotive Dealer Groups in China

China Auto Dealers Chamber of Commerce



2025 Top 100 Social Responsibility Enterprises in China Automobile Dealership Industry

China Auto Dealers Chamber of Commerce

Xindecu ITG Automobile Group

Sustainable Development Governance

ESG Governance System

The Company actively integrates sustainable development concepts into its strategic planning and daily operations, continuously improves its ESG governance system, and has established a sustainable development governance structure. By setting up a Strategy and Sustainability Committee responsible for studying, analyzing and evaluating sustainability-related matters, the Company has effectively strengthened its capability in managing sustainability issues and preventing risks, thereby promoting steady operations and long-term development.

In the performance assessment of senior management during their tenure, the Company explicitly incorporates "sustainable development" as one of the key evaluation indicators, with assessment results directly linked to remuneration during tenure. This ensures that executive compensation is closely aligned with the Company's long-term value and green development, driving improvements in strategic management, independent innovation, resource conservation, environmental protection and safe development, and continuously enhancing the Company's core competitiveness and sustainability capabilities.

In 2025, the Company obtained ratings of A or above from multiple rating agencies and was awarded the "2025 Best ESG Practice Award for Listed Companies". Its ESG management capabilities and practical achievements have been recognized by authoritative institutions, reflecting the high level of affirmation from the capital market and professional organizations regarding the Company's sustainability capabilities, governance standards, and overall value.

| ESG Rating | ESG Rating Results in 2025 |
|---------------------------------|----------------------------|
| Wind ESG Rating | AA |
| SynTao Green Finance ESG Rating | A |
| CCXI ESG Rating | AA |
| QuantData ESG Rating | A |



2025 Best ESG Practice Award for Listed Companies



CCXI AA Rating Certificate

ESG Risk Management

To promote steady operations and sustainable development, the Company, with reference to the *Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (Trial)*, and *IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information* issued by the International Sustainability Standards Board (ISSB), and in light of its business realities, systematically conducts comprehensive identification and assessment of ESG risks and opportunities, focusing on key topics such as product and service safety and quality, supply chain security, and innovation-driven development. Based on the assessment results, the Company formulates targeted management measures and action plans, strengthens internal control supervision and risk prevention capabilities, effectively mitigates potential negative impacts while actively seizing sustainable development opportunities, and provides solid support for high-quality development and value creation. For details on the identification of risks and opportunities for each topic and related content, please refer to the corresponding sections of this report.

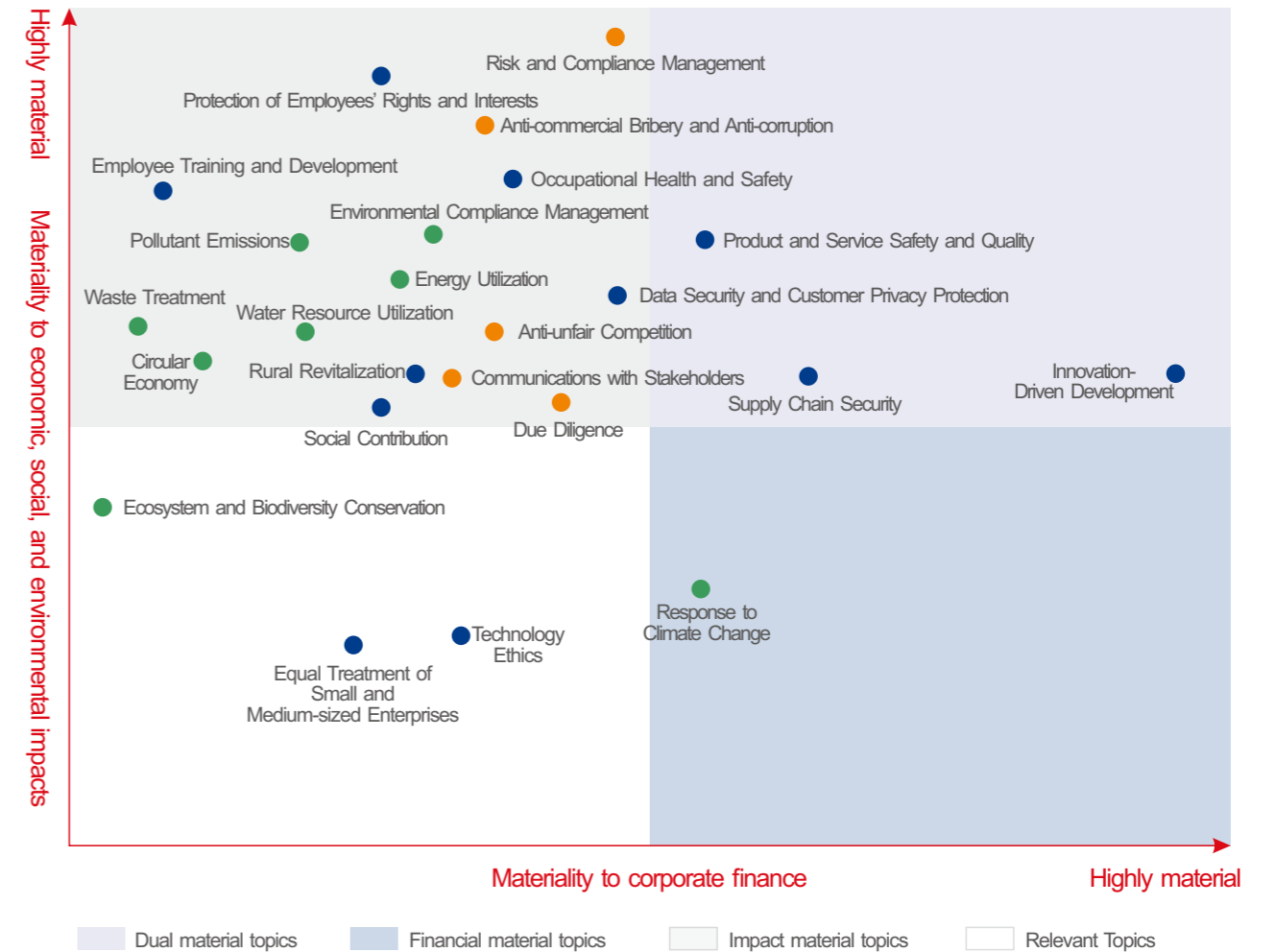
Response to the SDGs

XindecO continues to promote sustainable development and actively aligns with the United Nations Sustainable Development Goals (SDGs), using the SDGs as guidance to anchor the direction of ESG work and drive the effective implementation of relevant practices.

| SDGs | Our Actions | SDGs | Our Actions |
|---|---|---|--|
| 1 NO POVERTY | The Company continues to carry out various mutual assistance and care programs, and has established a dedicated mutual aid fund pool to provide support to employees in need and their families. | 2 ZERO HUNGER | The Company, in collaboration with the municipal maternal and child health hospital and XinXu Town, convened joint meetings to facilitate connections for the development of the collective economy of Jinbing Village, thereby supporting rural revitalization. |
| 3 GOOD HEALTH AND WELL-BEING | The Company regularly organizes health examinations and cultural and sports activities, continuously improves a diversified employee protection system based on social insurance, supplementary medical insurance, and enterprise annuities. Furthermore, the Company provides allowances for meals and transportation, thereby building a multi-tiered welfare system and continuously enhancing employees' sense of well-being and belonging. | 4 QUALITY EDUCATION | The Company has developed a professional teaching faculty and established the "Talent Cloud Classroom" to support employees in improving their professional skills. |
| 5 GENDER EQUALITY | The Company effectively safeguards the lawful rights and interests of female employees, strictly ensuring gender equality in key aspects such as recruitment, remuneration and benefits, and promotion, and fully implements statutory leave entitlements such as maternity examination leave in accordance with the law. | 6 CLEAN WATER AND SANITATION | The Company strengthens water resource management, constructs high-standard wastewater treatment facilities, continuously optimizes wastewater management processes, reduces wastewater discharge at the source, and mitigates impacts on the water environment. |
| 7 AFFORDABLE AND CLEAN ENERGY | The Company vigorously promotes the application of clean energy such as photovoltaic power generation, reduces reliance on fossil fuels, and lowers greenhouse gas (GHG) emissions through measures such as technological transformation and energy-saving awareness initiatives. | 8 DECENT WORK AND ECONOMIC GROWTH | The Company has established a performance-oriented remuneration system, provides employees with market-competitive compensation, and fully taps employee potential by offering clear career development pathways. |
| 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | The Company continues to deepen the development of technological innovation platforms, optimize incentives for R&D and innovation, and actively participates in industry exchanges and interactions, thereby continuously enhancing innovation capabilities and product competitiveness. | 10 REDUCED INEQUALITIES | The Company adheres to the principle of equal pay for equal work, ensuring that every employee enjoys fair treatment in recruitment, remuneration, training, and promotion. |
| 11 SUSTAINABLE CITIES AND COMMUNITIES | The Company actively carries out community volunteer services and community service activities such as childcare support and elderly care, demonstrating its corporate social responsibility through concrete actions and promoting harmonious social development. | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | The Company implements stringent control measures covering the entire process from incoming inspection, process inspection to final inspection, and has established a product recall mechanism to ensure that customers' lawful rights and interests are effectively protected. |
| 13 CLIMATE ACTION | The Company actively responds to the national "dual carbon" goals and the global temperature control targets under the <i>Paris Agreement</i> , formulates comprehensive medium- and long-term action plans for carbon peaking and carbon neutrality, and systematically advances carbon emission reduction across the entire value chain. | 16 PEACE, JUSTICE AND STRONG INSTITUTIONS | The Company continues to improve corporate governance by regularly carrying out anti-corruption and integrity initiatives and establishing a sound audit and supervision system, ensuring lawful and compliant operations. It fulfills its information disclosure obligations in accordance with laws and regulations, and continuously enhances the transparency and standardization of corporate governance. |
| 17 PARTNERSHIPS FOR THE GOALS | The Company has established a comprehensive management system covering the entire supplier lifecycle of "admission, audit, evaluation, and exit", incorporating ESG performance as an important consideration and continuously improving supply chain quality control capabilities. | | |

Management of Material Topics

Taking into account the characteristics of its industry and business operations, the Company bases its approach on the topics set out in the *Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (Trial)* (hereinafter referred to as the *Guidelines*), and, with reference to relevant topics within the same industry, introduces the analytical perspectives of impact materiality and financial materiality to identify and assess material topics. This has resulted in the formation of Xindeco's 2025 materiality assessment matrix, which is disclosed in this report.





Xindeco Materiality Assessment Matrix

| | | |
|-----------------------------|--|---|
| Environmental Topics | <ul style="list-style-type: none"> Environmental Compliance Management Circular Economy Ecosystem and Biodiversity Conservation | <ul style="list-style-type: none"> Energy Utilization Water Resource Utilization Response to Climate Change Pollutant Emissions Waste Treatment |
| Social Topics | <ul style="list-style-type: none"> Protection of Employees' Rights and Interests Occupational Health and Safety Product and Service Safety and Quality Equal Treatment of Small and Medium-sized Enterprises | <ul style="list-style-type: none"> Employee Training and Development Innovation-Driven Development Data Security and Customer Privacy Protection Supply Chain Security Social Contribution Rural Revitalization |
| Governance Topics | <ul style="list-style-type: none"> Risk and Compliance Management Anti-unfair Competition Communications with Stakeholders | <ul style="list-style-type: none"> Anti-commercial Bribery and Anti-corruption Due Diligence |

Communications with Stakeholders

The Company continuously deepens communication and interaction with stakeholders, actively establishes diversified and accessible dialogue channels, accurately understands the concerns and expectations of all parties, responds to key demands with practical measures, builds consensus and fosters coordinated efforts, and jointly promotes the sustainable development of the economy, society and the environment.

| Stakeholders | Topics of Concern | Communication and Response |
|--|---|--|
|  Government and regulatory departments | Compliance management Community investment Lawful tax payment | Information disclosure Public welfare donations Tax payment on time |
|  Investors and shareholders | Compliance management Anti-commercial bribery and anti-corruption Tax compliance | Risk management and control Construction of probity Tax management |
|  Customers | Privacy protection Protect the rights and interests of customers After-sales support | Strengthen information security management Customer satisfaction survey Management of customer complaint |
|  Employees | Employee care Compensation and benefits Employee training Career development and promotion | Establishment of a dedicated mutual aid fund pool Enhancement of compensation and benefits Regularly organization of training activities Improvement of career advancement mechanisms |
|  Suppliers and partners | Sustainable supply chain development Industry exchanges Win-win cooperation | Clean procurement Participation in industry exhibitions Contract Performance |
|  Public and community | Public welfare projects Rural revitalization Environmental management | Community service activities Educational support Promoting green development |
|  Media agencies | Information transparency Responses to communication | Timely disclosure of announcements Strengthening routine communication |



01



Guidance by Party Leadership and Strengthened Governance Foundation

The Company consistently upholds high-quality Party building as its guiding principle, continuously optimizes its corporate governance structure, adheres to compliant operations, and improves its risk management system. At the same time, through diversified and accessible communication channels, the Company strengthens investor relations management and attaches great importance to the development of business ethics, laying a solid foundation for long-term and stable development through robust governance capabilities.

Our Actions

- Party building
- Corporate governance
- Compliant operation and risk management
- Investor relations management and shareholders' rights and interests
- Business ethics

SDGs Responded



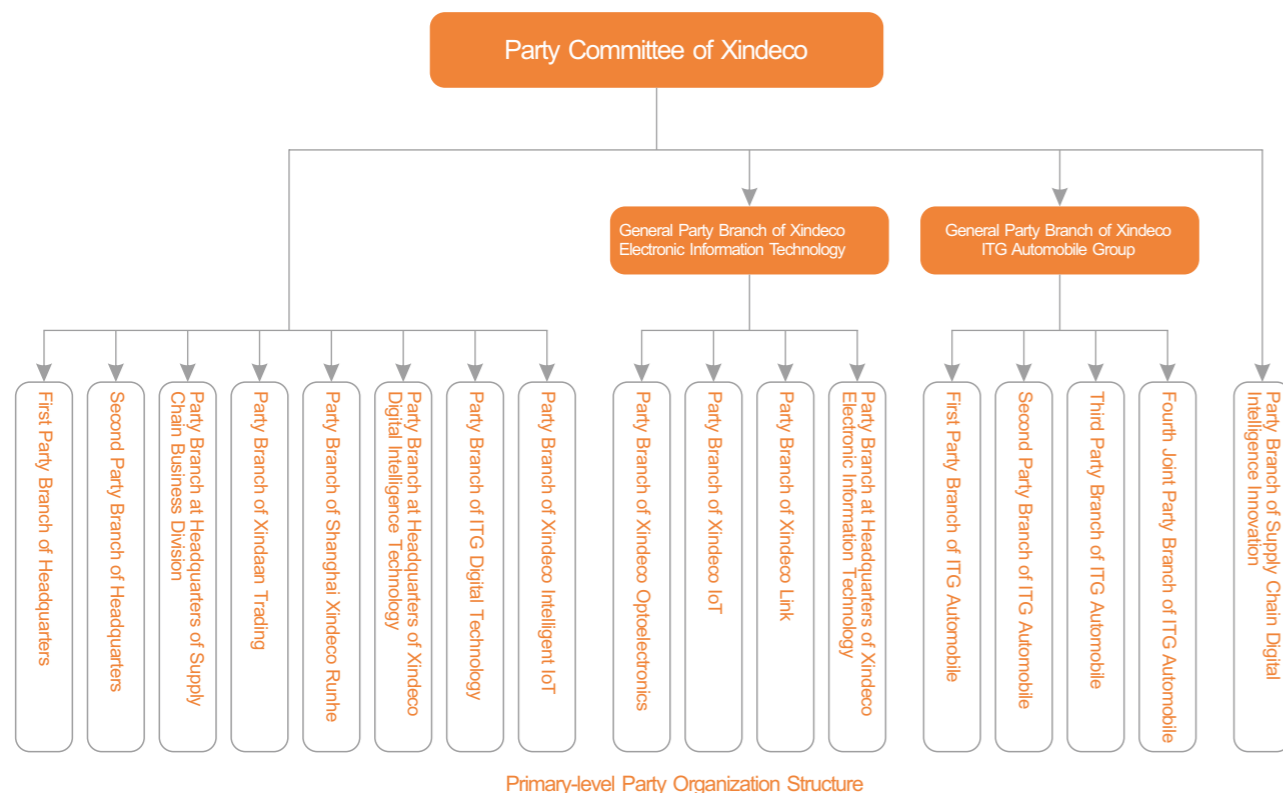
Party Building

The Company adheres to the guidance of Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, thoroughly implements the decisions and deployments of the Central Committee of the Communist Party of China, and fully integrates Party leadership into its operations and management, using high-quality Party building to lead high-quality development.

Organizational Development

The Company consistently embeds Party leadership into all aspects and at every stage of corporate governance structure, continuously densifies and strengthens the system of primary-level Party organizations, and has established an organizational framework led by the Company's Party Committee with vertical management over subsidiary Party organizations, achieves horizontal coverage and vertical penetration, thereby effectively enhancing governance efficiency.

The Company's Party Committee consistently promotes the organic integration of Party leadership and corporate governance, thoroughly implements the "Three Majors and One Large" (major issues, major personnel appointment and dismissals, investments in major projects and use of large sums of money) decision-making system for enterprises, formulates and optimizes the *Rules of Procedure for Party Committee Meetings* and the *List of Major Operational and Management Matters for Pre-review and Discussion*, and establishes a power operation mechanism characterized by scientific decision-making, resolute execution and effective supervision, thereby providing strong organizational support for advancing the Company's high-quality development to a new level.



Primary-level Party Organization Structure

Key Performance

As of the end of the reporting period, the Company had a total of **1** Party Committee (including the Company-level Party Committee), **2** general Party branches, **17** Party branches and **325** Party members. During the reporting period, a total of **35** Party Committee meetings were convened.

Party-Building Practices

The Company's Party Committee consistently places ideological and political development as a top priority, thoroughly studies and implements General Secretary Xi Jinping's important expositions on the development of spiritual civilization, formulates the *Key Points for the Development of Spiritual Civilization in 2025*, and steadily advances various initiatives in this regard, integrating the concept of civilization into the entire process of daily operations and management.

At the same time, the Company steadily advances the development of Party conduct and clean governance, unswervingly implements the strategic arrangements for comprehensively and strictly governing the Party, and strictly observes the Party's political discipline and political rules. The Company thoroughly carries out study and education on the implementation of the spirit of the Central Eight-Point Decision, strengthens discipline education, supervision and enforcement of discipline, and integrity risk prevention and control, guiding Party members and cadres to remain respectful, vigilant and adhere to bottom lines, thereby fostering a clean and upright political ecosystem and a proactive working atmosphere.

Primary-level Party organizations actively organize a variety of themed Party Day activities. The Party organization of Xindeco Digital Intelligence Technology integrates study and education with Party-building branding, promoting resonance between Party building and business operations; Xindeco Electronic Information Technology uses integrity-themed sports events as a platform to combine education with engagement, fostering a strong culture of integrity; Xindeco ITG Automobile Group organizes Party members and cadres to visit warning education bases to reflect on exemplary corporate values; supply chain Party organizations innovatively organize a "live-action integrity flying chess" challenge and coordinate with community families to watch integrity-themed cultural films, extending integrity education to families and grassroots levels. These series of activities integrate discipline education and integrity culture into daily practice, enriching educational formats while strengthening the integrity awareness of Party members and cadres, achieving both effective education and the cultivation of a positive atmosphere.

Case Study and Education on the Implementation of the Spirit of the Central Eight-Point Decision

On March 31, 2025, the Company convened an enlarged meeting of the Party Committee. The meeting conveyed and studied General Secretary Xi Jinping's important speeches and instructions on the in-depth implementation of the spirit of the Central Eight-Point Decision, as well as relevant deployment requirements at all levels; deliberated and approved the implementation plan for study and education, and made arrangements for the Company's related work. This meeting further consolidated the foundation for the Company's work style development and compliance governance, supporting the achievement of clean and standardized operations.



Party-Building Brands

The Company continues to explore effective pathways and carriers for the deep integration of Party building and business operations. It has vigorously advanced the Party-building brand development initiative of "One Brand for Each Enterprise" and "One Distinctive Feature for Each Party Branch", establishing four new Party-building brands in 2025, including "Digital Intelligence Pioneer", and refining existing brands such as "Zhihui Blue". This has resulted in the formation of a "1+14" Party-building brand matrix, enhancing the distinctiveness and appeal of Party-building work.



Party-building Brand Matrix

Corporate Governance

The Company strictly complies with relevant laws and regulations and regulatory requirements, including the *Company Law of the People's Republic of China* (hereinafter referred to as the *Company Law*) and the *Securities Law of the People's Republic of China* (hereinafter referred to as the *Securities Law*), and has formulated governance systems such as the *Articles of Association*, *Rules of Procedure for the Meeting of Shareholders*, *Rules of Procedure for Board of Directors Meetings*, and *Rules of Procedure for General Manager's Office*. These systems clearly define the duties and authorities of the shareholders' meeting, the board of directors, specialized committees of the board, and the management, forming a corporate governance structure characterized by clearly defined responsibilities, effective checks and balances, and coordinated operation, thereby providing solid assurance for the implementation of major decisions and standardized daily operations.

Meeting of Shareholders

The Meeting of Shareholders is the highest authority of the Company. In accordance with the requirements of the *Articles of Association* and the *Rules of Procedure for the Meeting of Shareholders*, the Company standardizes the convening, holding and voting procedures of shareholders' meetings. At the same time, the Company facilitates shareholders in exercising their voting rights through online voting and implements separate vote counting for major matters involving the interests of minority investors, with timely disclosure of results, thereby ensuring transparency, fairness, and impartiality in decision-making.



During the reporting period **5** shareholders' meetings were convened, and **43** matters were deliberated and approved.

Board of Directors

The Board of Directors is the Company's decision-making body for operations and is accountable to the Meeting of Shareholders. The Board of Directors exercises its functions and powers in strict accordance with documents such as the *Rules of Procedure for Board of Directors*, including deciding on business plans and investment proposals and formulating management systems.



During the reporting period, the Board convened **17** meetings, with a **100%** attendance rate of directors, and **92** matters were deliberated and approved.

Board Committees

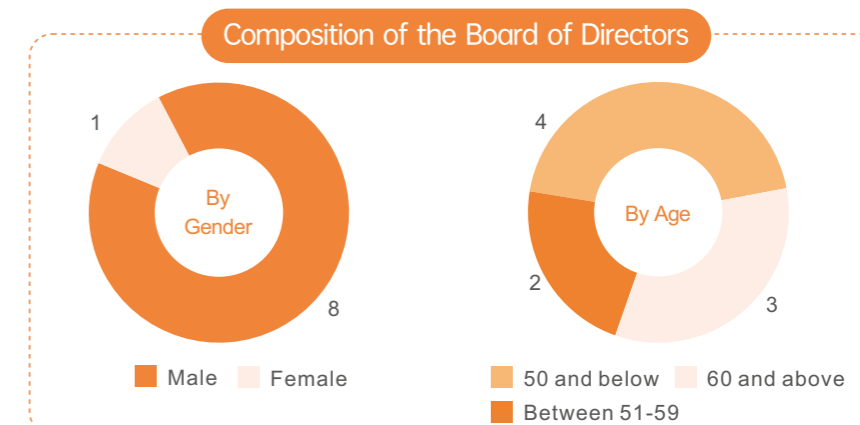
The Board has established five specialized committees - namely the Audit and Risk Control Committee, the Strategy and Sustainability Committee, the Nomination Committee, the Remuneration and Appraisal Committee, and the Budget Committee - as its working bodies. Each committee performs its duties independently and efficiently in accordance with the *Articles of Association* and its implementation rules, providing professional support for the Board's scientific decision-making.



During the reporting period, the Company held **11** meetings of the Audit and Risk Control Committee, **10** meetings of the Strategy and Sustainability Committee, **2** meetings of the Nomination Committee, **7** meetings of the Remuneration and Appraisal Committee, and **2** meetings of the Budget Committee.

Board Diversity

The Company attaches great importance to the diversity of the Board of Directors. In the nomination and appointment of directors, candidates are comprehensively assessed from multiple dimensions, including professional experience, educational background, gender, and age. The current Board comprises members with extensive industry experience and complementary professional backgrounds, laying a solid foundation for comprehensive and sound decision-making.



Board Independence

The Company has established the *Independent Director System*, which clearly defines the requirements for the composition and responsibilities of independent directors, providing a robust institutional guarantee for their independent performance of duties. Independent directors constitute a majority of the Audit and Risk Control Committee, the Nomination Committee, and the Remuneration and Appraisal Committee, and serve as conveners of these committees. The convener of the Audit and Risk Control Committee is an accounting professional. During the reporting period, independent directors diligently performed their duties, playing roles in decision-making, oversight and checks and balances, and professional consultation within the Board, thereby effectively safeguarding the overall interests of the Company and the lawful rights and interests of minority shareholders.



The Company currently has **3** independent directors and **6** non-independent directors, with independent directors accounting for **33.33%** of the Board.

The proportion of independent directors on the Audit and Risk Control Committee is **66.67%**, on the Nomination Committee is **66.67%**, on the Remuneration and Appraisal Committee is **66.67%**, on the Budget Committee is **33.33%**, and on the Strategy and Sustainability Committee is **33.33%**.

Remuneration Management for Directors and Senior Management

In accordance with relevant laws and regulations such as the *Code of Corporate Governance for Listed Companies*, the Company has formulated and continuously optimized the *Remuneration and Performance Management System for Directors and Senior Management* by strictly standardizing the remuneration and performance management of directors and senior management, fully leveraging the incentive and restraint functions of the remuneration mechanism, and effectively mobilizing the initiative and creativity of directors and senior management.

The annual remuneration of directors and senior management consists of two components: base annual salary and performance-based annual salary. The base annual salary is determined based on factors such as position, responsibilities and market salary levels; the performance-based annual salary is determined based on the Company's annual performance and the performance of directors and senior management, following comprehensive assessment, thereby ensuring that remuneration is closely linked to the Company's development and individual contributions.



During the reporting period, the total pre-tax remuneration received by directors and senior management during their tenure from the Company amounted to RMB **8.2941** million.

Compliant Operation and Risk Management

Compliance and Internal Control

The Company strictly complies with the *Basic Norms for the Internal Control of Enterprises* and its supporting guidelines, and has formulated specific systems such as the *Logistics Management Regulations for Supply Chain Business* and the *Approval Authority for Trade-related Business of the Non-ferrous Metals Business Division*. It continuously improves its internal control management system covering key areas such as settlement business, credit business, fund management, risk management, and legal compliance, thereby enhancing the effectiveness of internal control and the level of risk prevention and control. In addition, the Company actively conducts compliance self-inspections of its supply chain business and special inspections on confidentiality work, continuously optimizes system control rules, and promotes the effective performance of confidentiality and compliance responsibilities, providing strong support for standardized operations and optimized internal control.

Internal Audit

The Company has established an Internal Control and Audit Department, which prepares annual audit plans based on the Company's overall development plans, annual operating objectives and key risk management priorities, taking into account the operating characteristics, business scale, and risk levels of the Company's headquarters and its investee enterprises, conducts audits of the Company's headquarters and investee enterprises, and regularly reports to the Audit and Risk Control Committee to ensure lawful and compliant operations. In 2025, the Internal Control and Audit Department, focusing on the core objective of "broad coverage and precision empowerment", advanced 13 internal audit projects, comprehensively covering all business lines including ferrous metals such as steel, iron ore, coking coal and coke, and completed a specialized review of the internal control system of Digital Intelligence Technology. At the same time, it focused on key risks in critical areas such as the use of raised funds, engineering construction, tendering and bidding, and financial assistance, thereby strengthening the risk prevention and control framework.



During the reporting period, the Company advanced **13** internal audit projects, identifying **86** issues, proposing **80** targeted rectification requirements, and concurrently issuing **7** recommendations for practical management. The rectification completion rate within the prescribed timeframe reached **100%**.

Import and Export Compliance Management

To implement import and export controls and safeguard overseas operations, the Company assisted Xindeco Tongshang Automobile and Xindeco Mining in successfully obtaining AEO Advanced Certification from customs authorities, and guided certified entities and various business departments to continuously strengthen customs management to ensure compliance with advanced certification standards. In addition, the Company compiles monthly statistics on customs declaration amendments and cancellations and analyses the underlying causes to reduce error rates. It also organizes training on customs laws and regulations to enhance employees' awareness of customs compliance, effectively mitigating clearance risks.



AEO Advanced Certification

Compliance Team Building and Culture

To enhance the compliance performance capabilities of all employees, during the reporting period, the Company conducted multiple specialized training sessions focusing on key areas such as legal risk prevention and control and compliance awareness cultivation. These efforts strengthened employees' legal awareness and risk prevention capabilities, integrated compliance requirements into daily operations, and fostered a standardized and orderly compliance culture.

Case Legal Training

On December 11, 2025, the Company conducted an offline legal training session on topics including *Major Revisions to Maritime Law and Their Impact on Practice*, effectively enhancing the legal risk identification and prevention awareness of employees, particularly those in key positions such as foreign-related business and supply chain management, and providing timely and precise guidance for compliant operations amid complex international trade environments and evolving domestic legal and policy frameworks.

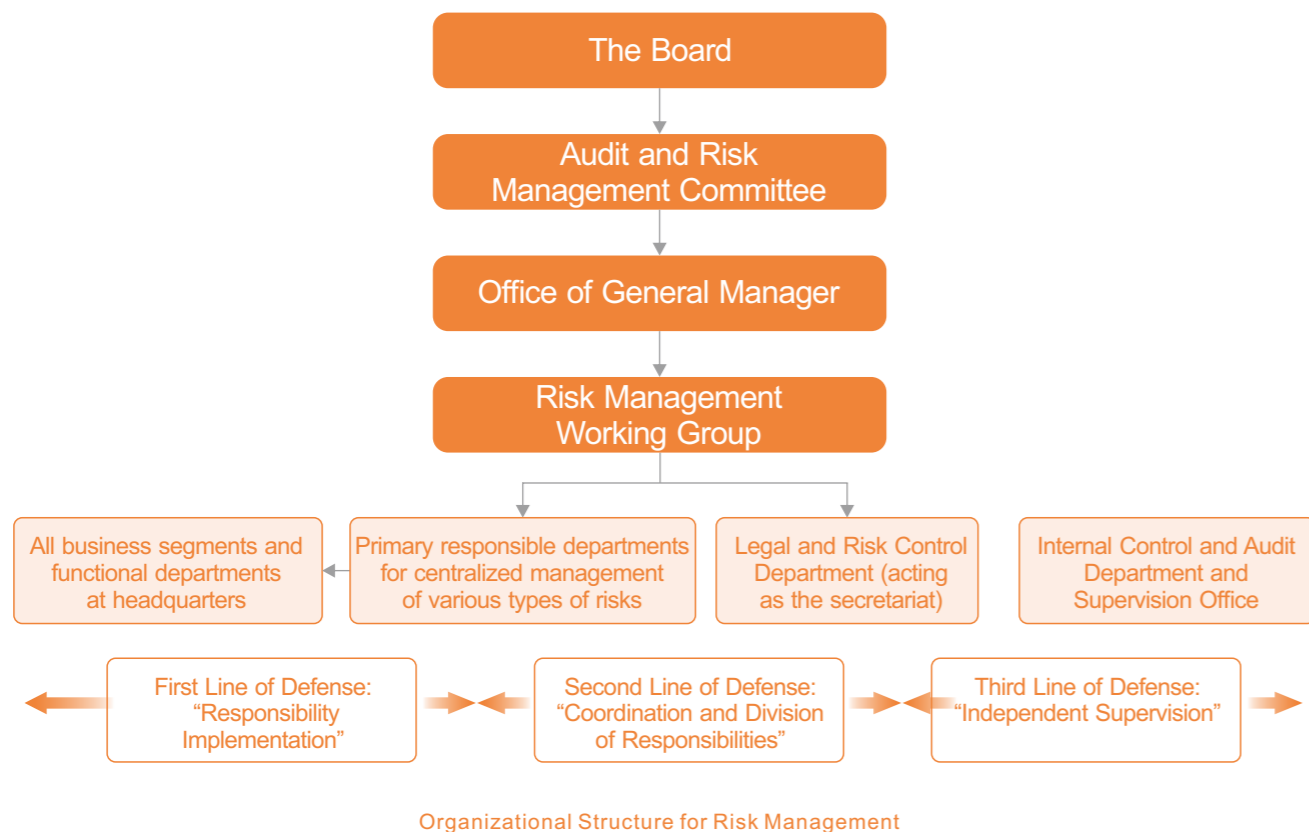


Risk Management

The Company continues to improve its risk management system by formulating institutional documents such as the *Comprehensive Risk Management System* and the *Measures for Operational Risk Management*, and advancing risk classification and grading management across multiple areas. At the same time, the Company has established an organizational structure for risk management led by the Board of Directors, the Party Committee and the General Manager's Office, centered on the "three lines of defense", promoting the deep integration of risk management with daily operations and business processes. In addition, the Company links risk management indicators with the performance of relevant personnel and conducts regular comprehensive assessments to ensure the effective implementation of risk control responsibilities and to safeguard the safe and stable operation of the Company.

Organizational Structure and Functions for Risk Management

| | |
|---|---|
| The Board | Approval of fundamental systems, policies and other major matters related to comprehensive risk management. |
| Audit and Risk Management Committee | Responsible for supervising the management in implementing comprehensive risk management and organizing the review of fundamental systems for comprehensive risk management. |
| Risk Management Working Group | Responsible for drafting systems and policies, formulating risk appetite, organizing risk assessments, and supervising and evaluating the work of business segments. |
| Legal and Risk Control Department | Responsible for coordinating daily risk management and organizing risk identification, assessment, monitoring, inspection and evaluation. |
| Internal Control and Audit Department and Supervision Office | Conduct ex-post supervision, inspect key business areas such as guarantees and related-party transactions semi-annually, inspect the use of raised funds quarterly, and regularly report to higher authorities. |
| Functional Departments | Assume primary responsibility for risk management, implement relevant systems, cooperate in risk information collection and reporting, and accept supervision, inspection and evaluation. |



Organizational Structure for Risk Management

Risk Management and Control

The Company has established a comprehensive risk management framework covering all business segments, structured around three core components: risk identification and assessment, risk monitoring and reporting, and risk supervision and inspection. Through regular identification and assessment, dynamic monitoring and early warning, and strengthened supervision and inspection, the Company ensures that various risks are effectively identified, promptly reported, and managed through closed-loop control, thereby continuously enhancing its capability to prevent and mitigate operational risks.

Risk Management Process

| | | |
|---|---|---|
| <p>Risk Identification and Assessment</p> <p>The Company regularly organizes functional departments and business units to conduct risk identification and assessment, determine a list of key risks for focused attention, and make timely adjustments in response to significant changes in internal and external environments.</p> | <p>Risk Monitoring and Reporting</p> <p>The Company has established and continuously improved its risk monitoring system, defining risk early warning indicators in line with the specific conditions of each business segment and clarifying responsible reporting departments. Risk events are reported in accordance with prescribed procedures, and appropriate response measures are implemented.</p> | <p>Risk Supervision and Inspection</p> <p>The Company continuously improves its risk investigation and follow-up mechanisms. Based on risk monitoring results, it strengthens risk supervision and inspection as well as early warning tracking across business segments, and urges the timely implementation of rectification measures to further enhance its ability to prevent and control operational risks.</p> |
|---|---|---|

Construction of Digital Risk Control System

In 2025, the Company launched a risk control data visualization platform (pilot operation), integrating risk data such as credit exposure and overdue accounts to improve the efficiency of risk early warning. It also advanced the integration of the Northern and Southern systems with the China Warehouse Receipt Registry (CWRR) to enable dual evidence preservation via blockchain for warehouse receipts and judicial chains. In addition, the Company developed a "Shipment during Non-Working Hours" mini-program, effectively mitigating moral hazard and improving operational efficiency.

Risk Management Training

The Company continues to strengthen its risk management capabilities. In 2025, the Company organized more than ten specialized training sessions on risk control and compliance, covering business operation standards, key system review points, contract management, and logistics risk control. At the same time, internal assessments were conducted for risk control personnel and new employees. The Company also held regular intra-departmental exchanges and cross-segment risk control communication meetings. Through case sharing and experience exchange, it continuously enhances the professional competence and risk awareness of its risk management team.



Related-Party Transactions

Adhering to the principles of integrity, equality, voluntariness, fairness, openness, and impartiality, the Company has formulated the *Related-Party Transaction Management System*. When the Board of Directors and the Meeting of Shareholders deliberate on related-party transactions, the Company strictly implements the recusal mechanism for related directors and shareholders to ensure that such transactions are conducted in compliance with laws and regulations and do not harm the interests of the Company and other shareholders. During the reporting period, the Company duly performed approval procedures in accordance with regulations for matters involving financial assistance to related parties, equity acquisitions and transfers, and the estimation of routine related-party transactions, ensuring standardized decision-making and transparent information disclosure.

Tax Management

The Company strictly complies with the *Enterprise Income Tax Law of the People's Republic of China* and applicable tax laws and regulations in all jurisdictions where it operates, ensuring that its tax practices are lawful, transparent, prudent, and well-controlled. In accordance with internal control procedures, the Company identifies and manages tax risks that may arise from its operations, exercises control over key risks, and implements effective response measures to ensure compliance with tax obligations while effectively preventing and managing tax risks. At the same time, it has established a tax risk communication mechanism to ensure that significant tax matters are promptly reported to management. In addition, the Company maintains regular communication with tax authorities to stay abreast of changes in tax policies, strengthen tax compliance management, actively participate in the development of the tax governance system, and continuously enhance its tax management capabilities, thereby supporting its steady and sustainable development.



During the reporting period, the total amount of taxes paid by the Company was RMB **207.1852** million.

Investor Relations Management and Shareholders' Rights and Interests

Information Disclosure

The Company strictly complies with the *Measures for the Administration of Information Disclosure of Listed Companies*, the *Guidelines No. 5 of Shenzhen Stock Exchange for the Self-Regulation of Listed Companies - Management of Information Disclosure Affairs*, and other relevant laws and regulations. It has formulated the *Information Disclosure Affairs Management System* to clearly define the scope of disclosure, approval procedures, and other key matters, ensuring the authenticity, accuracy, and completeness of disclosed information. The Company designates the Securities Department as the responsible unit for the day-to-day management of information disclosure, operating under the direct leadership of the Board Secretary to coordinate related work. At the same time, the Company has established the *Insider Information Registration and Management System*, which clarifies the confidentiality obligations of relevant personnel prior to public disclosure of information and strictly prohibits the disclosure or leakage of insider information to any organization or individual in any form.

Key Performance

During the reporting period, the Company recorded **0** instances of penalties for violations related to information disclosure.

Public Opinion Management

The Company attaches great importance to public opinion management and has formulated the *Public Opinion Response Management Measures* to foster a sound and secure external media environment and effectively safeguard its brand image and public reputation. The Company has established a Public Opinion Response Leading Group responsible for guiding the handling of online public opinion in emergency situations, developing unified external communication messages and response plans, and effectively preventing potential public opinion risks. In addition, the Company stipulates that, in the event of significant online public opinion incidents, a spokesperson mechanism may be established. A designated spokesperson, appointed by the head of the Leading Group, will uniformly handle media interviews and respond to press inquiries, ensuring the timely and accurate release of authoritative information, maintaining proactive guidance of public opinion, and mitigating the impact of unfavorable coverage.

Investor Relations Management

To standardize investor relations management, the Company has formulated the *Investor Relations Management System*, clearly defining the fundamental principles, communication content, working methods, and communication channels, and has designated the Board Secretary to organize and coordinate related work. The Company continuously strengthens communication and engagement with investors through various channels, including its official website, new media platforms, telephone, fax, and email, as well as through shareholders' meetings, investor briefings, roadshows, analyst meetings, reception visits, and discussion forums, thereby enhancing investors' understanding of and confidence in the Company.

Case

Performance Briefings

On May 15, 2025, the Company held a performance briefing via remote online communication through the Panorama Network "Investor Relations Interactive Platform," engaging in in-depth discussions and providing responses to investor concerns regarding the Company's operating performance, corporate governance, and development strategies. The performance briefing further enhanced investors' understanding of and confidence in the Company's operating performance and development plans.

Key Performance

During the reporting period, the Company conducted **1** investor reception activity. It received a total of **109** investor inquiries on Shenzhen Stock Exchange Interactive Easy and responded to **106** of them, achieving a response rate of **97.25%**.

Protection of Creditors' Rights and Interests

In strict compliance with the *Company Law* and other relevant laws and regulations, the Company places high importance on protecting the legitimate rights and interests of creditors, adheres to the principle of good faith, and fulfills its debt repayment obligations in a timely and full manner in accordance with agreements reached with creditors. The Company continues to optimize its financial structure, maintains stable operations and a sound credit profile, and ensures stable and reliable debt servicing capacity. In 2025, the Company's issuer credit rating was AA+, and the first tranche of its medium-term notes was rated AAA.

Key Performance

During the reporting period, the Company had no overdue liabilities and did not engage in any conduct that harmed the interests of creditors.

Business Ethics

Integrity Management System

The Company has formulated the *Administrative Measures for Integrating Integrity Risk Prevention and Control into Operational Risk Prevention and Control*. The Discipline Inspection Commission provides overall leadership for integrity governance, with the Supervision Office responsible for oversight and inspection, integrity education, and accountability enforcement. The Party Committee has established a Leading Group for Improving Party Conduct, Upholding Integrity, and Combating Corruption, which is responsible for formulating and organizing the implementation of annual anti-corruption tasks and continuously improving the integrity management system.

Integrity Risk Management

Relying on its comprehensive risk management and internal control systems, the Company continuously updates the *Integrity Risk Prevention and Control Handbook*. Through measures including early-stage risk prevention, mid-stage effective monitoring, and post-incident investigation and handling, integrity risk prevention and control is embedded into operational risk management and covers all positions across the Company. At the same time, based on different business models, the Company identifies key integrity risk areas such as engineering and construction, tendering and bidding, and bulk commodity trading, as well as critical positions. It systematically identifies integrity risk points and risk levels, and establishes appropriate control standards and primary preventive measures.

Integrity Monitoring

By integrating Party supervision, functional supervision, audit oversight, and public supervision, and by combining regular self-inspections with periodic reviews, the Company strengthens oversight of integrity risk prevention and control. The Company has established a Leading Group for Accountability in Violations of Investment and Operational Conduct, as well as a Task Force for Investigating Issue Clues. Composed of heads of the Internal Control and Audit Department, Legal and Risk Control Department, Party Committee Office, Supervision Office, Finance and Budget Department, and Human Resources Department, these bodies are responsible for approving classification and handling recommendations for identified issues, and for reviewing investigation results and proposed actions.

| Key Performance Indicators | Unit | 2025 |
|---|--------|-------|
| Number of Anti-Corruption Training Sessions | Times | 19 |
| Total Number of Participants in Anti-Bribery and Anti-Corruption Training | Person | 1,313 |

Integrity Promotion and Education

To further strengthen its culture of integrity, the Company organized Party members and leading cadres to visit the Integrity Education Base, such as the Party Conduct and Government Supervision Platform, the Xiang'an Jinbing Clean Officials Hall, and the Wumei Family Traditions Hall for on-site learning. Additionally, the Company has launched the "Integrity AI Assistant," which provides precise, automated responses to integrity-related inquiries in business scenarios by referencing national regulations and internal policies. Empowered by AI, this initiative creates a new model for integrity education. In addition, the Company organized the "Smart Creativity for Integrity - Integrity-Themed Art Competition," which collected over 60 AI-assisted posters and cartoons on integrity themes, attracting more than 1,800 participant interactions. This initiative has made integrity education more accessible and engaging through digital and AI-enabled approaches.



Whistleblowing and Whistleblower Protection

For any suspected violations of business ethics, the Company encourages employees and other stakeholders to report concerns via hotline, email, or written correspondence. The Supervision Office is responsible for receiving both named and anonymous complaints and reports, and for promptly reporting them to the management or the Board of Directors. The Company strictly enforces confidentiality mechanisms for whistleblowing, prohibiting any disclosure of whistleblower information or retaliatory actions. Violations will result in disciplinary measures such as removal from position or termination of employment, and suspected illegal acts will be transferred to judicial authorities in accordance with the law.

Reporting Channels

Reporting Email
xdjcs@xindeco.com.cn

Whistleblowing Hotline
0592-5608195

Correspondence Address for Petitions and Complaints
Unit 1101, Building A, ITG Center,
No. 4688 Xianyue Road, Huli District, Xiamen

Anti-Unfair Competition

The Company strictly complies with the *Anti-Monopoly Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China*, and other applicable laws and regulations. It firmly prohibits any form of unfair competition or disruption of market order, adheres to principles of integrity in operations, and actively upholds a free, fair, and honest market competition environment. During the reporting period, the Company was not subject to any investigation or penalties related to unfair competition practices.

02

Environmental Protection for Sustainable Growth

XindecO actively responds to climate change and strictly implements environmental compliance management requirements, standardizing the discharge and treatment of waste gas, wastewater, and solid waste. By promoting energy conservation and consumption reduction and practicing low-carbon operations, the Company continuously improves resource utilization efficiency, comprehensively reinforcing its environmental management framework and contributing to green and low-carbon development through concrete actions.

Our Actions

- Response to climate change
- Environmental compliance management
- Pollutant emissions
- Resource utilization
- Implementation of green operation

SDGs Responded



Response to Climate Change

Governance

The Company places great importance on climate change response, actively aligns with the national “dual carbon” goals, adheres to a green and low-carbon development philosophy, and has established a sound climate change management system. Through the innovative application of digital technologies, the Company supports the low-carbon upgrade of the industrial chain. It also actively promotes the use of renewable energy, reduces resource consumption, and facilitates the transition of production and operations, as well as social life, toward a green and sustainable model, thereby continuously enhancing its climate resilience and development adaptability.

Strategy

The Company conducts comprehensive risk assessments and opportunity identification related to climate change. By considering both physical and transition factors across different time horizons, it formulates forward-looking response strategies, continuously strengthens climate resilience, and actively captures transformation opportunities in the course of sustainable development.

| Risk Category | Risk Description | Probability of Occurrence | Impact Magnitude ¹ | Impact Timeframe ² | Affected Value Chain Segment ³ | Priority Ranking ⁴ | Potential Financial Impact | Response Measures |
|------------------|--|---------------------------|-------------------------------|-------------------------------|---|-------------------------------|----------------------------|--|
| Physical Risks | Acute Risks Typhoons and heavy rainfall in coastal regions may trigger flooding, resulting in asset damage, inventory losses, and business interruptions. | Medium | High | Short-term | Upstream, operations, downstream | Medium | Increased operating costs | Enhance early warning and response mechanisms for extreme weather such as typhoons, reinforce key infrastructure, relocate high-risk materials, and improve contingency plans with regular drills. |
| | Chronic Risks Prolonged extreme heat and drought may lead to power supply constraints for production, water shortages, limitations on outdoor operations and warehousing activities, and increased health risks for employees. | Medium | Medium | Medium and long-term | Operations | Medium | Increased operating costs | Arrange staggered schedules for outdoor work, equip workplaces with cooling and water-saving facilities, and improve water conservation management systems. |
| Transition Risks | Policy Compliance risks Tightening GHG emission reduction policies and strengthened carbon regulation may increase the Company's compliance costs. | High | Medium | Medium and long-term | Operations | Medium | Increased operating costs | Closely monitor policy developments and continue to implement technological upgrades for energy saving and carbon reduction. |
| | Market Risks Accelerated energy transition and rapid iteration of clean technologies in the industry may render existing products and services less compatible with low-carbon demands, weakening market competitiveness and leading to customer attrition. | High | Medium | Medium and long-term | Downstream | Medium | Decreased operating income | Closely follow market and policy trends, strengthen independent R&D and innovation, expand into niche markets, and optimize industrial layout and brand portfolio. |

| Opportunities Category | Description | Probability of Occurrence | Impact Magnitude | Impact Timeframe | Affected Value Chain Segment | Priority Ranking ⁵ | Potential Financial Impact | Response Measures |
|--------------------------------------|--|---------------------------|------------------|------------------|------------------------------|-------------------------------|----------------------------|--|
| Opportunities in Green Technologies | Operating costs will be effectively reduced by promoting the application of green and low-carbon technologies, and enhancing energy and resource efficiency. | Medium | Medium | Long-term | Operations | Medium | Reduced operating costs | Accelerate energy-saving technological upgrades and the substitution of renewable energy, optimize production processes, and leverage digital and intelligent tools to achieve refined management and continuously unlock cost-saving potential. |
| Reputation Enhancement Opportunities | By actively addressing climate change and practicing green development principles, the Company may enhance its brand image and industry influence, attracting high-quality partners. | Medium | Medium | Long-term | Downstream Opportunity | Medium | Increased operating income | Strengthen ESG information disclosure and communication, develop green products and services aligned with low-carbon market demand, leverage green advantages to expand market presence, and enhance stakeholder trust. |

¹Low: If the risk occurs, it will have little to no noticeable impact on the enterprise's finances, reputation, or operations, and losses can be easily absorbed.

Medium: If the risk occurs, it will cause some negative impact on the enterprise's finances and reputation, and measures may be needed to mitigate the losses.

High: If the risk occurs, it will cause severe financial loss to the enterprise, damage to the brand, and may even affect business continuity, and significant resources may be needed to recover.

²Short-term: Generally refers to within 1 year after the end of the Company's sustainability reporting period (including 1 year).

Medium-term: Generally refers to 1 to 5 years after the end of the Company's sustainability reporting period (including 5 years).

Long-term: Generally refers to more than 5 years after the end of the Company's sustainability reporting period.

³Upstream: Involves raw material suppliers, procurement, and logistics, affecting the stability of the supply chain and raw material costs.

Operations: Involves production, manufacturing, and internal processes, affecting daily operations and production efficiency.

Downstream: Involves distribution, sales, and customer service, affecting customer satisfaction, market share, and brand.

⁴Low: The risk has relatively minor impact on the business and can be handled in routine operational management.

Medium: The risk has some impact on the business but can be addressed or mitigated within a reasonable timeframe.

High: The risk could lead to significant financial loss, business disruption, or severe legal consequences, requiring immediate action.

⁵Low: The opportunity has relatively minor impact on business is relatively small, but it can still bring some revenue or efficiency improvements, and can be handled routine operational management without the need for significant resource investment or strategic adjustments.

Medium: The opportunity can bring certain business growth or market share improvements, has a positive impact on the business, but requires the enterprise to invest resources and adjust strategies within a certain period to address and seize the opportunity.

High: The opportunity can bring significant market breakthroughs, business growth, or technological innovations, significantly improves the enterprise's competitiveness and profitability, and requires the enterprise to take immediate action, invest considerable resources, and possibly adjust its overall strategy to fully leverage this opportunity.

Impact, Risk and Opportunity Management

The Company closely monitors the various impacts of climate change, proactively identifies climate-related risks and potential opportunities in its operations and development, and adopts appropriate response measures in line with its business characteristics. While steadily advancing low-carbon operations, the Company actively captures growth opportunities arising from the green transition, continuously enhances its adaptive capacity, and supports sustainable development across both the Company and its industrial chain.

Physical Risks

Based on the Shared Socioeconomic Pathways (SSPs) framework outlined in the IPCC Sixth Assessment Report (AR6), the Company has selected two core scenarios: the sustainable development scenario aligned with the 1.5°C temperature target (SSP1-1.9) and the high-emissions scenario (SSP5-8.5). Taking into account its business footprint and asset characteristics along China's southeastern coast, the Company conducts full-cycle identification and assessment of climate hazard risks over the short, medium, and long term.

With reference to the scientific findings of the IPCC AR6: Under the SSP1-1.9 low-emissions scenario, the global average temperature increase for 2081-2100 is projected to be controlled within 1.0°C-1.8°C above the 1850-1900 baseline, with global mean sea level rise of 0.28-0.55 meters and an increase in global annual average land precipitation of 0-5%. Under the SSP5-8.5 high-emissions scenario, by 2100 the global average temperature is projected to rise by 3.3°C-5.7°C relative to 1995-2014 levels, with sea level rise of 0.63-1.01 meters and an increase in global annual average land precipitation of 1-13%. These projected climate trends may have potential impacts on the operational safety of the Company's coastal warehousing, logistics, and real estate assets, as well as on the stability of its supply chain, providing a scientific basis for the formulation of differentiated climate risk management strategies.

| Climate Hazard Risks | Current | 2030 | | 2050 | |
|---|-----------------|-----------------|------------------|-----------------|------------------|
| | | SSP1-1.9 | SSP5-8.5 | SSP1-1.9 | SSP5-8.5 |
| Floods, typhoons Damage to urban infrastructure and impacts on human well-being and health, particularly in coastal cities and communities | Moderate impact | Moderate impact | Very high impact | High impact | Very high impact |
| Sea level rise Losses to human and natural systems in low-lying coastal areas, declining coastal fishery resources, reduced precipitation, and rising temperatures | Very low impact | Very low impact | High impact | Moderate impact | High impact |
| Extreme high temperature Rising temperatures and extreme heat impose stress and increase mortality, with higher heat-related morbidity and mortality among humans and wildlife, posing risks to food and water security | Moderate impact | Moderate impact | High impact | Moderate impact | Very high impact |
| Drought Freshwater scarcity, with reduced surface water availability for irrigated agriculture and other human uses | Low impact | Moderate impact | High impact | Moderate impact | Very high impact |

Physical Risk Assessment

Transition Risk

IEA scenarios include the high-emissions pathway (STEPS), the intermediate pathway (APS), and the low-emissions pathways (SDS and NZE2050). Based on the IEA scenario framework, the Company adopts the Net Zero Emissions (NZE) scenario and the high-emissions Stated Policies Scenario (STEPS) to assess the transition risks and opportunities that climate policies and measures may bring to its future development. Corresponding response measures are formulated to support sustainable development under climate-related transition risks and opportunities.

According to the IEA's *World Energy Outlook* (WEO): Under the Net Zero Emissions (NZE) scenario, global energy-related carbon dioxide emissions reach net zero by 2050, providing a pathway to limit global temperature rise to within 1.5°C. Under the high-emissions Stated Policies Scenario (STEPS), which considers only policies that have been enacted or officially announced by governments, annual CO₂ emissions from energy and industrial processes are projected to increase from 34 Gt in 2020 to 36 Gt in 2030 and remain at approximately the same level through 2050. If emissions continue along this trajectory, and non-energy-related GHG emissions follow a similar trend, global temperatures are projected to rise by approximately 2.7°C by 2100 (with a 50% probability). By 2050, renewable energy is expected to account for nearly 55% of global electricity generation.

Metrics and Targets

The Company actively responds to China's "dual carbon" strategy and the global temperature control targets under the *Paris Agreement*. Based on its operational realities, it has formulated a medium- to long-term action plan for carbon peaking and carbon neutrality, advancing emissions reduction across the entire value chain, continuously enhancing its climate response framework, and promoting deep integration between carbon emissions reduction targets and business development, thereby steadily progressing toward green, low-carbon, and high-quality development.

Carbon Peaking and Carbon Neutrality Targets

Strive to achieve peak carbon emissions before **2030**;

Achieve carbon neutrality before **2060**.

| Key Performance [®] | Unit | 2025 |
|------------------------------|------------------------------------|-----------|
| Total GHG Emissions | tCO ₂ e | 15,812.69 |
| GHG Emissions (Scope 1) | tCO ₂ e | 313.75 |
| GHG Emissions (Scope 2) | tCO ₂ e | 15,498.94 |
| GHG Emission Intensity | tCO ₂ e / RMB 1 million | 0.49 |
| GHG Emission Reductions | tCO ₂ e | 1,443.53 |

[®] The total GHG emissions within the organization in this report are mainly calculated in accordance with the relevant conversion factors and formulas provided in Appendix 2 of the *Accounting Methods and Reporting Guidelines for Greenhouse Gas Emissions of Enterprises in Other Industrial Sectors (Trial)* and the *2023 Power Carbon Dioxide Emission Factors*. The GHG emissions reductions are the carbon dioxide emission reduction achieved by using renewable energy instead of thermal power generation, calculated according to the carbon dioxide emission factor per unit of thermal power generation in the *China Electric Power Industry Annual Development Report 2024*.

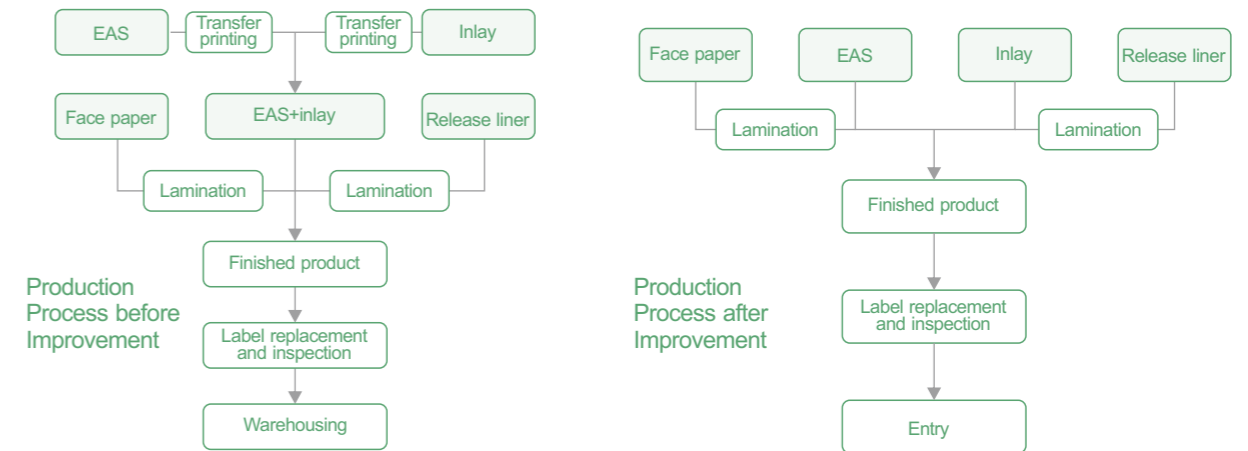
GHG Emission Management

The Company attaches great importance to GHG emission management and conducts irregular GHG inventories and emission calculations to gain a comprehensive understanding of its carbon emissions profile. At the same time, focusing on key areas such as green product design, low-carbon supply chain transformation, sustainable industry development, and renewable energy application, the Company has effectively implemented various emissions reduction measures. It continues to reduce carbon intensity across all operational stages, supporting low-carbon operations and green development throughout the entire value chain.

| | |
|---|--|
| Green Product Design | Integrate green design principles throughout the entire product lifecycle, develop more sustainable products, and reduce GHG emissions during the use phase; |
| Low-Carbon Supply Chain Transformation | Build open and shared digital platforms, including the "XindecO Cloud Electronic Signature and Seal System" and "Smart Warehousing System," leveraging digital tools to empower low-carbon development across the supply chain; |
| Sustainable Industry Development | Actively expand into sustainable sectors such as green mobility services, promote environmentally friendly travel, and introduce new energy vehicles - including battery electric and plug-in hybrid models - across multiple 4S stores; |
| Renewable Energy Application | Actively promote the use of renewable energy such as solar and wind power, driving the transition toward green and low-carbon energy consumption; |
| Green Production Technology Upgrades | Advance green production technology upgrades through intelligent transformation, process optimization, and intensive resource utilization, effectively reducing energy consumption and GHG emissions during production. |

Case Low-Carbon Process Upgrade in RFID Production

XindecO IoT adheres to a philosophy of green innovation. By optimizing the EAS tag production process through technological improvements, it has integrated two processes into one, reducing equipment start-stop frequency by more than 30%, thereby lowering electricity consumption and minimizing idle losses. Product yield has increased from 97% to 99.4%, and it is estimated that approximately one ton of waste can be reduced annually, effectively promoting low-carbon, high-quality development in the RFID tag industry.



Comparison of EAS Tag Making Process before and after Improvement

Environmental Compliance Management

Environmental Management System and Policies

The Company strictly complies with the *Environmental Protection Law of the People's Republic of China* and other applicable laws and regulations, and continues to improve its environmental management system. To ensure lawful and compliant environmental management, the Company's manufacturing subsidiaries have established and implemented internal environmental management policies, strictly controlling pollutant emissions, enhancing green operations, and fulfilling their environmental responsibilities.

As of the end of the reporting period, XindecO Optoelectronics, XindecO IoT, and XindecO Intelligent IoT have obtained ISO 14001 Environmental Management System certification.



Environmental Management System Certification of XindecO IoT



Environmental Management System Certification of XindecO Optoelectronics

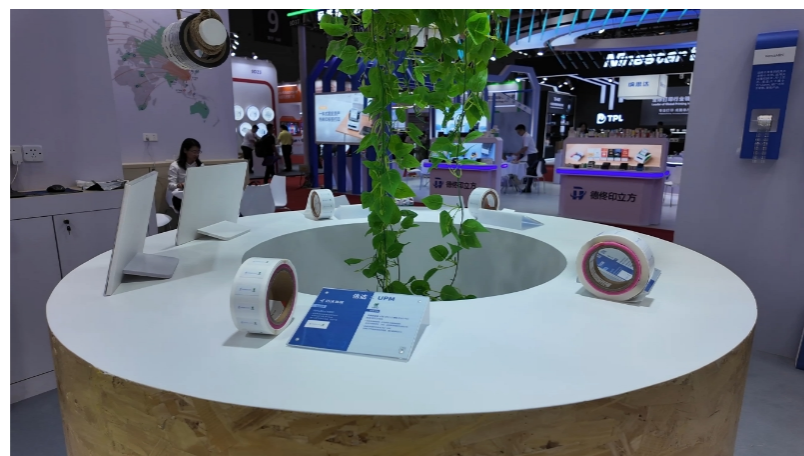
During the reporting period, the Company invested in environmental protection totally RMB **1.5935** million, and recorded **0** environmental incidents, and **0** violations of environmental laws or regulations.

Key Performance

Note: The scope of data statistics includes XindecO Electronic Information Technology and XindecO ITG Automobile Group.

Case Eco-friendly Paper Antenna Series

XindecO IoT is actively developing green products and has launched an eco-friendly paper antenna series. This series of antennas uses 100% post-consumer recycled (PCR) materials, with the label material made from FSC Recycled Credit certified paper. It meets international environmental regulations while maintaining excellent and stable sensitivity, achieving a perfect balance between environmental sustainability and performance.



Management of Environmental Risks

The Company systematically reviews environmental impact factors arising from its operations and continuously strengthens its environmental risk management capabilities. To promptly identify potential environmental risks, Xindeco Optoelectronics has formulated the *Risk and Opportunity Management Procedure*, ensuring that risks and opportunities related to environmental management and system operation are brought under effective control. It has also developed the *Emergency Response Plan for Chemical Environmental Incidents* to comprehensively enhance environmental risk prevention and control capabilities.



Case Emergency Drill for Hazardous Chemicals & Hazardous Waste Conducted by Xindeco Optoelectronics

In June 2025, Xindeco Optoelectronics organized an emergency drill for hazardous chemicals and hazardous waste leakage, simulating a scenario involving the overturning of a hazardous chemical storage tank. Under the unified command of the chief coordinator, all departments worked in close coordination to complete procedures such as site isolation, personnel evacuation, and leak containment in an orderly manner, demonstrating standardized and efficient emergency response. The drill effectively validated the practicality of the emergency response plan, enhanced employees' emergency response capabilities, and further strengthened the environmental safety framework.



Emergency Drill for Hazardous Waste Leakage

Environmental Protection Training and Promotion

To strengthen employees' environmental responsibility awareness, the Company and its subsidiaries regularly carry out environmental awareness campaigns and training programs. Through a combination of online and offline approaches, and leveraging platforms such as LED displays to disseminate environmental knowledge, the Company organizes periodic training on municipal solid waste classification and actively participates in various environmental public welfare activities, thereby enhancing overall environmental awareness and compliance capabilities among employees.

Case Waste Classification Training Provided by Xindeco ITG Automobile Group

In 2025, Xindeco ITG Automobile Group conducted specialized training on waste classification, covering interpretation of the four-category municipal waste classification standards, standardized classification procedures, and analysis of common misconceptions. The training combined case studies with hands-on demonstrations, enabling employees to master waste classification standards, effectively enhancing environmental awareness and practical sorting capabilities, and laying a solid foundation for building a green and low-carbon operating environment.



Environmental Public Welfare and Green Awareness Initiatives

The Company actively organizes and participates in various environmental public welfare activities. Through tree planting and greening initiatives, environmental awareness campaigns, and advocacy for energy conservation and emissions reduction, it fosters environmental awareness among employees and encourages broader public participation.

Volunteers actively engage in community co-development programs, continuously participating in initiatives such as the "Clean Homes, Civilized Communities" campaign in Hubian and Gaolin communities.

"Hand-in-Hand" volunteers carry out environmental clean-up efforts in areas with sanitation challenges around communities and distribute waste classification materials to promote green lifestyles.

Through platforms such as official WeChat account, the Company releases sustainability-themed communications aligned with key events such as World Environment Day, further expanding the social influence of green development concepts.



Poster of World Environment Day

Key Performance During the reporting period, the Company conducted a total of **49** environmental training sessions, covering **977** participants, with a cumulative training duration of **40,721** hours.

Note: The scope of data statistics includes Xindeco Supply Chain, Xindeco Electronic Information Technology, and Xindeco ITG Automobile Group.

Pollutant Emissions

The Company consistently regards pollutant emissions management as a key aspect of high-quality development. It strictly complies with the *Law of the People's Republic of China on the Prevention and Control of Water Pollution*, the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*, the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes*, the *Law of the People's Republic of China on the Prevention and Control of Noise Pollution*, and other applicable laws and regulations. The Company integrates environmentally friendly principles throughout its production and operations, actively fulfilling its responsibilities in advancing ecological civilization. At the same time, the Company places strong emphasis on environmental monitoring and continues to strengthen environmental management and control. Xindeco Optoelectronics, a subsidiary of the Company, engages qualified third-party monitoring institutions on an irregular basis to conduct pollutant emission testing and issue monitoring reports. During the reporting period, Xindeco Optoelectronics conducted testing of waste gas, wastewater, and noise emissions, with all indicators meeting applicable discharge standards.



2025 Monitoring Report for Waste Gas, Wastewater, and Noise of Xindeco Optoelectronics

Waste Gas Management

Through improved management systems and categorized control measures, the Company and its subsidiaries continuously enhance the effectiveness of waste gas treatment. The subsidiaries have established the *Waste Gas Management Regulations*, which define the detailed requirements for waste gas management. The production workshops are responsible for controlling organic waste gas, while the General Management Department oversees outsourced monitoring of emission conditions to ensure compliance with regulatory requirements and minimize environmental impacts.

| Type of Waste Gas | Treatment Measures |
|-----------------------------------|---|
| Volatile organic compounds (VOCs) | <ul style="list-style-type: none"> Collected through enclosed piping systems and treated via activated carbon systems before being discharged upon meeting monitoring standards. |
| Welding fumes | |
| Vehicle exhaust emissions | <ul style="list-style-type: none"> Official vehicles are regularly maintained and serviced, and undergo periodic inspections as required to ensure compliance with emission standards. |
| Other volatile chemical emissions | <ul style="list-style-type: none"> Volatile chemicals are stored in sealed containers to control the generation of VOC emissions. |
| Paint booth exhaust | <ul style="list-style-type: none"> During baking and paint mixing operations, paint booths are kept sealed, and VOC photo-oxidation purification equipment is used to reduce emissions. Activated carbon, adsorption cotton, and other exhaust filtration materials are regularly replaced to further reduce emissions. |

| Key Performance Indicators | Unit | 2025 |
|-----------------------------------|------|------|
| Particulate matter (PM) emissions | Tons | 0.03 |
| Total waste gas emissions | Tons | 0.03 |

Note: The scope of data statistics includes Xindeco ITG Automobile Group.

Wastewater Management

The Company places great importance on the prevention and control of wastewater pollution. In accordance with applicable laws and regulations, it has established and continuously improved its wastewater management system and constructed high-standard wastewater treatment facilities to ensure stable compliance with discharge standards, thereby minimizing impacts on the surrounding water environment. Xindeco Optoelectronics and Xindeco IoT, subsidiaries of the Company, have both established the *Wastewater Management Regulations* to standardize the treatment of domestic and industrial wastewater generated during production and operations. In addition, Xindeco Optoelectronics continuously optimizes its wastewater management processes based on its business characteristics, reducing wastewater generation at the source and promoting green and sustainable development. During the reporting period, all wastewater generated by the Company was discharged in compliance with the standards.

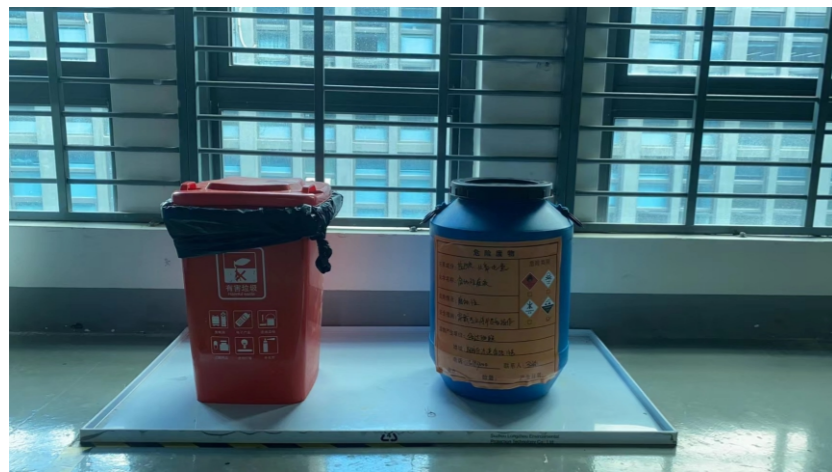
| Wastewater Category | Treatment Procedures |
|-----------------------|---|
| Industrial wastewater | <p>Wastewater from cleaning machines and water cutting processes is pre-treated using integrated air flotation systems before being discharged to water treatment facilities for further purification.</p> <p>Oily wastewater is filtered through oil filters before being discharged into the sewer system. Filter materials are replaced quarterly and disposed of by qualified hazardous waste treatment entities.</p> |
| Domestic wastewater | <p>After treatment in septic tanks, wastewater is discharged into the municipal pipeline network. Monthly inspections of the pipeline system and septic tank discharge conditions are conducted, with water quality indicators monitored and any abnormalities promptly addressed.</p> |

| Key Performance Indicators | Unit | 2025 |
|--------------------------------|--------------------|----------|
| Wastewater discharges | Tons | 57,935.9 |
| Wastewater treatment volume | Tons | 57,935.9 |
| Wastewater discharge intensity | Tons/RMB 1 million | 1.79 |

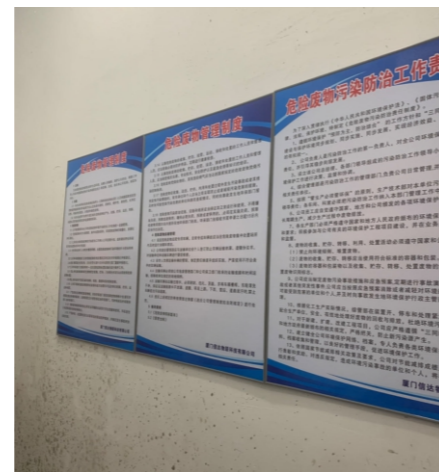
Note: The scope of data statistics includes Xindeco ITG Automobile Group and Xindeco Electronic Information Technology.

Waste Management

The Company and its subsidiaries attach great importance to the standardized management of waste, adhering to the principles of reduction, harmless treatment, and resource recovery. A waste materials management team has been established to handle packaging waste and scrap materials, reducing material loss and associated costs. Xindeco IoT has established the *Hazardous Waste Management System*, strictly implementing requirements such as dedicated container labeling and zoned storage, and maintaining comprehensive inventory records to ensure full traceability of hazardous waste throughout its lifecycle. At the same time, Xindeco Optoelectronics adheres to the principles of reduction, harmless treatment, and resource recovery for solid waste. It has established the *Management System for the Prevention and Control of Pollution from Chemicals and Hazardous Waste*, clearly designating the Company's principal responsible person as the primary accountable party for such work. A leading group for chemical and hazardous waste pollution prevention and control has been formed, headed by the General Manager and comprising department heads, responsible for decision-making, supervision, and coordination of environmental protection activities. By improving its institutional framework, clarifying management responsibilities, and standardizing disposal procedures, the Company continues to strengthen full lifecycle management of solid waste and effectively safeguard environmental safety.



Storage Area



Bulletin Board for Hazardous Waste Prevention and Control

| Waste Categories | Main Measures |
|------------------|--|
| Hazardous waste | <p>Waste industrial alcohol, waste cleaning agents, rags, and organic solvent waste</p> <p>Temporary storage areas for hazardous waste are established and equipped with appropriate signage. Hazardous waste is centrally collected and entrusted to qualified third-party institutions for safe disposal.</p> |
| General waste | <p>Waste paper, used document bags, and scrap parts from maintenance</p> <p>Low-value recyclable materials such as waste paper and cardboard are handed over to recycling vendors;</p> <p>Waste generated from renovation or maintenance projects is handled by the responsible project departments;</p> <p>Bulk recyclable materials such as brackets, silver paste, and other temporary scrap are managed by the waste materials management team, which establishes a list of qualified recyclers and conducts bidding for sale;</p> <p>Employee awareness of waste classification is enhanced through training and promotional materials to ensure accurate sorting and disposal practices.</p> |

| Key Indicators | Unit | 2025 |
|--|------|-------|
| Quantity of General waste generated | Tons | 13.20 |
| Quantity of general waste disposed of | Tons | 13.20 |
| Quantity of hazardous waste generated | Tons | 662 |
| Quantity of hazardous waste properly disposed of | Tons | 662 |

Note: The scope of data statistics includes Xindeco ITG Automobile Group and Xindeco Electronic Information Technology.

Management of Other Pollutants

To effectively maintain a sound production and living environment and prevent noise pollution, the Company and its subsidiaries place high importance on noise pollution prevention and control. Xindeco Optoelectronics has established and implemented the *Noise Management Regulations*, controlling noise generation through measures such as physical isolation and equipment maintenance. The General Management Department is responsible for conducting at least monthly inspections of noise control performance, with results recorded in noise supervision and inspection logs. In addition, third-party institutions are engaged annually to conduct noise monitoring, ensuring that noise emissions comply with applicable standards.

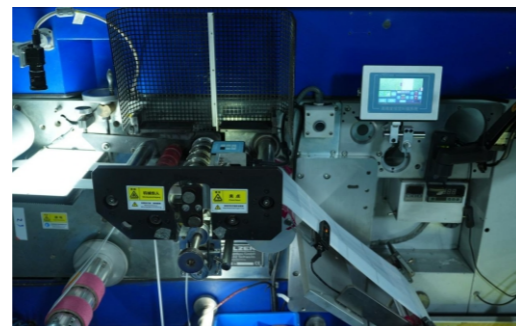
Resource Utilization

Energy Management

The Company places great importance on energy management, strictly complies with the *Energy Law of the People's Republic of China* and other relevant laws and regulations, and continuously improves its energy management system to enhance energy efficiency. In its production and operations, the Company actively promotes the optimization of its energy structure, vigorously advances the application of renewable energy such as solar power, and increases the proportion of clean energy consumption. At the same time, it steadily advances various energy conservation and emissions reduction initiatives, driving the transition toward green and low-carbon development and supporting the achievement of its sustainable development objectives.

Case Intelligent Upgrade of Slitting Process

To improve the precision and efficiency of the slitting process and address the high paper loss rate caused by delayed adjustments and low precision in traditional slitting methods, Xindeco IoT has introduced advanced visual recognition and automated control technologies. These technologies enable real-time monitoring and automatic correction of deviations during the slitting process, improving precision to ±0.1 mm and reducing paper loss by 75%, with annual paper savings exceeding 1,000 meters, achieving both economic and environmental benefits.



Miaosha Automatic Slitting Deviation Correction System

| Key Performance ⁷ | Unit | 2025 |
|--|-------------------|---------------|
| Total purchased electricity | kWh | 29,210,213.70 |
| PV generation consumption | kWh | 1,758,259.40 |
| Gasoline | Tons | 100.99 |
| Diesel | Tons | 2.06 |
| Total energy consumption | tce | 3,957.62 |
| Energy consumption intensity | tce/RMB 1 million | 0.12 |
| Renewable energy consumption | tce | 216.09 |
| Proportion of renewable energy consumption | % | 5.46 |

Note: Key performance data cover the Company's Supply Chain Business Division and its subsidiaries Xindeco ITG Automobile Group and Xindeco Electronic Information Technology.

⁷The total energy consumption within the organization in this report is mainly calculated in accordance with the relevant conversion factors and formulas provided in the *China Energy Statistical Yearbook - Appendix 4 - Reference Coefficients for Converting Various Energy Sources to Standard Coal* and the *General Principles for Calculation of Comprehensive Energy Consumption (GB/T 2589-2020)*.

Water Resource Management

The Company strictly complies with the *Water Law of the People's Republic of China* and other applicable laws and regulations, integrates the principle of water conservation into daily operations, and places strong emphasis on water resource management responsibilities to promote scientific allocation and efficient utilization of water resources. In production and operations, the Company continuously reduces water consumption per unit of output and improves water use efficiency by optimizing water use structures and promoting water-saving equipment and advanced processes. At the same time, supported by dynamic monitoring mechanisms, the Company conducts routine inspections of water supply systems and equipment maintenance, promptly identifying and repairing leaks to achieve water conservation and efficiency gains through refined management.

Water Conservation Measures

- Emphasize water conservation awareness through posting reminders, conducting regular training sessions, and organizing awareness campaigns to enhance employees' consciousness of water saving;
- Actively promote reclaimed water reuse and recycling models to continuously increase the rate of water reuse;
- Leverage digital monitoring tools to implement dynamic management and control throughout the water use process.

| Key Performance | Unit | 2025 |
|------------------------------|--------------------|-----------|
| Total freshwater consumption | Tons | 75,527.76 |
| Total water consumption | Tons | 75,527.76 |
| Water consumption intensity | Tons/RMB 1 million | 2.33 |

Note: Key performance data cover the Company's Supply Chain Business Division and its subsidiaries Xindeco ITG Automobile Group and Xindeco Electronic Information Technology.

Material Management

In materials management, the Company adheres to the principles of green and low-carbon development and circular utilization, systematically advancing green management initiatives across key stages such as raw material selection and material recycling and reuse. In procurement and production processes, priority is given to renewable, recyclable, and environmentally friendly materials, enhancing the environmental attributes of materials at the source. In production, water-based coatings are comprehensively used to replace traditional oil-based paints, continuously promoting the application of environmentally friendly materials. At the same time, the Company continuously optimizes material recycling models, reduces resource consumption and environmental impact, and supports low-carbon operations and sustainable development.

| Key Performance | Unit | 2025 |
|--|------|--------|
| Total quantity of packaging materials used | Tons | 147.82 |

Note: Key performance data cover Xindeco Electronic Information Technology.

Implementation of Green Operation

The Company actively responds to China's "dual carbon" strategic goals and, in line with the new development paradigm, deeply integrates the principles of the circular economy into its corporate strategy. Through measures such as innovating resource utilization models, optimizing production processes, and promoting resource recycling, it continuously enhances resource efficiency.

Green Office

The Company and its subsidiaries actively support the development of ecological civilization by continuously improving environmental protection measures, strengthening environmental awareness among all employees, promoting efficient resource utilization, and integrating green and low-carbon principles into daily office operations to create an environmentally friendly workplace.

Green Office Initiatives

| | |
|------------------------------------|--|
| <p>Xindec Supply Chain</p> | <ul style="list-style-type: none"> ● Double-sided printing and reuse of waste paper ● Waste sorting and environmental awareness campaigns ● Priority procurement of environmentally friendly and recyclable materials, such as biodegradable stationery and reusable office supplies ● Standardized settings for air conditioning temperature in office areas ● Posting of water conservation signage |
| <p>Xindec Optoelectronics</p> | <ul style="list-style-type: none"> ● Comprehensive replacement with energy-efficient LED lighting ● Advocacy for paper and water conservation ● Standardized waste sorting and labeling ● Enhanced environmental awareness through electronic displays |
| <p>Xindec IoT</p> | <ul style="list-style-type: none"> ● Issuance of energy-saving initiatives ● Standardized settings for air conditioning temperature ● Display of green office and water-saving signage in office areas |



Environmental awareness content broadcast via electronic screens



Replacement with energy-efficient LED lighting



Water conservation signage



Garbage Classification

03

Innovation-Driven and Quality-Oriented Approach for Long-Term Success

The Company has always centered innovation as its core driver, with customer needs as its fundamental guide, continually injecting momentum into high-quality development. We strictly adhere to data security management standards, effectively safeguarding customer privacy and legal rights, and establish a comprehensive product lifecycle management system. By actively creating a sustainable supply chain, we consistently enhance industry value through practical actions.

Our Actions

- Innovation-driven development
- Product and service safety and quality
- Data security and customer privacy protection
- Supply chain management

SDGs Responded



Innovation-Driven Development

Governance

The Company values and continuously improves its research and development (R&D) innovation system, establishing specialized R&D teams under each business unit. Through professional management at different business levels, it achieves resource integration and refined operations. To standardize the R&D implementation process and improve efficiency and quality, Xindeco Digital Intelligence Technology has formulated the *Digital R&D Management Measures* and established a Technical Review Committee responsible for evaluating and supervising project feasibility. This creates a comprehensive and efficient R&D governance mechanism.



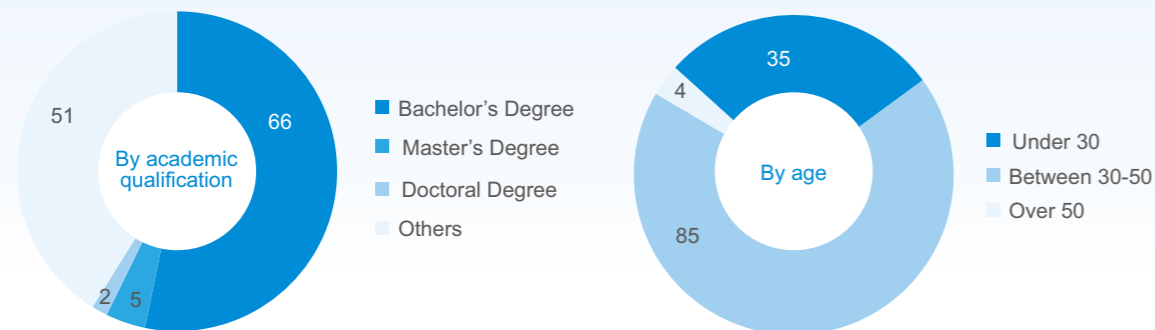
In 2025, the Company's R&D investment reached RMB **38.8313** million, accounting for **0.12%** of the revenue from core business operations.

R&D Team

The Company and its subsidiaries actively promote the training of R&D innovation talent, focusing on building high-level R&D teams to provide strong support for technological breakthroughs and the transformation of research results. ITG Digital Technology has successfully cultivated professional talents such as system analysts and architecture designers, supporting technological innovation and efficient project advancement with a high-quality team.

2025 R&D Personnel Information

The R&D team consists of **124** members, accounting for **3.10%** of the total employees.



Note: The scope of data statistics includes Xindeco Electronic Information Technology and Xindeco Digital Intelligence Technology (Shandong Xindeco IoT).

Joining Industry Associations

The Company and its subsidiaries always adhere to the philosophy of open collaboration for mutual benefit, actively integrating into the industry ecosystem. Xindeco Optoelectronics has joined the Xiamen Optoelectronic Semiconductor Industry Association; Xindeco IoT has joined the Xiamen Development Association for SRUI Enterprises and the Internet of Things Industry Association; ITG JD Digital Technology has joined the Xiamen Technology Innovation Association and the Xiamen Software Association, among other industry organizations. Through deep participation in industry communication and cooperation, the Company continuously enhances its influence and voice in multiple fields such as optoelectronics, digital technology, and the Internet of Things, injecting new momentum into technological innovation and industrial synergy.



ITG JD Digital Technology - Director Member of the Fujian Big Data Chamber of Commerce



ITG JD Digital Technology - Director Member of the Xiamen Technology Innovation Association



ITG JD Digital Technology - Regular Member of the Xiamen Software Association Certificate



Xindeco Optoelectronics - Director Unit of the Xiamen Optoelectronic Semiconductor Industry Association



Xindeco IoT - Director Unit of the Xiamen Development Association for SRUI Enterprises



Xindeco IoT - Executive Vice President of the Third Council of the Xiamen Internet of Things Industry Association

Construction of Innovation Platform

The Company continues to deepen the construction of technological innovation platforms, actively fostering the innovation capabilities of its subsidiaries. As of the end of the reporting period, Xindeco IoT, Xindeco Optoelectronics, ITG Digital Technology, and Shandong Xindeco IoT have been recognized as High-Tech Enterprises. ITG Digital Technology and Shandong Xindeco IoT have been recognized as SRUI SMEs. Xindeco IoT has been recognized as a National SRUI "Little Giant" Enterprise and a Provincial Enterprise Technology Center. Additionally, an RFID Technology and Application Innovation Center has been established.



As of the end of the reporting period, the Company has **4** national high-tech enterprises and **3** SRUI enterprises.



Xindeco IoT - National SRUI "Little Giant" Enterprise



Xindeco IoT - Provincial Enterprise Technology Center



High-Tech Enterprise Certification of Xindeco IoT



High-Tech Enterprise Certification of ITG Digital Technology



SRUI SME Certification of ITG Digital Technology



High-Tech Enterprise Certification of Shandong Xindeco IoT



High-Tech Enterprise Certification of Xindeco Optoelectronics



SRUI SME Certification of Shandong Xindeco IoT

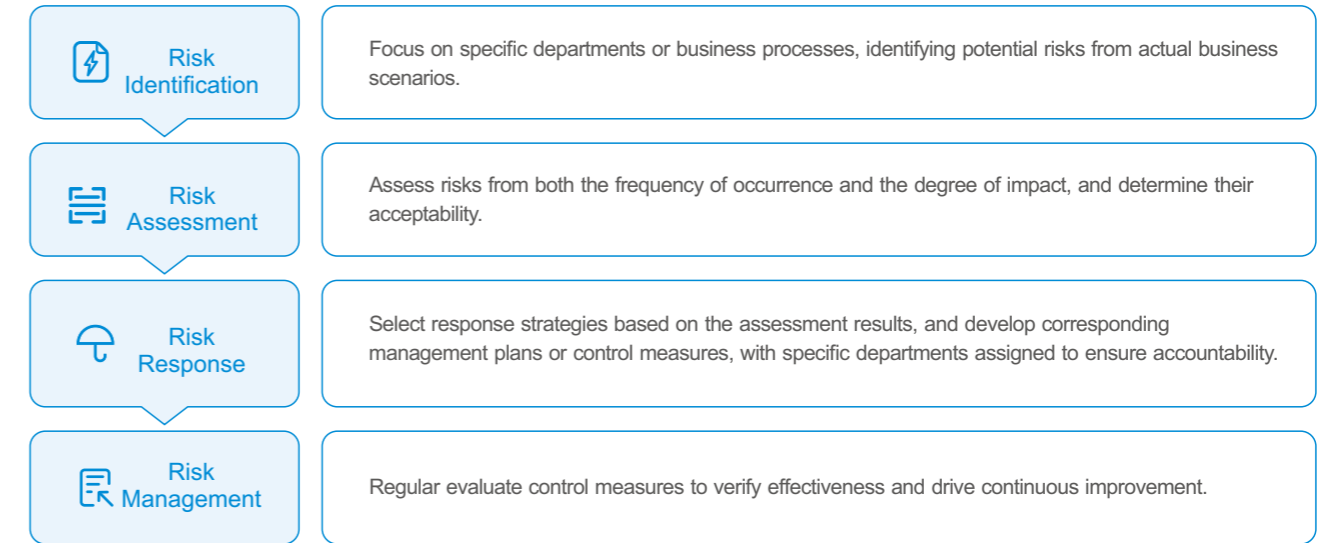
Strategy

| Risk Type | Risk Description | Probability of Occurrence | Impact Magnitude | Impact Timeframe | Affected Value Chain Segment | Priority Ranking | Potential Financial Impact | Response Measures |
|-------------------------------|---|---------------------------|------------------|----------------------|------------------------------|------------------|----------------------------|---|
| New Product Development Risks | During the new product development process, slow progress and products failing to meet expectations may occur due to insufficient management. | Medium | High | Medium and long-term | Operations, downstream | High | Decreased operating income | Formulate the <i>Management Measures for New Product Development</i> and the <i>Control Procedures for Product Design and Development</i> , which strictly regulate the management requirements throughout the new product development process. |
| Talent Risks | Innovation-driven business requires a high demand for highly skilled and versatile talent, with risks such as recruitment difficulties and high turnover rates, which could impact the progress of innovation projects. | Medium | Medium | Medium and long-term | Operations | Medium | Increased operating costs | Improve talent incentive systems, collaborate with universities to cultivate targeted talent, and promote internal job rotation to comprehensively meet the talent needs of innovative business. |

| Opportunities Type | Opportunity Description | Probability of Occurrence | Impact Magnitude | Impact Timeframe | Affected Value Chain Segment | Priority Ranking | Potential Financial Impact | Response Measures |
|------------------------------------|--|---------------------------|------------------|------------------|------------------------------|------------------|----------------------------|---|
| Resource Collaboration Opportunity | It is possible to shorten R&D cycles, share R&D costs, and improve overall R&D efficiency by integrating internal and external R&D resources and engaging in industry-academia-research collaboration. | High | Medium | Mid-term | Upstream, Operations | Medium | Reduced operating costs | Expand industry-academia-research collaboration channels, introduce external R&D partners, and share R&D resources. |
| Digitalization Opportunity | Introducing digital R&D management tools can enhance R&D project management efficiency, reduce trial-and-error costs, and accelerate the overall project progress. | Medium | Medium | Mid-term | Operations | Medium | Reduced operating costs | Advance R&D digital transformation by introducing project management tools to improve R&D management efficiency. |

Impact, Risk and Opportunity Management

The Company and its subsidiaries have established a comprehensive risk management mechanism covering risk identification, assessment, response, and management for R&D innovation activities to systematically identify potential risks, scientifically evaluate their likelihood and impact, develop targeted control measures, and regularly assess and improve them, providing robust support for the steady progress of R&D innovation.



Metrics and Targets

To anchor the direction of scientific research innovation, the Company and its subsidiaries have established clear goals covering the entire process from innovation input, output to value conversion. By leading innovation practices through strategic direction, the Company translates top-level design into practical actions, continuously strengthening the foundation for technological independence and self-reliance, and injecting strong momentum into sustainable growth and industry leadership.

| R&D Innovation Projects and Goals of Xindeco IoT | | |
|---|--|------------------|
| Main R&D Projects | Proposed Goals | Project Progress |
| Technology Research for Low-Cost, High-Weather-Resistant Special Electronic Tag Development and Application | To achieve new product R&D and mass production | Achieved |
| Anti-Human Interference Electronic Tag Development | To achieve new product R&D and mass production | Ongoing |
| Anti-Tear Electronic Tag Series Product Development | To achieve new product R&D and mass production | Achieved |

Innovation-Driven Measures

The Company uses innovation-driven growth as its engine, continuously improving R&D incentive mechanisms, strengthening talent recruitment and development, accelerating digital transformation, deeply participating in industry exchanges and cooperation, and promoting the synergy of technology, talent, and system-building elements to comprehensively enhance innovation effectiveness and development competitiveness.

R&D Incentives

The Company is committed to refining its R&D innovation incentive mechanism, continuously optimizing the technological innovation incentive system, and fully unleashing the vitality of innovation and creativity. Xindeco Electronic Information Technology, a subsidiary, has developed the *Technological Progress Reward Management Measures*, establishing three categories of technological progress awards. These measures define corresponding reward systems, aiming to ignite the enthusiasm and innovative drive of technical personnel in R&D. The program encourages tackling key technologies and producing scientific achievements, effectively accelerating the transformation, application, and industrialization of technological outcomes.

Innovation Empowerment

The Company and its subsidiaries continue to deepen the cultivation of R&D innovation talent, actively building platforms for technical exchanges and learning to help R&D teams broaden their perspectives and enhance their professional capabilities. During the reporting period, Shandong Xindeco IoT organized several technical training sessions for R&D personnel, such as "AI Technology Capability Sharing" and "Analyzing the Characteristics of Generative AI Technology and Industry Innovation Opportunities", effectively expanding the innovative thinking and enhancing the innovation capabilities within the R&D team.



Technology Training Onsite

Digitalization

The Company continues to advance its digital transformation. Xindeco Optoelectronics actively deployed the MES and U8 systems to achieve refined management of the production process and optimize resource allocation. Concurrently, the Company implemented the OA office platform, promoting internal collaboration and intelligent upgrading of office processes. Through digital means, the Company enhances operational efficiency, injecting innovative momentum into its high-quality development. In addition, the Company's digital intelligence technology sector integrates advanced technologies such as artificial intelligence, cloud computing, big data, and the Internet of Things. It is developing applications in areas like smart transportation, smart city management, and smart parks, aiming to foster the development of a digital ecosystem.

Cooperative R&D Initiatives

The Company and its subsidiaries continue to deepen open collaboration, actively promoting strategic innovation in partnership with universities and industry peers. In the field of core RFID technologies, Xindeco IoT, in collaboration with a well-known university, successfully overcame the technical challenges of chip bonding technology. It has successfully integrated the M800 series chip, enabling dual empowerment in both key technological breakthroughs and application scenarios, continuously enhancing its core competitiveness and industry influence.

Case Xindeco IoT × Xi'an Polytechnic University - Technology Breakthrough in ACP Packaging

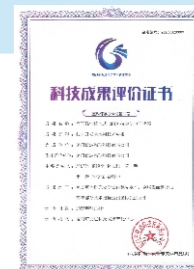
To address the packaging requirements of the ultra-high frequency M800 chip, Xindeco IoT partnered with experts from Xi'an Polytechnic University for a specialized collaboration. Through a dual approach of "theoretical simulation + experimental verification," the team investigated the curing mechanism, rheological properties, and interface bonding strength of anisotropic conductive paste (ACP) in chip packaging. This research further improved the yield and long-term stability of the automated production line.

Presentation of Innovation Achievements

The Company and its subsidiaries continue to focus on the core technologies of the IoT RFID field, achieving significant innovation results. Xindeco IoT's self-developed "High-reliability Implantable RFID Anti-metal Electronic Tag" has reached international advanced standards in some technical indicators. The general retail label "VersaMini", known for its ultra-compact design and anti-interference technology, won the China IoT Industry Innovative Product Award.

Case High-reliability Implantable RFID Anti-metal Electronic Tag

The "High-reliability Implantable RFID Anti-metal Electronic Tag" developed by Xindeco IoT has received recognition from the Xiamen Center for Sci-Tech Achievements Transformation. Some of its technical indicators, such as metal surface read distance, have reached international advanced levels, highlighting the company's independent innovation strength and technological leadership in the development of core IoT RFID components.



Technology Achievement Evaluation

Case General Retail Label "VersaMini"

Xindeco IoT's self-developed "VersaMini" general retail label, with its ultra-compact design, can be flexibly attached to various product surfaces, effectively addressing the spatial limitations in retail environments. The label also incorporates unique anti-interference technology and the latest generation chip technology, supporting a wider automatic tuning frequency range. This ensures the stable performance of the label in various complex retail applications.



Intellectual Property Protection

The Company strictly adheres to relevant laws and regulations such as the *Patent Law of the People's Republic of China*, the *Copyright Law of the People's Republic of China*, and the *Trademark Law of the People's Republic of China*, and is committed to protecting intellectual property rights, including patents, copyrights, and trademarks. The Company has formulated the *Trademark and Brand Name Management Measures*, which clearly stipulate key aspects such as trademark registration, changes, renewals, transfers, licensing, and protection, continuously strengthening intellectual property management. During the reporting period, the Company did not experience any intellectual property infringement incidents.

As of the end of the reporting period, the Company's subsidiary, Shandong Xindeco IoT, has passed intellectual property management system certification.

Both the Company and its subsidiaries focus on protecting their own intellectual property rights while fully respecting the intellectual property rights of others. Xindeco Digital Intelligence Technology clearly defines that R&D achievements belong to the Company, prohibiting employees from using or sharing them without authorization, with legal accountability for violations. ITG Digital Technology has detailed software project classifications, specifying that the intellectual property rights for outsourced development belong to the Company, while co-developed intellectual property rights are determined according to agreements, ensuring clear ownership and standardized management of R&D outcomes.

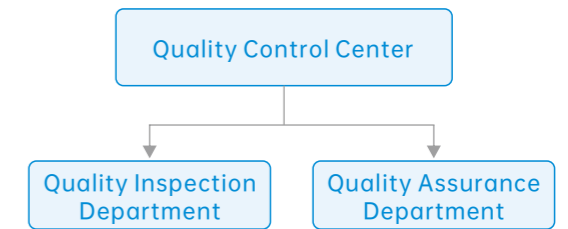


Intellectual Property Management System Certification of Shandong Xindeco IoT

Product and Service Safety and Quality

Governance

The Company continues to improve its product quality and safety management system. Xindeco Optoelectronics follows the quality policy of "Customer First, Quality First, High Quality and Stability, Continuous Improvement" and has developed the *Quality, Environmental, Occupational Health and Safety Management Manual*. In terms of organizational structure, Xindeco Optoelectronics has established a Quality Center, which includes the Quality Inspection Department and Quality Assurance Department, fully responsible for quality control, system maintenance, data analysis, and testing equipment management throughout the entire process, from development to mass production. This ensures stable and reliable product quality.



Organizational Structure of Xindeco Optoelectronics for Quality Management

As of the end of the reporting period, Xindeco's subsidiaries, including Xindeco Optoelectronics, Shandong Xindeco IoT, Xindeco Intelligent IoT, ITG JD Digital Technology, and ITG Digital Technology, successfully passed quality management system certification. Additionally, Xindeco Optoelectronics obtained CCC and CQC product certifications, continuously ensuring compliance and reliability in product and service quality through a robust certification system.



Quality Management System Certification of Xindeco Optoelectronics



Quality Management System Certification of Shandong Xindeco IoT



Quality Management System Certification of Xindeco Intelligent IoT



CCC Certificate



CQC Certificate

Case Intellectual Property Awareness Week

To implement the national intellectual property strategy, in April 2025, Xindeco's Legal Department organized a series of activities for Intellectual Property Awareness Week. The activities, themed "Intellectual Property and Artificial Intelligence", focused on cutting-edge issues related to intellectual property protection in the AI era. Through case analysis, policy interpretation, and other multi-dimensional educational efforts, the Company comprehensively enhanced employees' intellectual property protection capabilities and promoted the Company's philosophy of "Intellectual Property Safeguarding Innovation, Technology Empowering the Future".



Key Performance

As of the end of the reporting period, the Company had accumulated **255** authorized patents, with an effective patent count of **0.0079** per million RMB in revenue. Among them, the Company holds **32** invention patents, **157** utility model patents, and **66** design patents. Additionally, there are **146** software copyrights and **2** trademarks, with software copyrights amounting to **0.0045** items per RMB 1 million in revenue.

In 2025, the Company authorized **38** patents, including **10** invention patents, **19** utility model patents, and **9** design patents. The Company also filed **30** patent applications during the year.

Science and Technology Ethics

The Company consistently upholds the value of technology for good, embedding ethical principles throughout the entire product development process. It strictly adheres to data privacy, algorithm fairness, and research integrity, ensuring that technological innovation always serves societal development and human well-being. With a responsible attitude, the Company promotes the healthy development of the industry, building a trustworthy, secure, and inclusive technological application ecosystem. During the reporting period, the Company did not experience any incidents of illegal or unethical behavior related to technological ethics.

Key Performance

During the reporting period, the Company and its subsidiaries did not experience any significant safety or quality incidents related to products or services.

Strategy

| Risk Type | Risk Description | Probability of Occurrence | Impact Magnitude | Impact Timeframe | Affected Value Chain Segment | Priority Ranking | Potential Financial Impact | Response Measures |
|------------------|---|---------------------------|------------------|----------------------|------------------------------|------------------|----------------------------|--|
| Quality Risks | Inconsistent quality during the production process may lead to unstable product quality, increased rework costs, and customer complaints risks. | Medium | High | Short to medium term | Operations | High | Increased operating costs | Establish the <i>Operating Procedures for Inspection and Testing Control</i> and operating guidelines, identify key quality points in the production process, and strengthen process monitoring. |
| Management Risks | Failure to effectively address customer complaints may result in reduced customer satisfaction and negatively impact customer relationships and corporate reputation. | Medium | Medium | Short to medium term | Downstream | High | Decreased operating income | Standardize the customer complaint handling process and requirements, establish a rapid response mechanism, and ensure complaints are resolved in a timely and effective manner. |

| Opportunity Type | Opportunity Description | Probability of Occurrence | Impact Magnitude | Impact Timeframe | Affected Value Chain Segment | Priority Ranking | Potential Financial Impact | Response Measures |
|---------------------------------|--|---------------------------|------------------|----------------------|------------------------------|------------------|----------------------------|--|
| Customer-oriented Opportunities | Customer loyalty will be enhanced by adhering to a business strategy centered on customer needs and satisfaction and continuously optimizing products and services to improve customer experience. | High | High | Long-term | Downstream | High | Increased operating income | Establish a customer demand tracking mechanism and incorporate customer feedback into the product and service improvement process to continuously improve customer satisfaction. |
| Market Expansion Opportunities | Core corporate competitiveness and market vitality will be enhanced by actively expanding market business, continuously developing new customers, and exploring new regions. | High | High | Medium and long-term | Downstream | High | Increased operating income | Increase market development efforts, optimize the sales network layout, and improve market coverage and penetration. |

Impact, Risk and Opportunity Management

The Company integrates product quality and safety, along with risk prevention and control, into its core management framework. Xindeco Optoelectronics has established a full-process risk management mechanism based on the *Risk and Opportunity Management Procedures*, covering risk and opportunity identification, analysis, evaluation, and handling. This ensures that risks and opportunities affecting product quality are effectively controlled, continuously meeting stakeholder requirements.

| | |
|--|--|
| Risk and Opportunity Identification | The Company systematically identifies risks and opportunities in its activities, products, or services from six dimensions: "People, Machines, Materials, Methods, Environment, and Measurement," considering three states and three tenses. |
| Risk Analysis | Using a risk analysis matrix, the Company comprehensively evaluates the likelihood and impact of risks, assessing both inherent and residual risks, with the analysis results recorded in the <i>Risk and Opportunity Assessment Survey Form</i> . |
| Risk and Opportunity Evaluation | Based on the analysis results and considering legal regulations, resource allocation, risk tolerance, and stakeholder requirements, the Company identifies risks and opportunities that must be addressed or prioritized, and records the evaluation outcomes. |
| Risk and Opportunity Handling | For risks that need to be addressed, the Company takes measures to avoid, eliminate, alter, share, or retain the risks in order to reduce them. For opportunities, the Company takes actions such as adopting new methods, exploring new markets, or forming partnerships to enhance benefits. |
| Evaluation and Improvement of Risk and Opportunity Management | The Company verifies the effectiveness of control measures and assesses the acceptability of residual risks. The risk management process is continuously improved based on internal and external environmental changes and the expectations of stakeholders. |

During the reporting period, Xindeco Electronic Information Technology conducted **3** internal quality audits.

Metrics and Targets

The Company continues to strengthen product quality and safety control, guiding Xindeco Optoelectronics to set quality objectives for 2025 based on key metrics such as customer complaint rates, incoming material inspection pass rates, and warehouse acceptance rates. Through goal-driven and process-controlled management, the Company ensures stable and reliable product quality. The Company oversees the quality management system improvement and monitors and evaluates the achievement of quality goals across subsidiaries, continuously improving overall quality control and customer satisfaction.

| 2025 Quality Objectives of Xindeco Optoelectronics | | Achievement |
|--|---|--------------|
| | Customer complaint rate ≤ 3 | |
| | Incoming material inspection pass rate ≥ 98.8% | |
| | First inspection pass rate ≥ 99% | |
| Product acceptance rate upon entry | For products under TOP category with capacity ≥ 10KK, acceptance rate ≥ 98.5% | Achieved |
| | For products under TOP category with capacity < 10KK, acceptance rate ≥ 97.7% | |
| | For multi-in-one products, acceptance rate ≥ 90.8% | |
| | Warehousing inspection pass rate ≥ 99% | |
| | Shipment batch inspection pass rate ≥ 99% | |
| | Batch test pass rate ≥ 99% | |

Control Measures

Product Quality Control

To strictly implement the Company's quality control requirements, Xindeco IoT and Xindeco Optoelectronics have developed and implemented quality control measures based on documents such as the *Inspection and Testing Control Procedures* and the *Operating Procedures for Inspection and Testing Control*. These measures focus on key inspections such as incoming material inspection, process inspection, and final inspection to ensure that all quality characteristics meet the prescribed requirements.

| Key Node | Quality Control Measures of Xindeco IoT |
|------------------------------|--|
| Incoming Material Inspection | After receiving materials in the warehouse's pending inspection area, the Quality Management Department verifies the supplier qualifications and performs inspections according to standards. Qualified products are stored, while unqualified products are processed according to procedures. Emergency release of urgently needed materials can be approved with samples for tracking. |
| Process Inspection | Inspection personnel strictly follow inspection specifications and operating guidelines to inspect semi-finished products and production processes, record inspection results, and handle unqualified products as per procedures. |
| Final Inspection | Self-manufactured and externally purchased finished products are inspected according to the corresponding processes before packaging. Products past the storage period undergo sampling checks before shipment. Inspection results are recorded, and unqualified products are processed and clearly labeled according to procedures. |

During the reporting period, Xindeco Electronic Information Technology engaged third-party institutions for random inspections **9** times, with a product pass rate of **98.50%**.

Digital Quality Control System Development

Xindeco IoT has independently developed a digital DIP system that constructs a complete quality control loop through real-time performance monitoring and online visual alerts. The system enables customers to trace the entire product lifecycle, locate issues within seconds, and gain insights into production status for full-chain quality control. Each tag is given a complete digital file, effectively reshaping RFID product quality control standards and providing strong technical evidence and service support for the "Made in Xindeco" quality commitment.

Hazardous Substances Monitoring

Xindeco Optoelectronics has established the *Environmental Hazardous Substance Management Standards*, implementing full-process control of hazardous substances in raw materials, production processes, and finished products. It has defined the classification of substances under control, requiring suppliers to provide third-party test reports. Through inspections at various stages - IQC, IPQC, and OQC - and multi-departmental collaboration, Xindeco Optoelectronics ensures that products comply with domestic and international environmental regulations and customer requirements. During the reporting period, Xindeco Optoelectronics commissioned a third-party professional organization to conduct RoHS hazardous substance testing.



Hazardous Substance Testing Report

Product Recall

Xindeco Optoelectronics follows the *Non-Conforming Product Management Measures* and the *Operating Procedures for Non-Conforming Product Control* to ensure the effective identification and control of non-conforming products discovered after delivery. When quality issues arise with products, the Company takes measures such as isolation, recall, and halting supply. If necessary, customers are notified, and non-conforming products are repaired, downgraded, or accepted under concession, with subsequent revalidation to ensure compliance, thereby safeguarding customer rights and product quality.

Key Performance

During the reporting period, the Company did not experience any product recalls due to health and safety concerns.

Quality Culture Development

In 2025, the Company continued to strengthen the development of quality talent, organizing internal audits of the quality management system and specialized training on specific processes within its subsidiaries. This effectively enhanced employees' professional skills and quality control capabilities, laying a solid foundation for quality management and ensuring the Company's high-quality development.

Case Training on Quality Management System for Internal Auditors

In 2025, Xindeco Optoelectronics organized a training session on quality management system for internal auditors. The training covered core content such as ISO 9001 and other quality management system standards, internal audit processes, audit techniques, and non-conformance corrective actions. Internal auditors from relevant departments participated in the training. The training effectively enhanced the professional abilities of the internal audit team and strengthened the effectiveness and compliance of the system's operations, providing talent support for continuous improvement in quality management.



Case Specialized training

On September 23, 2025, Xindeco Intelligent IoT organized specialized training, with employees from multiple departments participating. The training covered core topics such as special process operation specifications, environmental management, and safety operation procedures. After assessment, all participants met the qualification standards. The training strengthened employees' awareness of quality control in special processes and their ability to operate safely, laying the foundation for improving process stability and compliance.

Key Performance

During the reporting period, Xindeco Electronic Information Technology conducted **12** quality training sessions, with a total training duration of **210** hours and **291** participants.

Product Accessibility

The Company remains committed to enhancing the accessibility of its products and services to meet the diverse needs of the market. In the digital intelligence technology sector, the Company provides customized solutions for smart transportation, smart parks, and other applications, helping customers reduce the barriers to digital transformation. The IoT business focuses on RFID electronic tags and system integration, widely applied in industries such as retail, logistics, and food traceability, offering diverse service scenarios. The optoelectronics business continues to introduce cost-effective LED products, meeting the needs of various fields such as flat-panel displays and lighting. The supply chain sector provides full-process value-added services to meet the diversified trade needs of bulk commodities. The automotive dealership sector builds a customer-centric automotive service ecosystem, covering emerging areas such as new energy and used cars, continuously expanding service channels and enhancing user reach and experience.

Customer Service Guarantee

Customer Service Management

The Company adheres to a user-centric approach, continuously providing users with professional and efficient products and services. In the automotive dealership sector, the Company adheres to the philosophy of "Leading Quality Automotive Life" and has built a comprehensive customer service system covering car purchase consultation, configuration recommendations, price transparency, financial services, after-sales support, and regular maintenance, continuously enhancing customer experience and service value.

In the digital intelligence technology sector, Xindeco Digital Intelligence Technology has established the *Management Measures for Digital System Operation and Maintenance*, creating a well-structured O&M management framework. The Compliance Department is responsible for supervising and inspecting the service quality of each O&M team and coordinating the collection and feedback of customer satisfaction regarding O&M services.

In the optoelectronics sector, Xindeco Optoelectronics has developed the *Operating Procedures for Business Management* and the *Customer Complaint and Return Control Procedures*, with the Sales Center taking the lead in handling customer complaints, returns, and after-sales services. Through customer classification and management, the Company further improves the after-sales process to provide more standardized services.

Management of Customer Complaint

To ensure that complaints are addressed promptly and appropriately, the Company requires its subsidiaries to establish a rapid response mechanism. Xindeco Digital Intelligence Technology mandates that O&M leaders promptly respond to issues and requests raised by users, record them on time, and follow up on progress. For high-frequency application issues, a regular compilation of operating guidelines is created. Shandong Xindeco IoT has also developed the *Project After-Sales Service Management System*, incorporating after-sales service into employee performance assessments, clearly defining proactive and reactive after-sales processes, and regularly holding workshops to enhance after-sales service capabilities.

In addition, Xindeco Optoelectronics collects customer feedback by such means as customer calls and on-site visits, documenting it in the *Customer Complaint Feedback Form* and routing it for processing according to the type of issue. The Sales Center tracks and manages the entire process, providing consistent responses to customers and standardizing the return and exchange process, thereby ensuring a closed-loop management system for customer requests.



During the reporting period, there were **58** customer complaints, of which **54** were resolved, representing a customer complaint resolution rate of **93.10%**. There were **28** assessments on customer complaint response, with a **100%** pass rate for such assessments.

Customer Service Training

The Company and its subsidiaries place great emphasis on improving after-sales services by regularly organizing internal workshops to discuss after-sales challenges and share experiences, thus improving response speed and customer satisfaction. During the reporting period, Xindeco Optoelectronics organized specialized training on shipping requirements for different batches, further standardizing service processes.



Training on Shipping Requirements for Different Batches

Customer Satisfaction

The Company and its subsidiaries strengthen customer communication and service improvement, continuously improving the customer satisfaction evaluation system. Xindeco Optoelectronics annually distributes the *Customer Feedback Inquiry Form* to customers via mail, fax, or personal delivery. The Sales Center is responsible for conducting customer satisfaction analysis and completing the *Statistical Analysis Form for Customer Feedback*.

During the reporting period, Xindeco Optoelectronics conducted a customer satisfaction survey covering aspects such as product quality, after-sales service, on-time delivery, complaint handling, and return processing. The feedback form recovery rate was 100%, with an overall satisfaction rate of 97.33%. Xindeco Intelligent IoT conducted satisfaction surveys via telephone and produced a special analysis report, achieving an overall satisfaction rate of 95.7%.



During the reporting period, a total of **26,530** customers participated in the survey, with customer satisfaction rates as follows: Xindeco Digital Intelligence Technology at **95.70%**, Xindeco Electronic Information Technology at **94.28%**, and Xindeco ITG Automobile Group at **98.00%**.

Responsible Marketing

The Company and its subsidiaries strictly adhere to the *Advertising Law of the People's Republic of China* and other relevant laws and regulations, and follows principles of integrity and compliance in conducting various marketing and promotional activities. Shandong Xindeco IoT has formulated the *Sales Pricing Management Measures*, further clarifying the responsibilities for *sales price management*. It strictly prohibits unauthorized price adjustments without approval. In cases of unauthorized price adjustments, the responsible party shall bear full responsibility and make compensatory payments in accordance with regulations, ensuring that price management is standardized, orderly, transparent, and controllable, and embodying a responsible marketing philosophy through honest pricing.

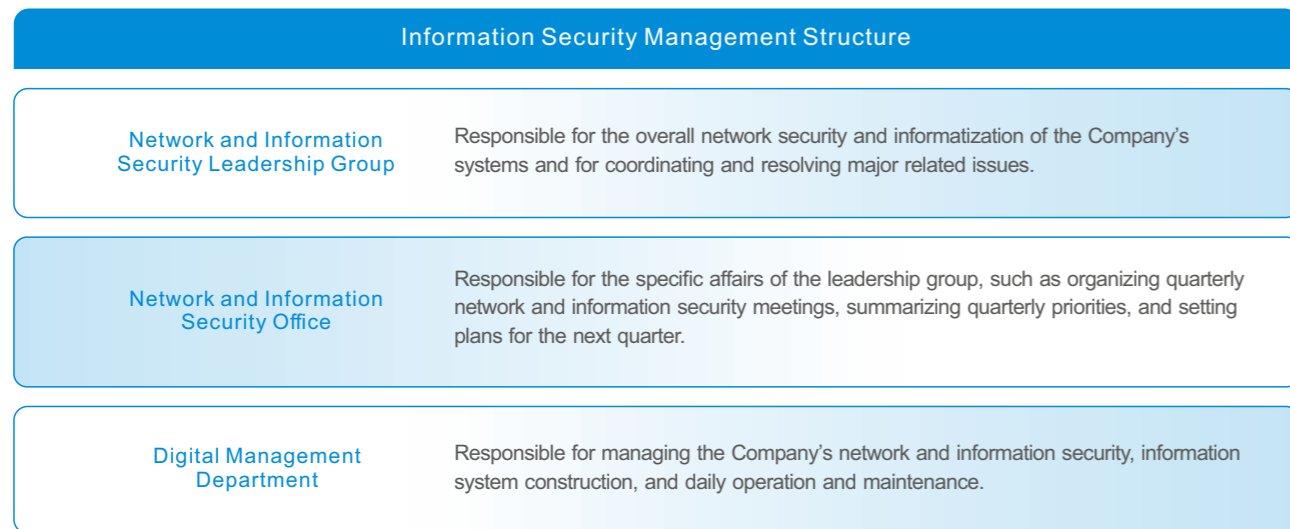


During the reporting period, there were **0** incidents of violating laws and regulations related to marketing communications (including advertising, promotions, and sponsorships) or voluntary codes of conduct.

Data Security and Customer Privacy Protection

Data Security Management

To strengthen network and information security and mitigate the risks of data leakage and loss, the Company has established the *Technical Management System for Information Security* and the *Information Security Personnel Management System*, creating a clear and efficient management structure with clearly defined responsibilities, and continuously improving its information security management system.



During the reporting period, ITG JD Digital Technology, ITG Digital Technology, and Shandong Xindeco IoT successfully passed the ISO 27001 Information Security Management System certification, while Xindeco Optoelectronics obtained the Level II Cybersecurity Protection Certificate.



Information Security Management System Certification of ITG JD Digital Technology



Information Security Management System Certification of ITG Digital Technology



Information Security Management System Certification of Shandong Xindeco IoT



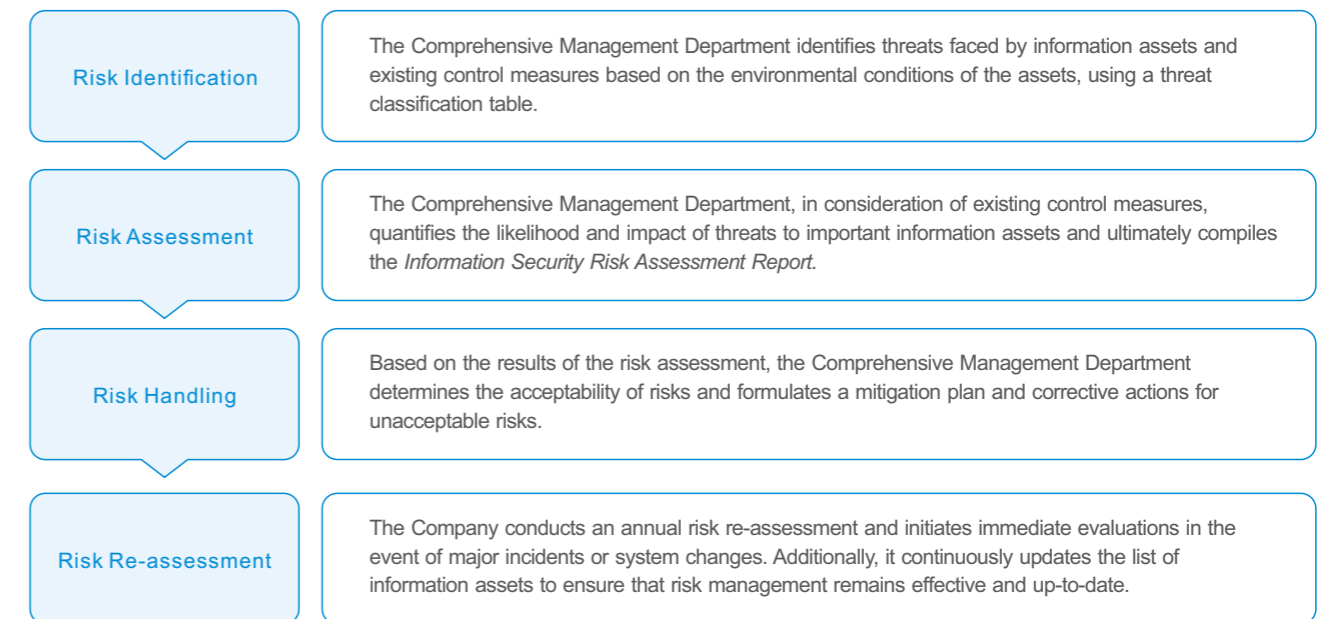
Cybersecurity Protection Registration Certificate of Xindeco Optoelectronics



During the reporting period, the Company did not experience any major information security incidents or data breaches.

Data Security Risk Management

The Company and its subsidiaries place great emphasis on information security risk prevention and control. ITG Digital Technology has established a comprehensive risk management mechanism that covers the entire process of "risk identification, assessment and classification, mitigation and corrective action, and re-assessment and tracking," effectively preventing and reducing information security incidents.



Information Security Inspections

The Company regularly conducts network security inspections covering endpoints, servers, and network devices. This helps in identifying information security vulnerabilities and implementing corresponding remediation and preventive measures. These actions effectively eliminate potential risks and enhance the overall network defense capability, ensuring the secure and stable operation of systems.

Emergency Response Plan

The Company has developed the *Emergency Response Plan for Network and Information Systems* and established a tiered and classified emergency mechanism for network security incidents. It also organizes regular emergency drills. This plan covers full-process management, including monitoring and early warning, emergency response, and post-incident handling. It details response measures for different levels of incidents and is continuously updated through annual assessments and dynamic revisions, enhancing the Company's ability to handle network security incidents and ensuring the safe and stable operation of network and information systems.

Data Security Management Measures

The Company and its subsidiaries are committed to building a comprehensive, multi-layered information security protection system. Focusing on “technical protection, access control, physical security, and data backup,” the Company has developed comprehensive safeguards covering networks, systems, data, and physical environments to ensure the confidentiality, integrity, and availability of information assets.

Virus and Vulnerability Prevention

Hosts must have antivirus software installed and regularly upgraded for detection. Servers must have firewalls deployed for real-time monitoring, with regular vulnerability scans and timely patches applied to operating systems and databases.

Physical and Environmental Security

Strict visitor management is enforced, with non-technical personnel generally not allowed to enter the data center. Equipment inspection personnel conduct regular inspections and complete inspection logs.



Access Control

The Company implements real-name management for networks and accounts and requires default account passwords to be changed promptly. It follows the principle of least privilege, and prohibits unauthorized actions and excessive privilege assignments.

Data Backup

A data backup system is in place to regularly back up application services, databases, documents, logs, and other information, with a defined minimum retention period to prevent data loss.

Cybersecurity Training

The Company and its subsidiaries actively fostering an information security culture, incorporating security awareness into daily management. During the reporting period, Xindeco IoT organized a network security awareness training session, focusing on core topics such as virus protection, information leakage prevention, and password security. Real-life case studies were used to explain network security threats and protective measures, strengthening employees' awareness of security and their ability to identify risks, reinforcing the Company's information security defenses.

Key Performance During the reporting period, Xindeco Digital Intelligence Technology conducted **2** data security training sessions, with a total duration of **88** hours and **44** participants

Customer Privacy Protection

The Company strictly complies with the *Personal Information Protection Law of the People's Republic of China* and other relevant laws and regulations. It has implemented policies such as the *WeCom Operation Management Regulations (Trial)* and ensures customer information security through measures like data encryption, access control, backup recovery, and encrypted communication. At the same time, the Company strictly prohibits employees from copying or retrieving unnecessary information without authorization. Confidentiality agreements are signed with relevant parties, and regular system screenings and customer follow-ups are conducted to promptly identify and address potential risks, ensuring that customer privacy is not leaked or misused.

Key Performance During the reporting period, the Company did not experience any incidents involving violations of information security or privacy protection.

Supply Chain Management

Governance

The Company places a high emphasis on supply chain governance. By formulating policies such as the *Supply Chain Business Logistics Management Regulations* and the *Supply Chain Business Credit Management Measures*, the Company has established and improved a customer credit evaluation system. Building on this, Xindeco Digital Intelligence Technology has established the *Qualified Supplier Management Measures for Software Outsourcing Services*, implementing full-process management for supplier access, evaluation, and elimination. Similarly, Xindeco Optoelectronics has introduced the *Supplier Management Measures*, the *Operating Procedures for Procurement Control*, and the *Supplier Release Management Measures*. These measures clarify that the Procurement Department is responsible for supplier development and management, working together with the Quality Management Department and the Technical Center to conduct supplier evaluations and monitoring, ensuring that all processes from source to release are standardized and controlled, continuously improving the quality assurance for supply chain.

Strategy

| Risk Type | Risk Description | Probability of Occurrence | Impact Magnitude | Impact Timeframe | Affected Value Chain Segment | Priority Ranking | Potential Financial Impact | Response Measures |
|-------------------|--|---------------------------|------------------|------------------|------------------------------|------------------|----------------------------|---|
| Management Risks | Inadequate supplier evaluation criteria and risk classification could lead to ineffective management, potentially causing risks such as insufficient production capacity and supply interruptions. | Low | Medium | Mid-term | Upstream | Medium | Increased operating costs | Formulate management policies related to supplier evaluation to clearly define supplier classifications and evaluation criteria. |
| Procurement Risks | Due to a lack of understanding of the supplier's production processes or other factors that may affect product quality, the Company may fail to clearly communicate quality parameters and control points to suppliers, resulting in substandard incoming materials. | Medium | Medium | Short-term | Upstream | Medium | Increased operating costs | Develop the <i>Operating Procedures for Procurement Control</i> , which require relevant personnel to clearly define quality standards and control requirements throughout the procurement process. |

| Opportunity Type | Opportunity Description | Probability of Occurrence | Impact Magnitude | Impact Timeframe | Affected Value Chain Segment | Priority Ranking | Potential Financial Impact | Response Measures |
|--------------------------|--|---------------------------|------------------|------------------|------------------------------|------------------|----------------------------|--|
| Reputation Opportunities | It is possible to build greater confidence and loyalty among suppliers by establishing a standardized supplier classification and management mechanism and enhancing the transparency and fairness of supplier management. | High | Medium | Mid-term | Upstream | Medium | Increased operating income | Continuously improve the <i>Supplier Management Measures</i> and related systems and maintain standardized and transparent procedures in supplier access, evaluation, and release to foster a fair and cooperative supply chain ecosystem. |

Impact, Risk and Opportunity Management

The Company fully integrates risk management into the entire supply chain governance process, and has developed the *Detailed Rules for the Working of Risk Review Meeting of the Supply Chain Sector*. This establishes two levels of risk review meetings, continuously improving the risk review mechanism. A credit assessment team has also been set up to evaluate the creditworthiness of trading partners and issue reports, effectively preventing potential risks. Meanwhile, Xindeco Optoelectronics has established a risk management process covering risk identification, assessment, and response, ensuring the standardized control of supply chain risks.

| Process | Management Measures |
|---------------------|---|
| Risk Identification | Accurately identify potential risks in the supply chain and clarify risk sources and specific manifestations. |
| Risk Assessment | Conduct a comprehensive assessment of identified risks, classify them based on the likelihood and impact, and determine whether the risk is acceptable. |
| Risk Response | Develop risk control measures, assign responsible departments, and continuously track the implementation of corrective actions. |

Metrics and Targets

The Company and its subsidiaries continuously strengthen green control in the supply chain. Xindeco Optoelectronics, for example, has set supply chain management goals focused on environmental compliance of materials. It has established clear limits on harmful substances in supplied materials, controlling material quality at the source and driving the continuous optimization of the supply chain towards green, safe, and sustainable practices.

| Supply Chain Indicators of Xindeco Optoelectronics | Achievement in 2025 |
|---|---------------------|
| New control for five harmful substances in supplied materials, with a content limit of no more than 0.1%. | Achieved |
| Total fluorine content in supplied materials not exceeding 50 ppm. | |

| Key Performance Indicators | Unit | 2025 |
|--|------|-------|
| Total Number of Suppliers | / | 1,603 |
| East China | / | 892 |
| South China | / | 271 |
| North China | / | 149 |
| Central China | / | 33 |
| Southwest China | / | 39 |
| Northwest China | / | 23 |
| Northeast China | / | 17 |
| Hong Kong, Macau, and Taiwan | / | 78 |
| Other Regions in Asia | / | 59 |
| Europe | / | 19 |
| Americas | / | 18 |
| Oceania | / | 5 |
| Number of Local Suppliers | / | 666 |
| Percentage of Local Suppliers | % | 41.55 |
| Localized Procurement Expenditure Ratio | % | 10.97 |

Note: The scope of data statistics includes Xindeco Digital Intelligence Technology(Shandong Xindeco IoT+Xindeco Intelligent IoT), Xindeco Electronic Information Technology, Xindeco ITG Automobile Group and Xindeco Supply Chain.

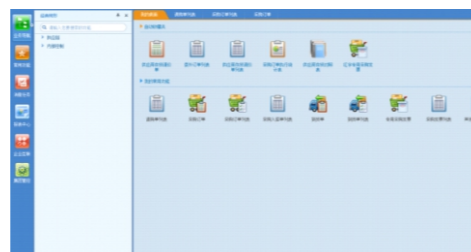
Full Lifecycle Management of Suppliers

The Company upholds the principles of fairness, transparency, integrity, and compliance, implementing full-process closed-loop management around key steps such as supplier access, evaluation, and exit. The Company actively builds a standardized, orderly, and collaborative supply ecosystem to ensure a stable and efficient supply chain.

| | |
|--|---|
| | <p>A credit assessment team has been established to independently investigate and evaluate suppliers' business conditions, judicial risks, environmental protection, and work safety performance. When necessary, third-party credit investigations are commissioned to ensure standardized access.</p> |
| | <p>Through email communication, on-site audits, trade exhibitions, and third-party monitoring channels, the Company regularly follows up with suppliers and conducts random checks to ensure the accuracy and validity of information.</p> |
| | <p>Supplier assessments are regularly conducted based on dimensions such as business nature, credit strength, qualifications, and management levels, along with additional factors like quality system certification, customs certification, industry position, and digital warehouse management capabilities.</p> |
| | <p>At least one round of supplier re-evaluation is completed annually, and suppliers failing to pass the review and with ineffective rectification are delisted. A "one-strike policy" is enforced for key issues such as dishonesty or safety hazards, ensuring immediate termination for non-compliant suppliers.</p> |

Digitalization

Xindec Optoelectronics actively advances the digital transformation of its supply chain by introducing systems such as SRM, U8, and OA. An integrated electronic platform for the supply chain has been built, creating a fully digital closed-loop process from "purchase request - sourcing execution - approval control - order fulfillment - settlement and payment." This enables online, visualized, and traceable supply chain management.



U8 System

Procurement Training

The Company and its subsidiaries continue to strengthen the cultivation of procurement talent. During the reporting period, Xindec Optoelectronics organized multiple specialized training sessions for procurement officers. The training covered topics such as supplier management, cost and price management, ERP operations, quality and delivery control, basic standards for procurement, and professional ethics, with the aim to comprehensively enhance the professional capabilities of procurement personnel and provide strong support for the standardized and refined operation of procurement activities.

Case Supplier Management Training

On February 11, 2025, Xindec Optoelectronics conducted specialized supplier management training for the procurement team in the Supply Planning Department, with a total of 8 procurement staff attending. This training effectively improved the team's supplier management skills and job performance.



Supplier ESG Management

The Company adheres to both domestic and international laws and regulations, integrating human rights protection into the management of the entire value chain. It actively builds cooperative relationships based on integrity, transparency, and mutual respect. By promoting green and responsible procurement, the Company incorporates environmental and social responsibility requirements into its evaluation criteria for partners, strengthening the assessment of suppliers' sustainability performance and prioritizing suppliers with excellent sustainability outcomes.

Integrity Supply Chain

The Company consistently regards anti-corruption governance as a critical baseline for supply chain management. Xindec Digital Intelligence Technology has developed the *Operational Materials and Services Procurement Management Measures*, which specify that the management team holds primary responsibility for preventing procurement-related corruption risks and appoints a dedicated procurement supervisor. Anti-corruption clauses are embedded in procurement documents and contracts, while an integrity commitment system is implemented. This system defines the obligations and responsibilities of the commitment parties, with the bidding team organizing the signing of integrity commitment letters, ensuring that anti-corruption responsibilities are assigned and adhered to by every individual involved. Additionally, Xindec Digital Intelligence Technology requires suppliers to sign the *Integrity Commitment Letter* and the *Confidentiality Agreement* and actively promotes business ethics policies to ensure fair and clean cooperation.

Xindec Optoelectronics explicitly prohibits commercial bribery in its framework agreements, strictly forbidding any form of benefit transfer to key positions such as procurement and quality inspection personnel, and enforcing strict internal compliance. The Company has also set up audit supervision hotlines and emails to facilitate external oversight, encouraging the reporting of integrity risks.

Green Supply Chain

The Company and its subsidiaries have been actively engaged in building a green supply chain, continuously promoting low-carbon and sustainable development across the entire industry chain. Xindec Optoelectronics actively advances environmental management system certifications of suppliers, signing the *Environmental Protection Agreement* with contractors and implementing multiple measures to meet environmental management requirements.

Responsible Supply Chain

The Company and its subsidiaries actively practice the concept of responsible supply chain development. Xindec Optoelectronics strengthens supplier access and pre-production control, requiring suppliers to sign quality assurance agreements, provide standard documents for hazardous substance control, and submit special testing reports, including ROHS, REACH, and MSDS. At the same time, Xindec Optoelectronics conducts specific investigations into conflict minerals, requiring suppliers to truthfully complete the *Conflict Minerals & Cobalt and Mica Usage Survey*, reinforcing the compliance of the responsible supply chain at the source.

| Key Performance Indicators | Unit | 2025 |
|---|------|------|
| Number of Suppliers Certified under Quality Management Systems | / | 296 |
| Number of Suppliers Certified under Environmental Management Systems | / | 174 |
| Number of Suppliers Certified under Occupational Health and Safety Management Systems | / | 102 |
| Number of Suppliers Suspended due to Non-compliance | / | 0 |
| Number of Prospective Suppliers Rejected due to Non-compliance | / | 0 |

Note: The key performance data covers Xindec Digital Intelligence Technology(Shandong Xindec IoT+Xindec Intelligent IoT), Xindec Electronic Information Technology, and Xindec Supply Chain.

Supply Chain Resilience Construction

Supplier Empowerment and Co-creation

The Company and its subsidiaries, based on long-term stable cooperative relationships, promptly address quality issues in the production and delivery process through measures such as quality meetings with suppliers. This strengthens suppliers' awareness of quality responsibility and promotes collaborative development and win-win cooperation between both parties.

Case Ceiling Light Quality Issue Meeting

On March 28, 2025, Xindeco Optoelectronics organized a quality issue meeting with relevant personnel and suppliers regarding the ceiling light products received on March 27. The meeting addressed quality issues related to 54W (250 sets) and 108W (400 set) ceiling lights. After conducting sample inspections, few quality defects were identified in this batch. In response to the defects, Xindeco Optoelectronics and the supplier established stringent corrective actions and ensured their implementation, further enhancing the supplier's awareness of quality responsibility.



Industry Exchange

The Company and its subsidiaries actively engage in industry exchanges within the supply chain sector. They are deeply involved in various domestic and international industry conferences, such as the Iron Ore International Market Seminar, Supply Chain Innovation Exhibition, China International Supply Chain Promotion Expo, and International Internet of Things Exhibition. These engagements effectively allow the Company to learn from advanced domestic and international operating concepts, infusing new momentum into the creation of a high-quality and sustainable supply chain ecosystem.

Case Xindeco at the Supply Chain Innovation Exhibition to Illustrate the Resilience of "Three-Chain Integration"

In September 2025, Xindeco made its fifth consecutive appearance at the National Supply Chain Innovation Exhibition. Under the theme of "Integration of Three Chains for Resilient Coexistence," the Company demonstrated its innovative practices in areas such as global layout, industry chain operations, and digital transformation. Through resources allocation, integrated solution outputs, and the implementation of intelligent systems, Xindeco continued to empower upstream and downstream enterprises, deepen industry chain collaboration, and contribute to the high-quality development of the supply chain.



Case Xindeco IoT at International Exhibitions

Xindeco IoT participated in a series of international industry exhibitions, including the International Internet of Things Exhibition, Asia International Label Printing Exhibition, RFID Journal LIVE! 2025, and Mexico International Label Printing Exhibition. At these events, the company showcased its innovations and comprehensive capabilities in the IoT sector, significantly enhancing brand influence and fostering industrial cooperation and market expansion. At the same time, leveraging Xindeco IoT Malaysia as a strategic base, the company expanded its reach to key accounts in Southeast Asia, securing significant orders, marking a key breakthrough in international market expansion.



Equal Treatment of Small and Medium-Sized Enterprises

The Company strictly complies with laws and regulations such as the *Anti-Unfair Competition Law of the People's Republic of China* and the *Regulations on Ensuring Payments to Small and Medium-Sized Enterprises*. It maintains fairness in dealings with small and medium-sized enterprises (SMEs) and ensures that cooperation conditions are open and transparent. Moreover, the Company adheres to contractual agreements, standardizes payment procedures, ensures compliance with payment regulations, and fulfills its information disclosure obligations, thereby safeguarding the legitimate rights and interests of SMEs. In 2025, the Company did not experience any overdue payments to SMEs. As of the end of the reporting period, the Company had no accounts payable (including notes payable) exceeding RMB 30 billion or constituting more than 50% of total assets.

04

Working Together to Create a Better Future

Xindecu adheres to a people-oriented approach, prioritizing employee rights protection, occupational health, and safety. The Company continually improves labor protection, compensation and benefits, career development, and care mechanisms, and is committed to building a safe, healthy, equal, and inclusive workplace environment. The Company actively fulfills its social responsibility by organizing a wide range of public welfare activities, including educational assistance, poverty alleviation, and volunteer services. These initiatives contribute significantly to the harmonious stability and long-term development of society.

Our Actions

- Protection of employees' rights and interests
- Occupational health and safety
- Community public welfare

SDGs Responded



Protection of Employees' Rights and Interests

Talent Attraction and Recruitment

Talent is the core support for the Company's high-quality development. The Company continually optimizes its talent attraction and recruitment mechanisms, adhering to principles of fair employment and selective recruitment to build a dynamic workforce.

Recruitment Management

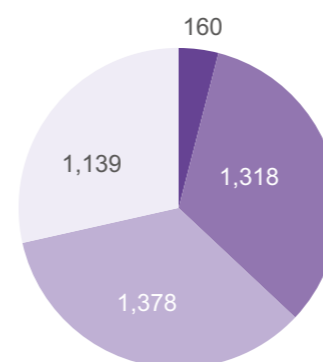
The Company strictly follows the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, and other relevant laws and regulations. It upholds the recruitment principle of "fixed positions and personnel, job matching, open recruitment, and selective hiring" and has established the *Employee Recruitment Management Measures*. The Human Resources Department coordinates the recruitment process, with departments assisting in candidate selection, ensuring the recruitment management system is institutionalized, standardized, and efficient, and continuously improving the Company's talent selection and allocation mechanisms. Each department and business segment submits an annual staffing plan based on actual production and operational needs at the end of each year. Recruitment channels are precisely selected according to the characteristics of the positions, ensuring that talent is introduced efficiently, effectively matched, and in a well-ordered and standardized manner.

Key Performance

In 2025, the Company achieved a **100%** labor contract signing rate;

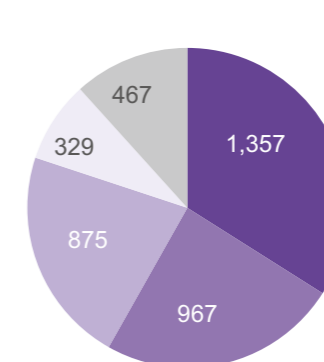
As of the end of the reporting period, the total number of employees was **3,995**, consisting of **118** ethnic minority employees, **44** veterans, **4** disabled employees, **15** labor dispatch employees, and **0** part-time employees.

By Academic Qualification



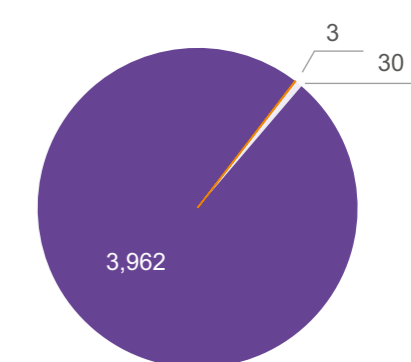
- Master's degree and above
- Bachelor's degree
- Associate degree
- High school or below

By Profession



- Production
- Sales
- Administration
- Finance

By Region



- Chinese mainland
- Hong Kong, Macau, Taiwan
- Abroad

The Company adheres to principles of openness, fairness, transparency, and merit-based selection. It builds diversified recruitment channels that combine online and offline approaches, ensuring the standardized placement of veterans in municipal state-owned enterprises. The Company continually broadens its talent acquisition paths, optimizes the recruitment process, and guarantees that talent selection is conducted in a standardized, efficient, and scientifically accurate manner, injecting continuous vitality into its high-quality and sustainable development. To further regulate personnel management and prevent conflicts of interest, the Company strictly enforces a relative avoidance system, creating a fair, just, and clean environment for recruitment.

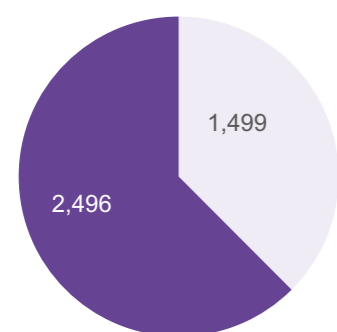
External Recruitment

Recruitment websites such as BOSS Zhipin, Beisen, and Liepin; the Company's official website; talent exchange conferences; and campus recruitment.

Internal Recruitment

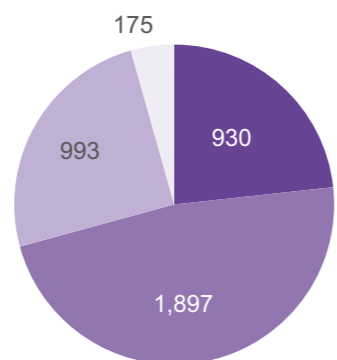
Internal transfers, internal selections, and internal competitions.

By Gender



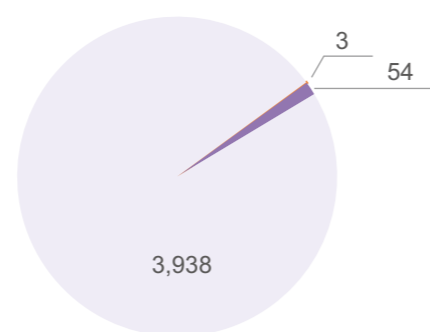
- Female
- Male

By Age



- Under 30
- Between 30-39
- Between 40-49
- 50 and above

By Job Level



- Senior management
- Middle management
- Other employees

Diversity, Equality and Inclusivity

The Company places great emphasis on human rights protection, strictly adhering to laws, regulations, and internationally recognized human rights standards. Internal management systems such as the *Labor and Personnel Management Regulations* clearly define anti-discrimination and anti-harassment requirements to ensure that employees have equal opportunities in recruitment, salaries, and promotions. The Company also prohibits the employment of child labor and forced labor, committing to creating a fair, inclusive, and harmonious working environment for all employees. In its business operations, the Company irregularly conducts human rights risk identification and assessments, performing internal reviews around key areas such as recruitment, employment, and production operations, ensuring that its business practices comply with legal regulations and social responsibility requirements. During the reporting period, the Company did not experience any incidents related to the employment of child labor, forced labor, workplace discrimination, or harassment.

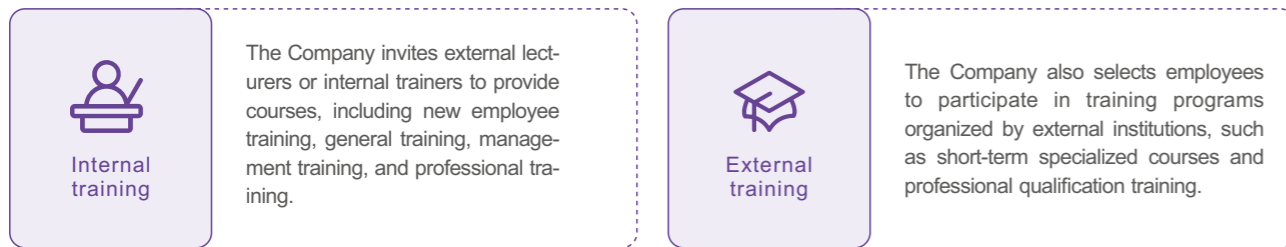
- The Company ensures equal opportunities for employees in recruitment, compensation, promotion, and other aspects, strictly prohibiting any form of discrimination based on gender, age, race, color, nationality, ethnicity, or place of origin.
- The Company resolutely opposes the use of child labor, forced labor, and any form of sexual harassment.
- The Company upholds both gender equality and employee care, focusing on the development of female employees and employees with disabilities so as to create a work environment that is equal, diverse, inclusive, and respectful.

Training and Development

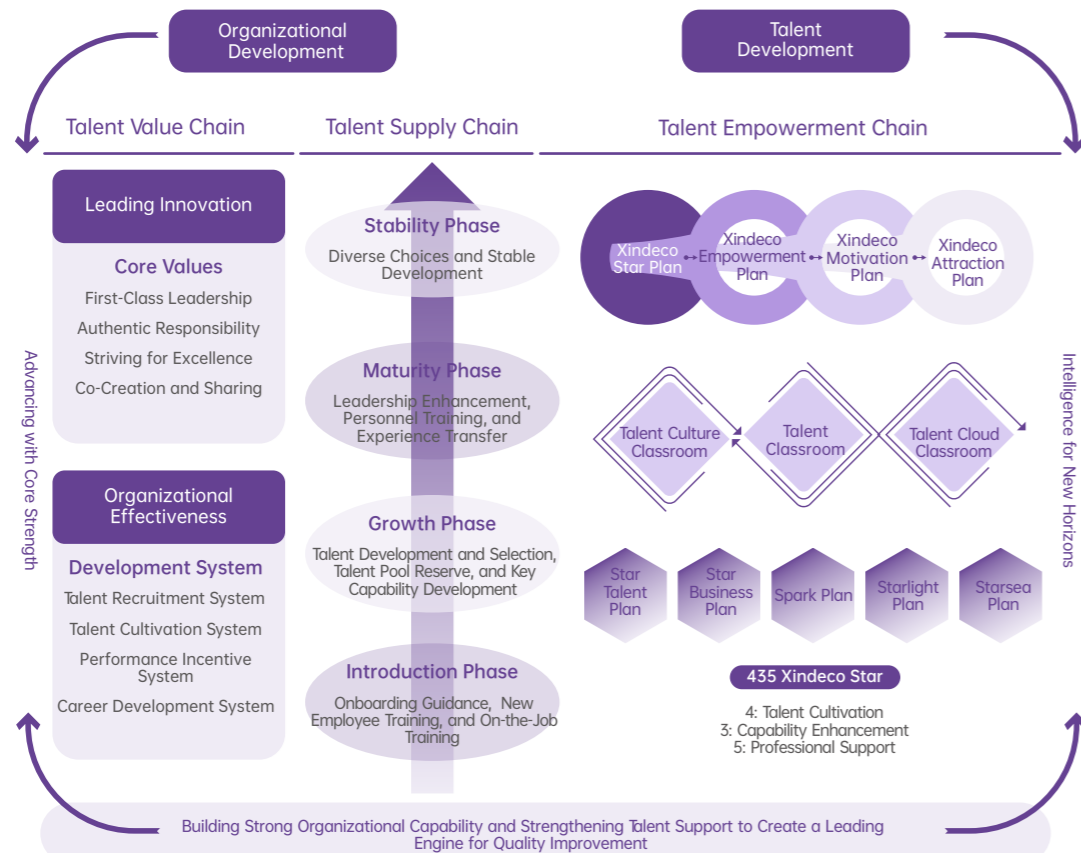
Focusing on employee growth, the Company has established a comprehensive training and development system, continuously empowering employees' career development and achieving alignment between personal value and corporate growth.

Employee Training

To standardize training management and enhance employees' professional skills and qualities, the Company follows the principles of "targeted, systematic, and proactive" and has developed the *Training Management Measures*. The Human Resources Department is responsible for preparing and implementing training plans, continuously improving the employee training and development system. The Company focuses on five key modules: "Organizational Capability Enhancement," "Leadership Development," "Key Talent Cultivation," "Specialized Talent Cultivation," and "Comprehensive Skill Enhancement for All Employees." It continues to upgrade the "435 Xindeco Star" talent development system, building an inclusive learning and empowerment platform for all employees. Through layered and categorized training, precise empowerment, and skill enhancement, the Company constructs a comprehensive talent growth and development mechanism.



2025 Organizational Development and Talent Cultivation Overview



2025 Organizational Development and Talent Cultivation Overview

Internal Trainer Management

The Company has developed the *Internal Trainer Management Measures*, under which the Human Resources Department manages the selection, training, certification, and evaluation of internal trainers. Internal trainers' compensation is determined based on training hours, course quality, and teaching effectiveness. This approach fully motivates internal trainers to teach, fosters the internal accumulation of knowledge, the transfer of experience, and the replication of skills, ensuring stable and high-quality faculty support for talent development. As of the end of the reporting period, the Company had a total of 53 internal trainers. They have developed 49 courses across three major training systems: business, functional, and general courses.

Internal Trainer Team Development

Online Learning Platform

The Company has established the "Talent Cloud Classroom," an online learning platform managed by the Human Resources Department. The platform integrates high-quality learning resources to provide employees with a flexible and efficient online learning experience. Through diverse courses, structured learning paths, and digital learning management, the platform supports the comprehensive enhancement and long-term development of employees' capabilities.



Online Learning Platform

Case Xindeco Attraction Plan - Senior Management Training

In alignment with the “Advancing with Core Strength and Intelligence for New Horizons” strategic initiative, the Company has launched the Xindeco Attraction Plan - Senior Management Training Program. This program continuously improves senior management’s abilities in strategic transformation, leading innovation, intelligent thinking, and breakthrough thinking, as well as their comprehensive ability to open up new business areas and lead organizational change. It further drives the core digital transformation and technology-driven change within the Company.



Career Development

To support the orderly development of employees’ careers and establish a career management system that aligns with the Company’s strategic goals, the Company has formulated the *Management Regulations on Employee Career Development*, which follows the principles of “guidance, balance, step-by-step promotion, flexibility in career progression, and cultural orientation,” with the Human Resources Department overseeing employee promotion processes. The Company has created three primary career development paths: management, professional, and general support staff, tailored to different roles and value creation models. The criteria for each position’s qualifications and promotion mechanisms are clearly defined, providing employees with a clear, diverse, and sustainable career growth path.

The Company has also formulated the *Management Measures for Employee’s Role Rotation*, establishing an internal talent exchange mechanism and rotation talent pool. This system promotes both horizontal job rotation across departments and investment enterprises, as well as vertical rotations, to create broader career development platforms for employees. Through multi-role and multi-scenario practical experience, the Company fully taps into employees’ potential, enhances their overall competence and business capabilities, accelerates the cultivation of versatile talents, and provides strong talent support for its sustainable development.

Remuneration and Benefits Management

The Company adheres to a people-oriented approach and has established a fair and reasonable compensation and benefits system that aligns employee interests with company goals, ensuring employees’ legitimate rights and reasonable returns, while fostering mutual growth and sharing of development benefits between employees and the Company.

Compensation Management

To establish a performance-oriented compensation distribution system and effectively motivate employees, the Company has developed the *Compensation Management Regulations*. These regulations follow the principles of combining incentives, competitiveness, and balance to build a scientifically sound, fair, and transparent compensation management system. The Company implements an annual salary system for senior management and a performance-based salary system for other positions, tightly linking compensation with job value, individual performance, and company profitability. The Company regularly optimizes compensation based on market levels and economic performance, ensuring that the remuneration for key positions remains competitive in the market. This approach continuously invigorates employees and drives mutual development between employees and the Company.

| Compensation Model | Compensation Applicability |
|---------------------------------|--|
| Annual salary system | Applicable to senior executives at the headquarters of each business segment. |
| Performance-based salary system | Applicable to department heads, deputy heads, department assistants, professional employees, and expatriates. |
| Contract salary system | Applicable to special talent recruited by the Company. |
| Other compensation models | Applicable to general support staff such as drivers and front desk staff, for which a special salary management system is established. |

Composition of performance-based salary system: Annual salary, year-end double salary, allowances and subsidies, monetized benefits, etc.

- (1) Annual salary: fixed salary + variable salary;
- (2) Year-end double salary: 13-month salary, with the 13th salary being the fixed salary;
- (3) Allowances and subsidies: transport allowance, professional title allowance, etc;
- (4) Monetized benefits: Summer heat allowances, hygiene allowances for female employees.

Case Star Business Plan - Series Specialized Training on AI

In March 2025, in response to the “Advancing with Core Strength and Intelligence for New Horizons” strategy and the opportunity presented by the development of the artificial intelligence (AI) industry, the Company organized the Star Business Plan series of training sessions. The training focused on three key topics: the operation of the “Trade Wise AI Office Assistant, the characteristics of AI technology, and the development trends in AI”. This helped employees master basic AI knowledge and application skills, improving their digital awareness and practical capabilities. This training effectively strengthened employees’ ability to use AI tools to solve business challenges, laying the foundation for the Company’s digital transformation by developing digital and intelligent talent and continuously empowering business innovation and industrial upgrades.



Phase 2

Phase3

Phase 4

| Key Performance | Unit | 2025 |
|---------------------------------------|--------------|-----------|
| Total Investment in Employee Training | RMB 10,000 | 84.24 |
| Number of Employee Training Sessions | Session | 245 |
| Total Number of Employees Trained | Person | 3,995 |
| Total Attendance | Person-times | 9,122 |
| Employee Training Coverage Rate | % | 100 |
| Total Training Hours | Hours | 22,539.60 |
| Average Training Hours per Employee | Hour/Person | 5.64 |

Employee Benefits

To enhance employees' sense of belonging and cohesion, the Company has established the *Employee Benefits Management Measures*, ensuring the statutory contribution to social insurance (five insurances and one housing fund). The Company has also established a diversified benefits system, including enterprise annuities and supplementary medical insurance, and provides lunch subsidies, thereby creating a multi-layered and comprehensive employee care system that continuously improves employees' sense of well-being and satisfaction.

| | | | |
|---------------------------|---|------------------------|---|
| Statutory benefits | Medical insurance, pension insurance, unemployment insurance, work injury insurance, maternity insurance, housing provident fund. | Special welfare | Supplementary medical insurance, enterprise annuities, lunch subsidies. |
|---------------------------|---|------------------------|---|

The Company has clearly implemented a five-day working week system in its *Labor Discipline Management Regulations*. At the same time, the Company strictly regulates overtime management, ensuring that employees are granted compensatory time off for overtime work in accordance with the law, thus safeguarding employees' rights to rest and vacations.

Key Performance

During the reporting period, the Company achieved **100%** coverage for social insurance.

Performance Management

The Company has established a fair, transparent, and value-oriented performance management system to stimulate employee potential and organizational vitality, driving both individual and organizational growth and sustainable development.

Performance Evaluation Mechanism

The Company follows the principles of "strategic leadership, cultural guidance, and objective fairness" and has formulated the *Performance Management Regulations*, implementing monthly, semi-annual, and annual performance evaluations. The Human Resources Department is responsible for setting annual performance targets, while department leaders determine specific departmental performance indicators based on their responsibilities and key tasks, ensuring fair and effective performance evaluation. Monthly assessments are conducted by each department independently, semi-annual assessments focus on work performance metrics, and annual assessments encompass work achievements, leadership evaluations, department satisfaction surveys, and additional points for major awards or honors. The assessment results are directly linked to variable salaries and serve as the basis for salary adjustments.

Key Performance

During the reporting period, **3,995** employees received regular performance and career development assessments, representing **100%** of the workforce.

Appeal and Feedback Mechanism

The Company integrates performance communication throughout the entire performance management process. After assessments, feedback is promptly provided to employees, and supervisors conduct performance discussions and improvement coaching. If employees disagree with the assessment results, they can submit an *Assessment Appeal Form* within five working days. The Company's human resources leader, along with the chairman of the trade union, leads a performance assessment appeal working group from relevant departments. This group reviews, investigates, and evaluates the appeal, forming a final decision and providing feedback to the employee, ensuring fairness and justice in the assessment process.

Labor Relations Management

The Company adheres to legal compliance and a people-oriented approach, actively fostering harmonious and stable labor relations to create a mutually beneficial work environment.

Labor Dispute Management

The Company strictly follows the *Measures for Trade Union's Participation in Labor Dispute Handling* to manage labor disputes. It emphasizes legal compliance, prioritizes mediation, and fully leverages the union's role as a bridge to facilitate negotiations, mediation, and review of labor disputes. The Company has established a diverse and efficient conflict resolution mechanism, ensuring disputes that cannot be resolved internally are handled properly according to legal procedures. This ensures the protection of employees' legal rights and maintains harmonious and stable labor relations.

Key Performance

During the reporting period, the Company received **0** employee complaints.

Employee Exit Management

The Company standardizes the resignation process in its *Labor and Personnel Management Regulations*. Employees must submit a written resignation request 30 days in advance and complete the handover of work, property, and documents within the specified period. Once the employee's personnel files and household registration transfer are completed, the Company will issue a *Certificate of Termination or Dissolution of the Employment Contract* in accordance with the law, ensuring that the resignation process is standardized, compliant, and smooth.

Key Performance

During the reporting period, the number of employee departures from the company's headquarters was **8** representing a total employee turnover rate of **5.13%**.

Employee Care and Communication

The Company maintains a strong focus on employee well-being by improving communication mechanisms and establishing a diverse support and protection system to safeguard employees' welfare and create a warm and harmonious workplace atmosphere.

Employee Assistance

The Company places high importance on employee care and assistance. It has developed the Management Measures for Xindeco Employee Mutual Aid Center and established a special mutual aid fund pool. The fund, sourced from employee contributions, government and administrative subsidies, trade union support, and social donations, is managed by the Xindeco Employee Mutual Aid Center Management Committee and used for various mutual aid and care projects aimed at providing targeted assistance and warm support to employees and their families in need. Additionally, the Trade Union regularly organizes heartwarming activities such as the "Cool Relief Campaign," focusing on employees' work and life needs, and continuously conveying the Company's care for its employees.



Cool Relief Campaign Organized by the Trade Union



In 2025, the Company provided a total of RMB **0.1072** million in financial assistance to **80** employees facing difficulties. The number of employees receiving support per million RMB in revenue was **0.0025** per RMB 1 million.

Democratic Management

The Company legally organizes employees to join the Trade Union, holds employee representative meetings in an orderly manner, and ensures employees' rights to information, participation, expression, and supervision, thereby building a sound system for democratic management. The Company respects and legally protects employees' rights to collectively negotiate. It conducts equal negotiations on employees' vital interests, such as compensation, benefits, performance, career development, and labor management, and signs documents like the *Collective Contract* and the *Wage Collective Contract*. Democratic management is deeply integrated into the Company's system and corporate culture, effectively safeguarding employees' legal rights.



Employee Congress

The Company utilizes multiple democratic communication channels, such as the OA system, employee meetings, bulletin boards, etc., to regularly hold discussion sessions for new employees, key staff, face-to-face meetings with senior management, and forums for outstanding young leaders. These activities ensure smooth communication of employee concerns and create an open and inclusive communication environment. The Company regularly conducts employee satisfaction surveys on corporate cultural activities through questionnaires to comprehensively understand employee participation experiences and improvement suggestions. Based on this feedback, the Company continuously optimizes the planning and organization of activities, effectively enhancing their appeal and fostering greater employee cohesion.

| Key Performance Indicators | Unit | 2025 |
|--|-------|------|
| Number of Employee Congress meetings | Times | 3 |
| Items reviewed and passed by the Employee Congress | Item | 7 |
| Items reviewed and passed by the Trade Union | Item | 7 |

Protection of Women's Rights and Interests

The Company places a high priority on safeguarding the rights and interests of female employees, strictly adhering to the *Law of the People's Republic of China on the Protection of Rights and Interests of Women*. It upholds the principles of gender equality and equal pay for equal work, ensuring that female employees have equal opportunities in recruitment, compensation, benefits, training, and promotion. The Company also signs *Special Protection Contract for Female Employees* through equal negotiations to comprehensively protect the legal rights, physical, and mental health of female employees. The Company ensures compliance with maternity leave, prenatal examination leave, breastfeeding leave, and parental leave in accordance with the law and provides paternity leave for male employees during their spouse's childbirth. The Company promotes flexible working arrangements, organizes heartwarming activities on International Women's Day, and actively cultivates an equal, respectful, inclusive, and friendly workplace environment.



Women's Day Activities

| Key Performance | Unit | 2025 |
|---|--------|-------|
| Proportion of Female Managers | % | 31.58 |
| Total Number of Employees Taking Parental Leave | Person | 112 |
| Return Rate from Parental Leave | % | 100 |

Employee Activities

The Company strives to create a rich and diverse corporate cultural life by regularly organizing employee sports events, outdoor hiking, themed debate competitions, dragon boat races, and other cultural and sports events. The Company also hosts special activities such as parent-child events for Children's Day, cultural study tours, and movie viewings. These activities enrich employees' leisure time, strengthen team cohesion, and foster a healthy, progressive, and harmonious corporate culture.



Debate Competition



Employee Sports Meet



Dragon Boat Race



Hiking Event



Children's Day Parent-Child Event of Xindeco Supply Chain



Innovation Culture Tour of Xindeco Electronic Information Technology



"Integration for Development and Innovation for Collective Progress" Corporate Culture Event of Xindeco Digital Intelligence

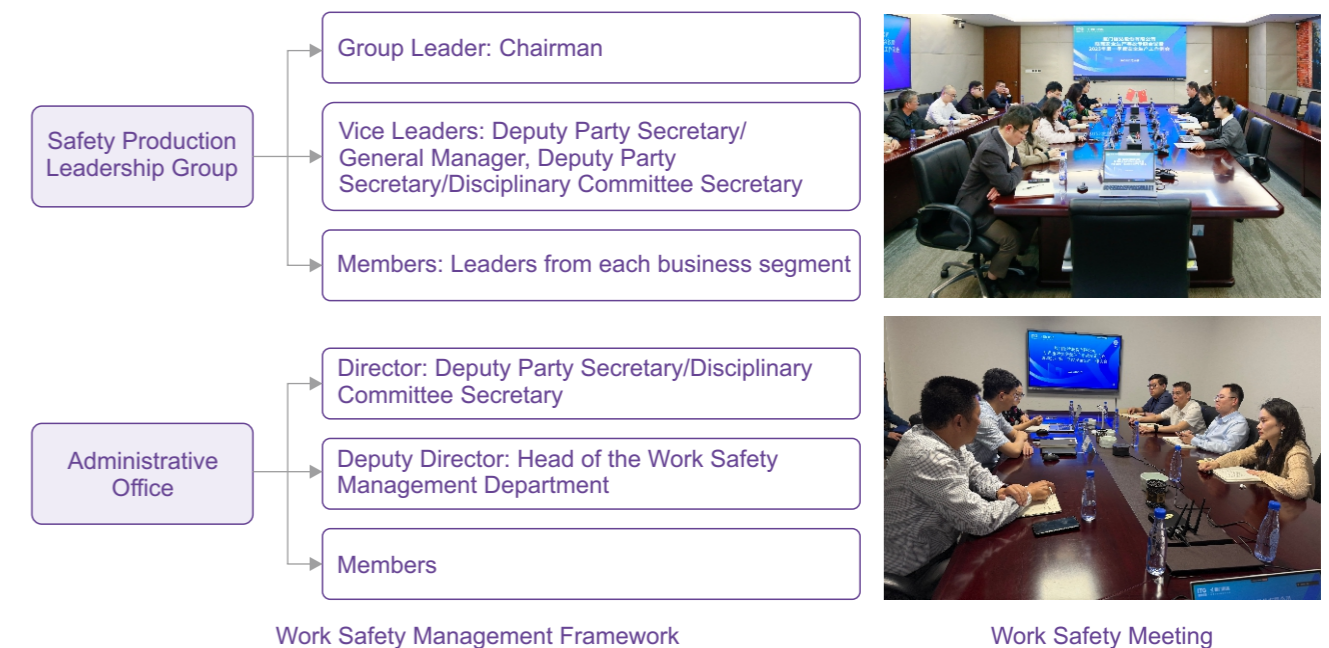


"Striving Together for Xindeco and Innovating for Shared Success" Corporate Culture Event of Xindeco Electronic Information Technology

Occupational Health and Safety

Safety Production Management System

To strengthen safety production management, effectively prevent and curb production safety accidents, and ensure the safety of employees' lives and property, the Company has established the *Work Safety Management Measures*. It adheres to the principle of "Safety First, Prevention First, and Comprehensive Management" and has set up a work safety leadership group to oversee safety operations. The team has an office and designated safety management personnel responsible for day-to-day safety management, continuously improving the work safety management mechanism. During the reporting period, the Company held 2 work safety leadership group meetings, 4 safety regular meetings, and 2 special work meetings.



The Company strictly implements the work requirements of "Party and government responsibility, dual responsibility for each post, joint management, and accountability for dereliction of duty" and "Three managements and three musts," establishing a comprehensive work safety responsibility system for all employees. The Company's main leader is the first person responsible for work safety. The Work Safety Responsibility Statement is signed at all levels, creating a linked, collaborative management network for work safety. The Company regularly conducts work safety assessments, closely linking the achievement of work safety goals with awards, job promotions, and performance compensation. It strictly enforces a "veto system" for work safety, using rigid assessments to ensure that responsibilities are effectively performed.

As of the end of the reporting period, Xindeco's subsidiaries, including Xindeco Optoelectronics, Xindeco IoT, and Xindeco Intelligent IoT, have all obtained ISO 45001 Occupational Health and Safety Management System certification. Additionally, Fujian Xindeco Optoelectronics has received the Safety Production Standardization Certificate.



Occupational Health and Safety Management System Certification of Xindeco Optoelectronics



Occupational Health and Safety Management System Certification of Xindeco IoT



Safety Production Standardization Certificate of Fujian Xindeco Optoelectronics



Occupational Health and Safety Management System Certification of Xindeco Intelligent IoT

| 2025 Occupational Health and Safety Management Goals | Achievement |
|--|-----------------|
| Signing rate for work safety responsibility agreements: 100% | <p>Achieved</p> |
| Completion rate for annual performance assessments and reward/penalty implementation: 100% | |
| Timely resolution rate for incidents: 100% | |
| Full implementation of national and local regulations on work safety and fire safety | |
| Major and catastrophic accidents: 0 | |
| Fatalities in general accidents: 0 | |
| Incidents with direct economic losses exceeding RMB 1 million: 0 | |
| A comprehensive occupational health and occupational disease prevention management system in place, with no occupational diseases reported | |

Key Performance
 During the reporting period, the Company allocated RMB **0.7809** million to work safety.

Work Safety Risk Management

To standardize work safety risk management, the Company adheres to the principles of “full participation, focusing on key issues, and hierarchical management”. It has established the *Safety Risk Identification, Assessment, and Hierarchical Management Regulations*, which include regular identification and assessment of hazards, implementing tiered control and closed-loop management to prevent safety risks at the source.

| | |
|------------------------------------|---|
| Risk Identification | The Company identifies hazards in elements such as personnel, materials, environment, and management deficiencies, focusing on production systems, facilities, work environments, and operational activities. |
| Risk Assessment | The Company employs methods such as LEC evaluation and risk matrix for risk assessment of hazards, determining risk levels and establishing a safety risk database and a list of major safety risks. |
| Risk Management and Control | Based on the type and level of safety risks, targeted control measures are developed and implemented. The Company tracks the implementation of these measures and ensures timely corrective actions when issues are identified. |

Safety Hazard Identification

The Company has formulated the *Management Regulations for Safety Hazard Identification and Mitigation* and established a regular hazard identification and rectification mechanism. Production enterprises are required to conduct daily checks on each production step and position, strictly enforcing safety responsibilities and effectively preventing accidents. The Company focuses on key areas such as construction sites, fire safety, and electrical safety, advancing the full-chain management of high-risk industries, including hot work in crowded areas and hazardous chemicals.

For safety hazards identified through inspections, the Company promptly issues rectification notices, ensuring compliance with the “Six Definitions and Five Prohibitions” requirements, and organizes special inspections to ensure the closure of the hazard management loop. Additionally, the Company has established an incentive mechanism based on the *Internal Reporting and*

Reward Regulations for Work Safety Accidents Hazard, encouraging employees to actively participate in safety management, conduct hazard checks, and foster a strong culture of collective prevention and management.



Safety Inspection

Key Performance
 During the reporting period, the Company identified and rectified **494** general safety hazards, including **297** fire safety hazards, **37** hazardous chemical hazards, and **160** other types of hazards, with a **100%** hazard identification and rectification rate.

Emergency Response

To effectively address work safety emergencies, the Company has developed the *Emergency Response Plan for Work Safety Accidents*, which specifies tiered responses based on the severity of production accidents. The Company has also improved emergency response, rescue support, and post-incident mechanisms to enhance the capacity for handling emergencies. The Company has established specialized emergency response plans for incidents such as earthquakes, typhoons during the rainy season, fires, and chemical spills, significantly enhancing its capabilities in disaster prevention, mitigation, and emergency support. In addition, the Company regularly conducts various emergency education and training sessions, along with emergency drills, to comprehensively enhance employees' safety awareness and self-rescue and mutual assistance capabilities.

Case 2025 “Work Safety Month” Fire Drill

On June 20, 2025, the Company conducted a fire emergency drill at the Xindeco Information Industry Park. The drill simulated a fire alarm scenario, with each team working together to complete firefighting and personnel evacuation tasks. After the drill, the Company invited professionals to provide practical fire safety training, further enhancing employees' emergency response and self-protection abilities.



Key Performance
 During the reporting period, the Company held **29** fire safety training sessions and emergency drills, with a total of **755** participants.

Safety Accident Management

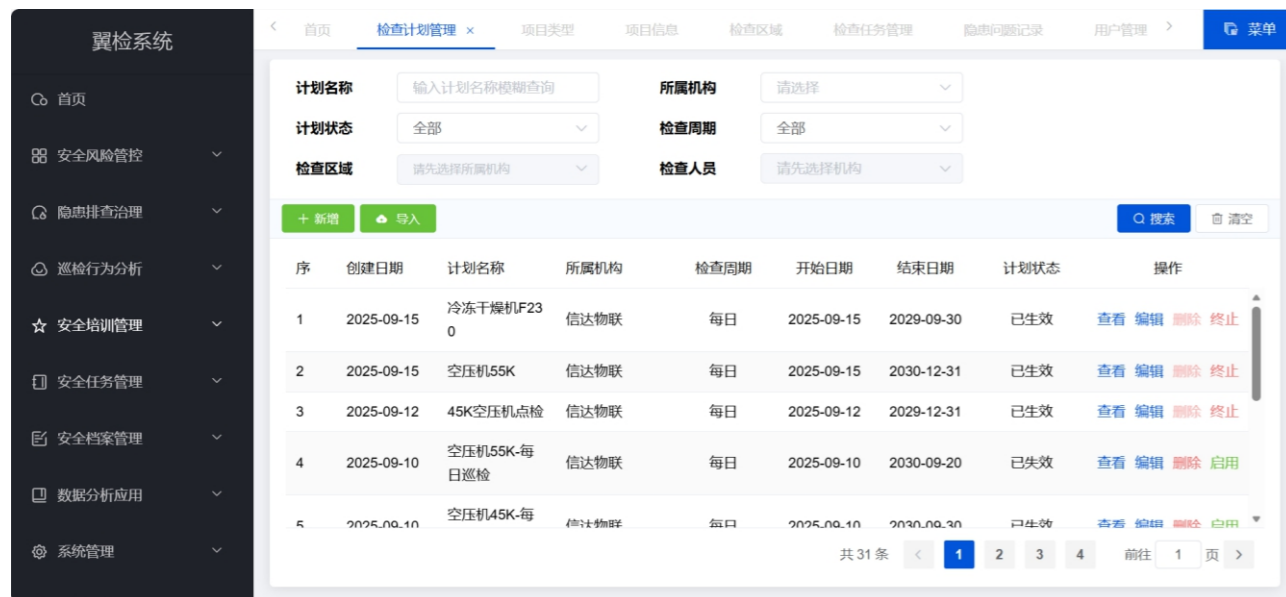
The Company takes a thorough approach to managing work safety accidents. After emergency rescues are completed, a post-incident review is conducted to analyze lessons learned, identify gaps, develop corrective measures, and create a summary report of the emergency response. This ongoing process helps enhance the Company's emergency management capabilities. At the same time, the Company recognizes and rewards units and individuals who perform exceptionally well in emergency rescues. It holds responsible parties accountable for any failure to fulfill their duties, with severe consequences for those suspected of illegal activities, including referral to judicial authorities for legal processing. The Company's strict reward and penalty system strengthens the work safety responsibility framework, ensuring smooth and orderly operations.



During the reporting period, the Company recorded 0 work safety accidents, 0 work-related fatalities, 0 work injuries, and 0 lost working hours due to work injuries.

Digital Safety Management

The Company actively digitalizes its safety management, piloting the use of the Yijian Platform to accelerate the development of a digital safety management platform. This platform leverages information technology to enhance safety control. Additionally, the Company has implemented technological upgrades for key equipment, installing sensors and deploying intelligent safety monitoring systems to collect real-time operational data, such as temperature, pressure, and vibration. Through data analysis, the Company can accurately predict equipment failures and safety hazards, transitioning from a reactive approach to safety management to one focused on proactive prevention, thereby continuously improving intrinsic safety levels.



Yijian Platform

Construction of Safety Culture

The Company has designated the Work Safety Leadership Group to organize ongoing safety education and training, with an annual training plan in place. Specialized safety training sessions are conducted during initiatives such as "Work Safety Month" and "Fire Safety Awareness Month." Additionally, safety knowledge is disseminated through multiple channels, including the OA system, WeChat official accounts, LED screens, and bulletin boards, ensuring that safety awareness becomes ingrained in employees' minds and hearts.



Work Safety Training



Traffic Safety Knowledge and Safe Driving Training



"Fire Safety Awareness Month" Training



Confined Space, Fire Safety, and Electrical Safety Training

| Key Performance | Unit | 2025 |
|--|--------------|-------|
| Total Investment in Safety Training | RMB 10,000 | 10.55 |
| Safety Education and Training Sessions | Cases | 56 |
| Number of Participants in Safety Education and Training Sessions | Person-times | 2,042 |
| Number of Participants in Safety Education and Training | Person | 1,537 |
| Total Hours of Safety Education and Training | Hours | 3,880 |
| Average Hours of Safety Education and Training per Employee | Hour/Person | 0.97 |

Safety Management for Related Parties

The Company and its subsidiaries place high importance on related parties safety management. Xindeco Optoelectronics has developed the *Related Parties Safety Management System*, which designates the General Management Department to be responsible for the safety management of related-party operations on-site. The system enforces strict access review, safety briefing, process supervision, and performance evaluation, creating a closed-loop management mechanism for the entire process.

| | |
|--|---|
| <p>Prequalification and Selection</p> | <ul style="list-style-type: none"> The Company collects background information on related parties, assessing their business qualifications, past performance, and safety credentials to build a qualified directory. |
| <p>Safety Agreement Signing</p> | <ul style="list-style-type: none"> When signing service contracts with related parties, the Company also signs safety agreements, clearly defining both parties' responsibilities and obligations regarding work safety and occupational disease prevention, and requiring related parties to comply with the Company's safety management regulations. |
| <p>Work Safety Management</p> | <ul style="list-style-type: none"> The Company provides safety education and training for workers, covering the hazards, risks, and control measures associated with their tasks, as well as safe operation procedures for related equipment. Regular on-site inspections are conducted to oversee and ensure the implementation of safety measures. Any violations or non-compliance are addressed immediately with a work stoppage and corrective action. |
| <p>Performance Evaluation and Renewal</p> | <ul style="list-style-type: none"> Each year, the Company evaluates the service completion status, safety management performance, service quality, business reputation, and after-sales service of related parties. Based on the evaluation results, the Company decides whether to continue the partnership. |



Training for Related Parties

Management of Hazardous Chemicals

The Company and its subsidiaries strictly adhere to the safety management regulations for hazardous chemicals. Xindeco IoT has established the *Hazardous Materials Management System*, which clearly defines the management responsibilities of each department. The system regulates the procurement, storage, distribution, use, and disposal of hazardous chemicals, ensuring the entire process is safely controlled and properly managed.

| | |
|------------------------------------|---|
| <p>Procurement</p> | <p>The Company ensures that suppliers possess the appropriate production or business qualifications. For special categories, suppliers are required to report to the public security management system in accordance with relevant regulations and follow the proper purchasing procedures.</p> |
| <p>Storage</p> | <p>Hazardous chemicals are classified, stored in designated areas, and managed by dedicated personnel. The storage areas must meet relevant fire safety requirements, and leakage and seepage prevention measures must be implemented, with appropriate hazard warning signs displayed.</p> |
| <p>Distribution and Use</p> | <p>Leakage prevention measures are implemented during the distribution process. During use, employees are trained to handle chemicals carefully to avoid spills, and regular safety training is provided to users, along with relevant protection against occupational diseases.</p> |
| <p>Disposal</p> | <p>The disposal of waste chemical containers is managed by the General Management Department and entrusted to qualified suppliers for proper handling.</p> |

Occupational Health Protection

The Company strictly follows the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*, having established a comprehensive occupational health management system, and actively takes preventive measures to reduce the risk of occupational diseases. Subsidiary manufacturers regularly conduct health risk assessments in the workplace. For specific risks, control measures are implemented, such as improving work processes, placing warning signs, and providing personal protective equipment. The Company also strengthens occupational health awareness and training to comprehensively protect employee' occupational health rights.

Key Performance

During the reporting period, the certification rate for special operation personnel was **100%**, the investment in work injury insurance was RMB **0.7860** million, and the coverage rate for work injury insurance was **100%**. There were **0** additional cases of occupational diseases, and the occupational disease incidence rate was **0%**.

Community Public Welfare

Contribution to Society

The Company consistently upholds the volunteer service philosophy of “dedication, friendship, mutual assistance, and progress,” engaging in a wide range of community volunteer services, including support for children’s welfare, elderly care during the Chongyang Festival, voluntary tree planting, and other charitable activities. Xindeco ITG Automobile Group, leveraging its industry expertise, provides professional automobile consulting and convenient services to local residents, advocates for civil driving and green travel, and has conducted a community outreach program for children in urban villages for five consecutive years. Additionally, Xindeco Electronic Information Technology has taken on the “Glimmer” community project, supporting children’s picture book reading and fitness activities in public spaces, demonstrating corporate social responsibility through action and contributing to social harmony.



“Glimmer” Community Project: Children’s Picture Book Reading



“Clean Home, Volunteers First for Clean Home” Themed Practice during the Lei Feng Month



“Sand Art Candles for a Brighter Childhood” Themed Sand Painting and Candle Making Charity Event



Volunteer Themed Activity: Green Planting for a Civilized Community

Case Acts of Kindness Warm the Elderly with Material Support

On January 22, 2025, the general Party branch of Xindeco ITG Automobile Group donated 200 kilograms of ecological rice to the charity canteen in the Jiafu community, providing material support for the community’s elderly care services. This rice donation was part of the “One Branch, One Acre of Land” initiative by Xindeco ITG Automobile Group, which not only supports the community’s efforts to care for the elderly but also contributes to rural revitalization, demonstrating a commitment to both rural development and public welfare.



Case “Automobile Services Delivered to Your Door” Themed Volunteer Service Activity

On December 2, 2025, the general Party branch of Xindeco ITG Automobile Group, in collaboration with the Beizhan Community, organized the “Automobile Services Delivered to Your Door” themed volunteer service activity. Leveraging its business advantages, the company provided residents with one-stop consultation services such as vehicle annual inspections, insurance renewals, and vehicle exchange evaluations, while also promoting safe driving practices. This activity has been held for three consecutive years, and through the “Party Building + Co-development + Volunteer Service” model, Xindeco ITG Automobile Group has strengthened the connection between the company, the community, and its residents.



Case Beautifying the Environment for Urban Civilization

On August 12, 2025, to support the creation of a civilized city, Xindeco Supply Chain organized party members and volunteers to enter the Gaolin Community to carry out the “Clean Home for Co-creating Civilization” community practice. Volunteers conducted a thorough cleanup of the North District of Gaolin New City, removing trash, posters, debris, and dead branches, while addressing safety hazards. This initiative improved the community environment and fostered a positive atmosphere of “nurturing the flowers of civilization and enhancing its beauty”.



Key Performance During the reporting period, the Company had **285** participant attendances contributing **570** hours of volunteer work.

Rural Revitalization

The Company continues to deepen its rural revitalization efforts, and has established a partnership with Jinbing Village in Xiang'an District, Xiamen. Through field research and discussions, the Company has planned supporting initiatives, including the purchase of RMB 431,800 worth of the village's specialty agricultural products throughout the year, helping to boost the development of the village's collective economy. Additionally, the Company actively participated in activities such as the “One Branch, One Acre of Land” and “Consumption Support” initiatives in Jianning County, purchasing RMB 57,700 worth of agricultural products including yellow peaches and rice. With respect to educational support, for 26 consecutive years, the Company has organized the “Hand-in-Hand” educational assistance program for the Bayi Hope Primary School in Changting, Longyan. This year, the Company donated RMB 35,100 and provided one-on-one support to 58 students, benefiting a total of 1,368 students over the years. This initiative has firmly established a foundation for education within the rural revitalization effort.

Xindeco ITG Automobile Group is committed to advancing rural revitalization, and its Haicang Store responded to the rural revitalization strategy by organizing a series of themed activities to support farmers. The store staff visited rural areas in Xiang'an, purchased high-quality local cabbage, and distributed it as a store benefit to customers, achieving both agricultural support and community welfare goals.

Case Tripartite Joint Meeting to Boost Targeted Assistance

On April 17, 2025, the Company's leadership led a visit to Jinbing Village in Xiang'an District for a joint meeting with the Municipal Maternal and Child Health Care Hospital and Xinxu Town to discuss the annual support projects for Jinbing Village. This collaboration aims to strengthen the collective economy of the village and pave the way for its sustainable development.



Key Performance During the reporting period, the Company invested RMB **0.8151** million in rural revitalization, benefiting **176** people.

Note: The key performance data includes the Company's headquarters, and its subsidiaries Xindeco Digital Intelligence Technology and Xindeco Electronic Information Technology.

Response to National Initiatives

Xindeco actively responds to the national “Belt and Road” initiative. Its subsidiary, Xindeco ITG Automobile Group, has made significant inroads into markets along the Belt and Road, steadily expanding international trade and economic cooperation. In 2025, Xindeco ITG Automobile Group collaborated with multiple countries, including the UAE, Uzbekistan, Kazakhstan, Kyrgyzstan, and Cambodia, signing contracts for a total of 12,319 vehicles, with a contract value of USD 210 million. At the same time, Xindeco ITG Automobile Group continued to enhance its overseas warehouse network by adding new warehouses in Poland, Spain, Nigeria, Cambodia, and Azerbaijan to further strengthen cross-border logistics support. This pragmatic cooperation contributes to the trade and economic connectivity of the “Belt and Road” initiative.

Appendix

Key Performance

Environmental Performance

| | Indicator | Unit | 2025 |
|----------------------------|--|------------------------------------|---------------|
| Environmental Management | Environmental investment | RMB 10,000 | 159.35 |
| | Environmental incidents | Case | 0 |
| | Environmental and regulatory violations | Case | 0 |
| | Number of environmental training sessions | Times | 49 |
| Response to Climate Change | Total GHG emissions | tCO ₂ e | 15,812.69 |
| | GHG emission intensity | tCO ₂ e / RMB 1 million | 0.49 |
| | Direct GHG emissions (Scope 1) | tCO ₂ e | 313.75 |
| | Indirect GHG emissions (Scope 2) | tCO ₂ e | 15,498.94 |
| | GHG Emission Reductions | tCO ₂ e | 1,443.53 |
| Pollutant Emissions | Total waste gas emissions | Tons | 0.03 |
| | Wastewater discharges | Tons | 57,935.9 |
| | Wastewater treatment volume | Tons | 57,935.9 |
| | Wastewater discharge intensity | Tons/RMB 1 million | 1.79 |
| | Quantity of general waste generated | Tons | 13.20 |
| | Quantity of general waste disposed of | Tons | 13.20 |
| | Quantity of hazardous waste generated | Tons | 662 |
| | Quantity of hazardous waste properly disposed of | Tons | 662 |
| Energy Utilization | Total purchased electricity | kWh | 29,210,213.70 |
| | PV generation consumption | kWh | 1,758,259.40 |
| | Total energy consumption | tce | 3,957.62 |
| | Energy consumption intensity | tce/RMB 1 million | 0.12 |
| | Renewable energy consumption | tce | 216.09 |
| | Proportion of renewable energy consumption | % | 5.46 |
| Water Resource Utilization | Total freshwater consumption | Tons | 75,527.76 |
| | Total water consumption | Tons | 75,527.76 |
| | Water consumption intensity | Tons/RMB 1 million | 2.33 |

Social Performance

| | Indicator | Unit | 2025 |
|--|---|--------|-------|
| Labor Rights | Employee Recruitment and Employment | | |
| | Total number of employees | Person | 3,995 |
| | Minority employees | Person | 118 |
| | Veterans | Person | 44 |
| | Disabled employees | Person | 4 |
| | Labor dispatch employees | Person | 15 |
| | Part-time | Person | 0 |
| | Percentage of contract workers | % | 100 |
| | By gender | | |
| | Female | Person | 1,499 |
| | Male | Person | 2,496 |
| | By age | | |
| | Under 30 (exclusive) | Person | 930 |
| | Between 30 (inclusive) and 40 (exclusive) | Person | 1,897 |
| Between 40 (inclusive) and 50 (exclusive) | Person | 993 | |
| 50 and above | Person | 175 | |
| By region | | | |
| Chinese Mainland | Person | 3,962 | |
| Hong Kong, Macau, and Taiwan | Person | 3 | |
| Overseas | Person | 30 | |
| By academic qualification | | | |
| Master's degree and above | Person | 160 | |
| Bachelor's degree | Person | 1,318 | |
| Associate degree | Person | 1,378 | |
| High school or below | Person | 1,139 | |
| Diversity and Equal Opportunity | | | |
| Number of incidents involving the use of child labor | case | 0 | |
| Number of forced labor incidents | case | 0 | |
| Number of labor discrimination incidents | case | 0 | |

| | Indicator | Unit | 2025 |
|---|--|--------------------------|-----------|
| Labor Rights | Protection of Female Employees' Rights and Interests | | |
| | Number of female managers | Person | 18 |
| | Proportion of female managers | % | 31.58 |
| | Total number of employees taking parental leave | Person | 112 |
| | Return rate from parental leave | % | 100 |
| | Benefits and Compensation | | |
| | Social insurance coverage rate | % | 100 |
| | Percentage of employees underwent regular performance and career development assessments | % | 100 |
| | Employee Democratic Governance | | |
| | Number of Employee Congress meetings held | Times | 3 |
| | Items reviewed and passed by the Employee Congress | Item | 7 |
| | Items reviewed and passed by the Trade Union | Item | 7 |
| | Employee Training & Development | Employee Training | |
| Total investment in employee training | | RMB 10,000 | 84.24 |
| Number of employee training sessions | | Session | 245 |
| Total number of employees trained | | Person | 3,995 |
| Total attendance | | Person-times | 9,122 |
| Employee training coverage rate | | % | 100 |
| Total training hours | | Hours | 22,539.60 |
| Average training hours per employee | | Hour/Person | 5.64 |
| Average training duration (by gender) | | | |
| Female | | Hour/Person | 6.00 |
| Male | | Hour/Person | 5.43 |
| Employee Development | | | |
| Proportion of positions filled through internal transfers or internal recruitment | | % | 20.50 |
| Proportion of internal transfers or internal recruitment to total employees | % | 4.76 | |
| Occupational Health and Safety | Work Safety | | |
| | Number of work safety accidents | Case | 0 |
| | Number of work-related deaths | Person | 0 |
| | Total number of work-related injuries | Person | 0 |
| | Working hours lost due to work-related injuries | Hours | 0 |
| | Hazard identification and rectification rate | % | 100 |
| | Number of security emergency drills | Session | 29 |
| | Investment in work safety | RMB 10,000 | 78.09 |

| | Indicator | Unit | 2025 |
|---|--|------------------------------|----------|
| R&D Innovation | Safety Education and Training | | |
| | Total investment in safety training | RMB 10,000 | 10.55 |
| | Safety education and training sessions | Cases | 56 |
| | Number of participants in safety education and training sessions | Person-times | 2,042 |
| | Number of participants in safety education and training | Person | 1,537 |
| | Total hours of safety education and training | Hours | 3,880 |
| | Average hours of safety education and training per employee | Hour/Person | 0.97 |
| | Occupational Health | | |
| | Percentage of special operators licensed | % | 100 |
| | Investment in work-related injury insurance | RMB 10,000 | 78.60 |
| | Coverage rate of work-related injury insurance for employees | % | 100 |
| | Number of new cases of new occupational diseases | case | 0 |
| | R&D Innovation | Investment in R&D | |
| Investment in R&D | | RMB 10,000 | 3,883.13 |
| Percentage of R&D investment in operating income | | % | 0.12 |
| R&D Team | | | |
| Total R&D team members | | Person | 124 |
| Proportion of R&D personnel to total employees | | % | 3.10 |
| By academic qualification | | | |
| Bachelor's degree | | Person | 66 |
| Master's degree | | Person | 5 |
| Doctoral degree | | Person | 2 |
| Others | | Person | 51 |
| By age | | | |
| Under 30 years old | | Person | 35 |
| 30-50 years old | Person | 85 | |
| Over 50 | Person | 4 | |
| Innovation Achievements | | | |
| Total number of authorized patents | Item | 255 | |
| Patents by type | | | |
| Cumulative number of authorized invention patents | Item | 32 | |
| Cumulative number of authorized utility model patents | Item | 157 | |
| Cumulative number of granted design patents | Item | 66 | |
| Number of valid patents per RMB 1 million in revenue | Items / RMB 1 million | 0.0079 | |
| Annual number of valid patent authorizations | Item | 38 | |

| | Indicator | Unit | 2025 |
|--|---|-----------------------|--------|
| R&D Innovation | Patents by type | | |
| | Cumulative number of authorized invention patents | Item | 10 |
| | Cumulative number of authorized utility model patents | Item | 19 |
| | Cumulative number of granted design patents | Item | 9 |
| | Annual number of patent applications | Item | 30 |
| | Other intellectual property | | |
| | Cumulative number of software copyrights | Item | 146 |
| | Total number of trademarks | Item | 2 |
| | Number of software copyrights per million yuan in revenue | Items / RMB 1 million | 0.0045 |
| | Enterprise Innovation Capability Certification | | |
| National high-tech enterprise | Unit | 4 | |
| Specialized and sophisticated enterprise that produces novel and unique products | Unit | 3 | |
| Product Quality and Safety | | | |
| Products and Services | Product percent of pass | % | 98.50 |
| | Number of internal quality audits annually | Times | 3 |
| | Number of third-party inspections conducted | Times | 9 |
| | Number of quality training sessions | Times | 12 |
| | Number of participants in quality training | Person-times | 291 |
| | Total hours of quality training | Hours | 210 |
| | Protection of Customers' Rights and Interests | | |
| | Customer complaints | case | 58 |
| | Customer complaint resolution rate | % | 93.10 |
| | Pass rate of customer complaint response assessments | % | 100 |
| Number of customers participating in customer satisfaction surveys | Person | 26,530 | |
| Supplier Management | Total number of suppliers | Unit | 1,603 |
| | Percentage of local suppliers | % | 41.55 |
| | Localized procurement expenditure ratio | % | 10.97 |
| Data Security and Customer Privacy Protection | Number of data security training sessions | Times | 2 |
| | Number of participants in data security training | Person | 44 |
| Community Public Welfare | Number of participants in volunteer activities | Person-times | 285 |
| | Volunteer activity duration | Hours | 570 |
| | Investment in rural revitalization | RMB 10,000 | 81.51 |

Governance Performance

| | Indicator | Unit | 2025 |
|----------------------------------|--|------------|--------------|
| Operating Performance | Total assets | RMB 10,000 | 1,445,370.22 |
| | Operating income | RMB 10,000 | 3,237,779.76 |
| | Net profit attributable to listed company shareholders | RMB 10,000 | 1,524.22 |
| | Total taxes | RMB 10,000 | 20,718.52 |
| Meeting of Shareholders | | | |
| Corporate Governance | Meetings of shareholders convened | Times | 5 |
| | Proposals approved | Item | 43 |
| | Board of Directors | | |
| | Meetings of the Board of Directors convened | Times | 17 |
| | Attendance rate of members of Board of Directors | % | 100 |
| | Proposals approved | Item | 92 |
| Investor Relations Management | Total Number of Investor Inquiries on Shenzhen Stock Exchange Interactive Easy | Times | 109 |
| | Investor query response rate | % | 97.25 |
| Business Ethics | Number of anti-corruption training sessions | Times | 19 |
| | Total number of participants in anti-bribery and anti-corruption training | Person | 1,313 |

Indexes

Index Table of Topics Covered in the *Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (Trial)*

| Dimension | S/N | Topics | Corresponding Section |
|--|-----|---|--|
| Environment | 1 | Response to Climate Change | Environmental Protection for Sustainable Growth |
| | 2 | Pollutant Emissions | Environmental Protection for Sustainable Growth |
| | 3 | Waste Disposal | Environmental Protection for Sustainable Growth |
| | 4 | Ecosystem and Biodiversity Protection | / (The Company's production and operation activities have minimal impact on the ecosystem and biodiversity.) |
| | 5 | Environmental Compliance Management | Environmental Protection for Sustainable Growth |
| | 6 | Energy Utilization | Environmental Protection for Sustainable Growth |
| | 7 | Water Resource Utilization | Environmental Protection for Sustainable Growth |
| | 8 | Circular Economy | Environmental Protection for Sustainable Growth |
| Social | 9 | Rural Revitalization | Working Together to Create a Better Future |
| | 10 | Contribution to Society | Working Together to Create a Better Future |
| | 11 | Innovation-driven Development | Innovation-Driven and Quality-Oriented Approach for Long-Term Success |
| | 12 | Technology Ethics | Innovation-Driven and Quality-Oriented Approach for Long-Term Success |
| | 13 | Supply Chain Security | Innovation-Driven and Quality-Oriented Approach for Long-Term Success |
| | 14 | Equal Treatment of Small and Medium-Sized Enterprises | Innovation-Driven and Quality-Oriented Approach for Long-Term Success |
| | 15 | Product and Service Safety and Quality | Innovation-Driven and Quality-Oriented Approach for Long-Term Success |
| | 16 | Data Security and Customer Privacy Protection | Innovation-Driven and Quality-Oriented Approach for Long-Term Success |
| Sustainable Development Related Governance | 17 | Employees | Working Together to Create a Better Future |
| | 18 | Due Diligence | Sustainable Development Governance |
| | 19 | Communications with Stakeholders | Sustainable Development Governance |
| | 20 | Anti-Commercial Bribery and Anti-Corruption | Guidance by Party Leadership and Strengthened Governance Foundation |
| | 21 | Anti-Unfair Competition | Guidance by Party Leadership and Strengthened Governance Foundation |
| Topics Disclosed on Own Initiative | 22 | Risk and Compliance Management | Guidance by Party Leadership and Strengthened Governance Foundation |

Index Table of Indicators in the *Reference Indicator System for ESG Special Reports of Central SOE-Controlled Listed Companies and the GRI Sustainability Reporting Standards (GRI Standards)(2021 Edition)*

| Chapters and Sections | Reference Indicator System for ESG Special Reports of Central SOE-Controlled Listed Companies | GRI Sustainability Reporting Standards (GRI Standards) (2021 Edition) | |
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| About the Report | / | 2-2/2-3/2-4 | |
| Message from the Chairman | / | 2-2 | |
| Sustainable Development Highlights in 2025 | G.1.2.2/E.1.3.2/E.1.3.5/E.3.1.6/S.1.3.2/S.1.3.3/S.1.4.2/S.2.3.2/S.4.3.2 | 2-18/201-1/302-1/302-3/305-1/305-2/305-4/403-5/404-1/415-1 | |
| About Xindeco | G.1.2.1 | 2-1/2-6 | |
| Sustainable Development Governance | G.1.1.1/G.1.1.2/G.1.3.3/G.5.2.1 | 2-9/2-13/2-29/3-1/3-2/3-3 | |
| Party Building | G.1.1.4/G.2.2.2 | 205-2 | |
| Guidance by Party Leadership and Strengthened Governance Foundation | Corporate Governance | G.1.2.1/G.1.2.2/G.1.2.3/G.1.3.1/G.1.3.3/G.3.2.1/G.3.2.2/G.3.2.3 | 2-9/2-10/2-14/2-18/2-19/2-27 |
| | Compliance Operation and Risk Management | G.2.1.1/G.2.1.2/G.5.1.1/G.5.1.2/G.5.1.3/G.5.2.1/G.5.2.2/G.5.2.3/S.4.1.1 | 2-15/2-25/2-27/207-1/207-2 |
| | Investor Relations Management and Shareholders' Rights and Interests | G.3.1.1/G.3.1.2/G.3.3.1/G.3.3.2/G.4.1.1 | 2-16/2-25/2-26/201-1/201-3 |
| | Business Ethics | G.2.2.1/G.2.2.2/G.2.3.1/G.2.3.2 | 2-26/205-1/205-2/205-3/206-1 |
| Response to Climate Change | E.3.1.1/E.3.1.2/E.3.1.3/E.3.1.4/E.3.1.6/E.3.2.1/E.3.4.1 | 201-2/305-1/305-2/305-4 | |
| Environmental Compliance Management | E.5.4.6/E.5.5.1/E.5.6.1/E.5.6.2 | 307-1 | |
| Environmental Protection for Sustainable Growth | Pollutant Emissions | E.2.1.1/E.2.1.2/E.2.1.3/E.2.2.1/E.2.2.2/E.2.3.1/E.2.3.2/E.2.3.3/E.2.3.4/E.2.3.5 | 305-7/306-1/306-2/306-3/306-4/306-5 |
| | Resource Utilization | E.1.1.1/E.1.1.2/E.1.1.3/E.1.1.4/E.1.3.1/E.1.3.2/E.1.3.4/E.1.3.5/E.1.4.1/E.1.4.2/E.5.2.1/E.5.2.2/E.5.2.3 | 301-1/301-2/301-3/302-1/302-2/302-3/302-4/302-5/303-1/303-2/303-3/303-4/303-5 |
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| | Product and Service Safety and Quality | S.2.1.1/S.2.1.2/S.2.1.3/S.2.1.4/S.2.2.1/S.2.2.2 | 416-1/416-2/417-1/417-2/417-3 |
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