



**MULTTEK**  
a dsbj company



# 2025

## Environmental, Social and Governance Report

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Multek Group



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# ABOUT THIS REPORT

## Report Description

The ‘Zhuhai Multek Group 2025 Environmental, Social and Governance Report’ is the fourth Environmental, Social and Governance and Sustainability Report (hereinafter referred to as the ESG Report’ or ‘this Report’) published by Zhuhai Multek Group. Adhering to the principles of openness and transparency, Zhuhai Multek Group discloses its sustainability vision, strategy and performance in an objective, standardized and comprehensive manner, showcasing its environmental, social and governance (ESG) practices. The aim is to facilitate effective communication with all stakeholders and to systematically address their concerns.

## Basis of Preparation

This Report has been prepared with reference to the following key standards:

- The "Sustainability Reporting Standards" (2021 edition) published by the Global Sustainability Standards Board (GSSB) (hereinafter referred to as the "GRI Standards")
- International Financial Reporting Standards Sustainability Disclosure Standard 1-General Requirements for Disclosure of Sustainability-related Financial Information (IFRS S1) and International Financial Reporting Standards Sustainability Disclosure Standard 2-Climate-related Disclosures (IFRS S2)

Furthermore, the report aligns with the United Nations Sustainable Development Goals (UN SDGs), with a focus on the Company’s efforts to promote social, environmental and ecological, and economic sustainability.

## Scopes and Boundaries

This is an annual report covering the period from 1 January 2025 to 31 December 2025. To ensure the continuity and comparability of the information presented, some content may refer to periods outside the reporting period.

## Explanation of Terminology

For the sake of clarity, Zhuhai Multek Group uses terms such as “Multek Group”, “Zhuhai Multek”, “the Company”, “we” and “Multek” in the report.

The abbreviations used for holding subsidiaries in the report are as follows:

|                   |           |                                                   |
|-------------------|-----------|---------------------------------------------------|
| Multek Industrial | Refers to | Multek Industries Ltd. (North Plant) <sup>1</sup> |
| Multek China      | Refers to | Multek China Limited. (South Plant) <sup>2</sup>  |

## Data Sources and Disclaimer

All information and data in this report are derived from the Company’s financial reports, as well as environmental, social and governance information compiled, aggregated and audited by the Company. Unless otherwise specified, all currency types and amounts referred to in this report are denominated in Renminbi.

This report was approved and published by the President on 30 May 2025, who hereby certifies that the report contains no false or misleading information and assumes responsibility for the truthfulness, accuracy and completeness of its content.

## Assurance of Reliability

The Company warrants that the contents of this report do not contain any false statements or misleading information, and that it has undergone internal review to ensure the report is true, accurate and complete. The measurement criteria, methods, assumptions and/or calculation tools for the key performance indicators in this report, as well as the sources of the conversion factors used, have been explained in the relevant sections (where applicable).

## How to Obtain the Report

This report is available in both Chinese and English for readers’ reference. You may view and download the electronic version of this report from the Zhuhai Multek Group website (https://www.multek.com). In the event of any discrepancy between the Chinese and English versions of this report, the Chinese version shall prevail. If you wish to learn more about us, please refer to the Company’s annual report or visit the Company’s website for further information.

## Revisions to Previous Reports

None.

## Feedback

If you have any suggestions for improving Zhuhai Multek Group's sustainability work, please provide your feedback via the following channels. We solemnly undertake to keep your personal information strictly confidential.

Telephone: +0756-5329608

Service Email:Dylan.huo@multek.com

Address: Xinqing Science and Technology Industrial Park, Jing'an Town, Doumen District, Zhuhai City, Guangdong Province, China

<sup>1</sup> Workshops B1, B2, B2B, B3 & B12, No. 2 Xintang Road, Xinqing Science and Technology Industrial Park, Jing'an Town, Doumen District, Zhuhai City, Guangdong Province, China

<sup>2</sup> B5 – Phase I and Phase II Factory Buildings, No. 2021 Zhufeng Avenue, Xinqing Science and Technology Industrial Park, Doumen District, Zhuhai City, Guangdong Province, China

# MESSAGE FROM THE PRESIDENT

Though the mountains and rivers remain silent, our resolve endures; though wind and rain may come, our determination to move forward remains unshaken. In 2025, the external environment has been complex and volatile, industry competition intensified, and the tide of technological change has surged. Faced with these challenges, the Multek team did not retreat; instead, with resilience as our foundation and innovation as our driving force, we have nurtured new opportunities amidst crises and forged new paths amidst change. We have responded to ever-changing circumstances with an unwavering commitment to our original aspirations, deeply integrating ESG principles into our corporate strategy and operations, and charting a steady and upward trajectory of development.



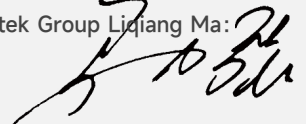
**Good governance is the foundation; compliance ensures steady progress.** This year, we have continued to refine our governance structure, integrating compliance and risk management into every stage of decision-making and execution. We uphold the bottom line of business ethics with a zero-tolerance approach, fortifying our defenses against fraud and corruption; we place the highest priority on data security and privacy protection, building a trustworthy collaborative environment for our clients and partners. Standardized, transparent and responsible governance is the solid guarantee of our sustainable development.

**Mutual benefit is our direction; only by joining forces can we go far.** We remain steadfastly customer-centric, treating quality as our lifeline. We have deepened our commitment to technological innovation, focusing on cutting-edge fields such as AI and automotive electronics, whilst fostering close collaboration with global clients. We have joined hands with suppliers to build a responsible supply chain, promoting transparent procurement and conflict mineral management, and extending the principles of sustainable development to every link in the industrial chain. We firmly believe that only by joining forces with our partners can we achieve true mutual benefit amidst the tides of the times.

**Green is our foundation; only through low-carbon practices can we ensure longevity.** We actively respond to the nation's 'Dual Carbon' strategy, integrating the concept of green development into every stage of our production and operations. From energy-saving technological upgrades to the procurement of green electricity, and from clean production to recycling, we continuously optimize our energy structure and reduce our environmental footprint. We cherish every drop of water and every unit of electricity, taking concrete action to safeguard our blue skies, clear waters and clean soil. For we know full well that protecting our Earthly home is tantamount to safeguarding our shared future.

**Responsibility is a commitment; care ensures a bright future.** We prioritize the health and safety of our employees, striving to provide an equal, inclusive and caring working environment for every hard-working individual. We focus on talent development, making the 'Evergreen Program' a starting point for young people to pursue their dreams. We care deeply about our communities, having sponsored 'Huangyangguan School Students' for three consecutive years, using our small light to illuminate their path to education. The value of a business lies not only in creating wealth, but also in conveying warmth and hope.

Just as jade, through polishing, becomes a treasure, so too does a sword, once buried, rise to pierce the heavens. In 2026, we will continue to uphold our core values of "openness, inclusivity, pragmatism and progressiveness", anchoring ourselves in the goal of high-quality development. We will drive industrial upgrading through technological innovation and expand our business footprint with a global perspective. With even greater vigor, we will ride the tide of opportunity and rise against the odds, joining hands with all stakeholders to jointly open a new chapter of mutual benefit, prosperity and beauty!

President of Multek Group Lijiang Ma: 

ABOUT ZHUHAI MULTEK

Company Profile

Zhuhai Multek is a wholly owned subsidiary of Dongshan Precision (SZSE: 002384) and a global leader in printed circuit board technology and value-added manufacturing. Multek provides unparalleled engineering expertise and manufactures complex high-density interconnect rigid, flexible, and rigid-flex printed circuit boards.

With a focus on innovation, Multek delivers industry-leading solutions in thermal management, advanced interconnect development, and value-added assembly. Multek serves a broad range of industries, including automotive, telecommunications, datacom, consumer electronics, medical, and industrial markets.

Renowned for its cutting-edge solutions and commitment to quality, Multek enables customers to quickly bring products to market by leveraging early engineering, adoption of advanced manufacturing technology, and seamless prototype to mass production transition.

Corporate Culture

Our Mission: To create a more interconnected world

Our Vision: To become a world-leading provider of smart connectivity solutions

Our Values: Openness, Inclusivity, Pragmatism, and Progressiveness



Inclusivity



Pragmatism



Openness



Progressiveness

2025 Sustainability Performance

|                            |                                                                                                                                                 |                             |                           |                           |  |
|----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|---------------------------|---------------------------|--|
| CDP                        | Climate Change:<br><b>C</b>                                                                                                                     | Water Security:<br><b>B</b> |                           |                           |  |
| Eco Vadis                  | Bronze medal in 2025<br>                                     | 2025:<br><b>67</b> points   | 2024:<br><b>56</b> points | 2023:<br><b>35</b> points |  |
| ISO 14064 Carbon Inventory | Since 2021, we have conducted annual greenhouse gas emissions inventories for <b>5</b> consecutive years.                                       |                             |                           |                           |  |
| Climate Change Response    | By 2025, establish and submit near-term, long-term and net-zero targets to the Science Based Targets initiative (SBTi), and have them verified. |                             |                           |                           |  |

Holding positions in social organizations

| Positions held in | Name of association/organization joined                                   | Role held              |
|-------------------|---------------------------------------------------------------------------|------------------------|
| Multek Group      | Guangdong Circuit Board Industry Association                              | Council Member         |
| Multek China      | Zhuhai Environmental Protection and Clean Production Industry Association | Council Member         |
| Multek Industrial | Zhuhai Association for the Management of Precursor Chemicals              | Council Member         |
|                   | Zhuhai Environmental Protection and Ecology Association                   | Council Member         |
|                   | Zhuhai Printed Circuit Board Industry Association                         | Vice-Presidential Unit |

Major Honours and Awards

| Award Name                                                                                                                                                                                                                         | Recipient              | Awarding Body                                                                             | Image                                                                                 |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|-------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| 2024 Outstanding Contribution to Charity Award                                                                                                                                                                                     | Multek Industries Ltd. | Zhuhai Doumen District Charity Promotion Association                                      |    |
| Doumen District 2024 Outstanding Contribution Enterprise (Foreign Investment)                                                                                                                                                      | Multek Industries Ltd. | Zhuhai Doumen District Bureau of Science, Technology, Industry and Information Technology |    |
| "Double Strength" Enterprise: Strong in Party Building and Innovation                                                                                                                                                              | Multek Industries Ltd. | Communist Party of China Zhuhai Municipal Committee for Non-Public Economic Organizations |  |
| 2025 Doumen District "Manufacturing as the Mainstay · Strengthening the District through Skills Project — 2025 Doumen District Vocational Skills Competition Outstanding Unit in the Doumen District Vocational Skills Competition | Multek China Limited.  | Zhuhai Doumen District Bureau of Human Resources and Social Security                      |  |
| 2025 Doumen District "Manufacturing as the Mainstay · Strengthening the District through Skills Project — 2025 Doumen District Vocational Skills Competition Outstanding Unit in the Doumen District Vocational Skills Competition | Multek Industries Ltd. | Doumen District Human Resources and Social Security Bureau, Zhuhai                        |  |

OUR SUSTAINABILITY

As a leader in the printed circuit board industry, Multek, guided by its corporate values of "Openness, Inclusivity, Pragmatism, and Progressiveness", and with a mission to "To create a more interconnected world", has organically integrated ESG principles into its corporate development strategy. The company continues to refine its ESG management system, steadfastly explores pathways to sustainable development, and strives to achieve a position of excellence as a technology-driven, high-end supplier in the printed circuit board industry.

Sustainability Management

In line with its sustainability strategy, the company has established a Sustainability Management Committee to coordinate corporate sustainability efforts. Response teams have been set up across all departments, with designated liaisons appointed to ensure the implementation of social responsibility principles.

Company Social and Environmental Responsibility Working Group

|                                                                                                                               |
|-------------------------------------------------------------------------------------------------------------------------------|
| Making decisions on strategic planning, including mission, vision, objectives and focus areas                                 |
| Establishing a performance evaluation mechanism to ensure the implementation of the sustainability strategy                   |
| Coordinating the allocation of sustainability resources across departments and standardizing reporting procedures             |
| Encouraging departments to undertake independent initiatives based on strategic planning outcomes and standardizing reporting |
| Respond to the expectations of various stakeholders, such as employees, consumers and the community                           |
| Generate substantial positive social impact                                                                                   |



## ESG Management and Operational Mechanisms

We are progressively optimising our ESG management and operational mechanisms. Building upon our existing governance framework, we are clarifying the allocation of ESG responsibilities across management, operational and third-party levels to establish a top-down ESG working mechanism.



Governance practices and procedures are generally divided into decision-making meetings, regular meetings and stakeholder engagement; the frequency of meetings is adjusted in line with the progress and effectiveness of major sustainability issues and key indicators.



## ESG Safeguard Mechanisms

### Upgrading the sustainability management principles:

Communicate the core corporate culture and values throughout the company

### Define the company's role and position in domestic and international markets and within the industry:

Formulate and commit to medium- and long-term sustainability strategies and targets

### Establishing safeguards to implement the sustainability strategy:

- Encouraging innovation and participation in sustainable development at the corporate policy level
- At the organizational level, breaking down silos between departments and fostering collaborative operations
- Establishing standards and methodologies for assessing the impact of sustainability
- Implementing monitored sustainable development project plans and continuously adjusting actions during project execution

Establishing mechanisms for the review and accreditation of sustainable projects

Establishing mechanisms for the sustainable engagement of stakeholders

## Stakeholder Engagement

The core objective of the enterprise is to drive sustainable value creation in collaboration with all stakeholders. Based on Multek’s business characteristics and value chain, the key stakeholders we have identified include: customers and consumers, employees, suppliers and partners, government and regulatory bodies, non-governmental organizations (NGOs), industry associations, professional bodies, the media, and local communities.

Multek has established multi-dimensional information and communication channels to promptly gather feedback from external partners such as customers and suppliers, whilst also establishing formal mechanisms for the internal dissemination of information.

To address complaints from stakeholders regarding adverse impacts that the company may cause or contribute to, Multek has established internal complaint channels, investigation mechanisms, an integrity risk prevention and control system, and an accountability framework. The email address for complaints and reports is: fxgl@multek.com. In the 'Integrity Agreement' signed with suppliers, we have also clarified relevant rules; suppliers may report misconduct by Multek employees through the channels specified in the agreement, thereby assisting the company in strengthening its supervision of employee integrity and honesty.



| Stakeholders                         | Customers                                                                                                                                                                                                                                                                                  | Employees                                                                                                                                                                                        | Suppliers and partners                                                                                                              | Government/<br>Regulatory Bodies                                                                                                                                                                                                                         | NGOs/Industry organizations/<br>Professional bodies                                                                                                                                                              | Community                                                                                                                                                                                                                                                    |
|--------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                      |                                                                                                                                                                                                         |                                                                                                               |                                                |                                                                                                                                                                     |                                                                                                                             |                                                                                                                                                                         |
| Communication channels and frequency | <p><b>Customer satisfaction survey</b> — once a year</p> <p><b>Client engagement and visits</b> — as and when required</p> <p><b>Client audits, research and project collaboration</b> — as required</p>                                                                                   | <p><b>Staff Representative Assembly</b> — Routine</p> <p><b>Specialized training and emergency drills</b> — Routine</p> <p><b>Interaction via the intranet and media platforms</b> — Routine</p> | <p><b>Supplier audits</b> — Routine</p> <p><b>Supplier empowerment training</b> — Routine</p> <p><b>Questionnaires</b> — Ad hoc</p> | <p><b>Government and regulatory meetings</b> — Ad hoc</p> <p><b>Government interviews</b> — Ad hoc</p> <p><b>Environmental and other information disclosure platforms</b> — Routine</p>                                                                  | <p><b>Industry conferences, forums and working groups</b> — Ad hoc</p> <p><b>Standards workshops</b> — Ad hoc</p> <p><b>Sustainability cooperation projects</b> — Ad hoc</p>                                     | <p><b>Local recruitment and procurement</b> — Regular</p> <p><b>Community project participation</b> — Regular</p> <p><b>Community charity and philanthropic activities</b> — Routine</p> <p><b>Company website and social media engagement</b> — Routine</p> |
| Key Focus Areas                      | <p>Climate Change Response</p> <p>Resource Utilization and the circular economy</p> <p>Cybersecurity and privacy protection</p> <p>Ensuring Uninterrupted Communication</p> <p>Environment, Occupational Health and Safety</p> <p>Sustainable Supply Chains and Responsible Management</p> | <p>Occupational Health and Safety</p> <p>Diversity and Inclusion</p> <p>Employee Training and Development</p>                                                                                    | <p>Environment, Occupational Health and Safety</p> <p>Compliance</p> <p>Sustainable and Responsible Supply Chain Management</p>     | <p>Climate Change Response</p> <p>Renewable Energy</p> <p>Resource Utilization and the Circular Economy</p> <p>Biodiversity and Ecosystems</p> <p>Community Responsibility and Local Contribution</p> <p>Stakeholder Communication and Collaboration</p> | <p>Climate Change Response</p> <p>Renewable Energy</p> <p>Resource Utilization and the Circular Economy</p> <p>Respect for and protection of human rights</p> <p>Stakeholder Communication and Collaboration</p> | <p>Community Responsibility and Local Contribution</p> <p>Environmental Impact</p> <p>Compliance</p> <p>Respecting and safeguarding human rights</p>                                                                                                         |

# Materiality Management

Multek has established a systematic materiality assessment process in accordance with the GRI Standards 2021 and IFRS S1 requirements, ensuring a comprehensive response to stakeholder concerns and identifying sustainability-related risks and opportunities that are reasonably expected to impact future cash flows, financing channels and the cost of capital.

## Materiality Assessment Process

Step 1: Understanding the Organization and Context

We take the following factors into comprehensive consideration as the starting point for issue identification:

- Company strategy, values and annual operational priorities
- Industry trends and peer benchmarking (ESG hotspots in the PCB industry)
- Expectations of stakeholders (customers, investors, employees, suppliers, regulators, etc.)
- Relevant laws, regulations and international agreement requirements (e.g. EU CSRD, client codes of conduct)
- Significant risks and opportunities for the company and the industry (including climate change, supply chain resilience, etc.)

Step 2: Identifying Potential Material Issues

Based on the above context, we refer to the following authoritative frameworks and sources:

- GRI Standards 2021
- IFRS S1 / S2 Sustainability-related Financial Reporting Requirements
- Responsible Business Alliance (RBA) Code of Conduct
- United Nations Sustainable Development Goals (SDGs)
- Industry best practices and key issues of concern to our clients

Step 3: Materiality Assessment

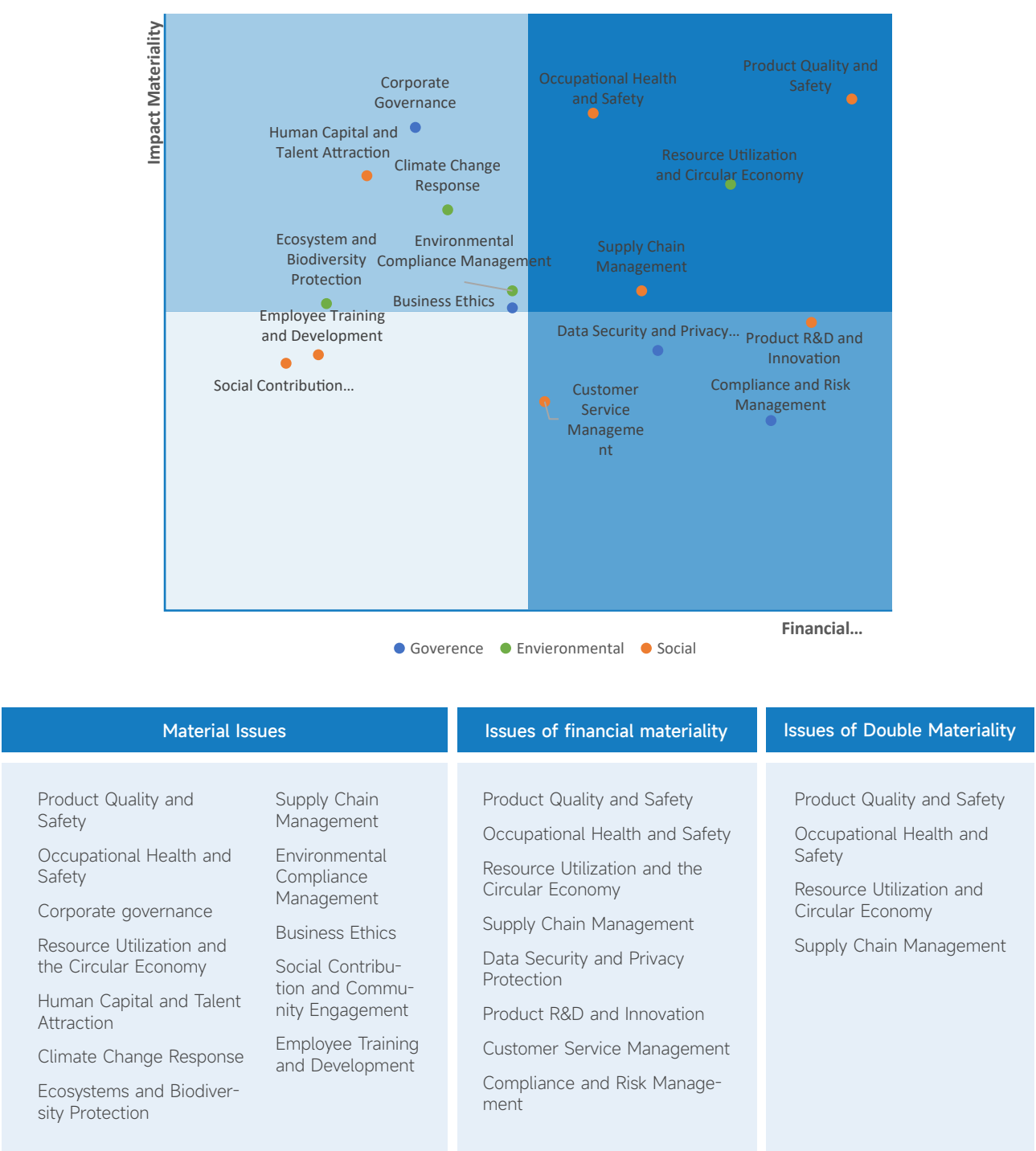
We conduct materiality assessments through internal research, expert consultation and benchmarking against leading companies in the industry, evaluating against two dimensions: ‘materiality in terms of economic, social and environmental impact’ and ‘materiality in terms of financial impact on the company’.

| Assessment Dimensions | Definition                                                                                                               | Assessment Method                                                                              |
|-----------------------|--------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| Impact Materiality    | Actual or potential positive/negative impacts of the company’s operations on the economy, environment and society        | Scale and scope of the impact; irreparability (for negative impacts); likelihood of occurrence |
| Financial materiality | The impact of the issue on the company’s short-, medium- and long-term cash flows, access to finance and cost of capital | Scale and scope of the impact, and likelihood of occurrence                                    |

Step 4: Defining the reporting scope

Following an assessment, we consolidated some of the 21 material issues identified in 2024, ultimately determining 16 material issues to be included within the scope of the 2025 ESG report.

## Results of Materiality Assessment



## Issue Management and Response

For different categories of issues, we adopt differentiated management and disclosure strategies in accordance with the requirements of the GRI Standards 2021 and IFRS S1:

| Issue Type                       | Management Strategy                                                                                                                                            | Disclosure Content                                                                                                                                   |
|----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|
| Double Materiality Issues        | Incorporated into the annual priorities of the Sustainability Management Committee, with quantitative targets set and performance monitored on a regular basis | Full disclosure of information organised into four sections: 'Governance – Strategy – Impact, Risk and Opportunity Management – Metrics and Targets' |
| Only financially material issues | Led by heads of relevant functional departments (e.g. Internal Audit, IT, R&D Centre, Customer Service), identifying risks and formulating response measures   | Disclose the "Governance – Strategy – Risk and Opportunity Management – Metrics and Targets"                                                         |
| General issues                   | Managed through the day-to-day management system                                                                                                               | Disclose routinely in accordance with GRI standards                                                                                                  |

## Contribution to the United Nations Sustainable Development Goals (UN SDGs)

| UNSDGs                                                                              | Description of the UN SDGs                                                                           | Multek's practices                                                                                                                                                                                                                                                                         | Report sections                         |
|-------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|
|  | Ensuring healthy lifestyles and promoting well-being for people of all ages                          | Maintain the ISO 45001 Occupational Health and Safety Management System<br>Optimising the OHM Occupational Health Management System and maintaining 100% coverage of employee health check-ups<br>Conduct first-aid training and organize employee mental health support initiatives       | 4.1 Occupational Health and Safety      |
|  | Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all | Continue to implement the 'Evergreen Program' management trainee scheme<br>Operate the "Cloud Classroom" online learning platform, achieving 100% employee training coverage<br>Implement an employee education assistance scheme to support academic advancement and skills training      | 4.3 Employee Training and Development   |
|  | Achieve gender equality and empower all women and girls                                              | Maintain a reasonable proportion of female staff at all levels<br>Implement the 'Management System for Pregnant Female Employees' to safeguard entitlements such as maternity leave and breastfeeding breaks<br>Organize events to support female staff, such as International Women's Day | 4.2 Human Capital and Talent Attraction |

| UNSDGs                                                                                | Description of the UN SDGs                                                                                                       | Multek's practices                                                                                                                                                                                                                                                                                                                                                                                 | Report sections                                                                  |
|---------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
|    | Provide water and sanitation for all and manage them sustainably                                                                 | Continuously implement water-saving technical upgrades on production lines and promote the use of smart water-saving devices<br>Wastewater treatment plants consistently meet discharge standards, with online monitoring systems operating in a networked configuration<br>Advance water balance testing and water recycling projects                                                             | 3.3 Resource Utilization and Circular Economy                                    |
|    | Ensure universal access to affordable, reliable and sustainable modern energy                                                    | Expand distributed solar photovoltaic projects to increase self-generated electricity<br>Continue to purchase green certificates or green electricity to optimize the energy mix<br>Promote Class 1 energy-efficient equipment and implement energy-saving retrofits for air compressors, vacuum pumps and similar equipment                                                                       | 3.3 Resource Utilization and Circular Economy                                    |
|    | Promote sustained, inclusive and sustainable economic growth, and promote full and productive employment and decent work for all | 100% of employees are covered by employment contracts; we strictly prohibit forced labor and child labor<br>We continue to employ staff with disabilities and provide equal employment opportunities<br>Operation of a complaints and reporting email address (fxgl@multek.com) to safeguard employees' right to lodge complaints                                                                  | 4.2 Human Capital and Talent Attraction<br>1.3 Business Ethi                     |
|  | Building disaster-resilient infrastructure, promoting inclusive and sustainable industrialization, and fostering innovation      | Continuously promote the integration of informatization and industrialization, and build a smart manufacturing system and a smart energy monitoring platform<br>Increase investment in research and development to advance the development of new products such as high-layer, high-speed printed circuit boards and AI servers<br>Maintain growth in the number of patent applications and grants | 2.2 Product R&D and Innovation<br>2.1 Product Quality and Safety                 |
|  | Adopt sustainable consumption and production models                                                                              | Operate a hazardous substances process management system (IECQ QC080000 certification)<br>Maintain high waste recovery rates to promote resource recycling<br>Require suppliers to sign the 'Commitment to Not Use Conflict Minerals'                                                                                                                                                              | 3.3 Resource Utilization and the Circular Economy<br>2.3 Supply Chain Management |
|  | Take urgent action to address climate change and its impacts                                                                     | Conduct annual greenhouse gas inventories and third-party verification<br>Reduce carbon emissions through energy-saving technical upgrades, the installation of solar panels and the procurement of green electricity                                                                                                                                                                              | 3.1 Climate Change Response                                                      |

Note:

①. Specific performance data for 2025 (such as solar power generation, green electricity procurement volumes, greenhouse gas emissions, etc.) will be disclosed in the 'Key Performance Indicators' table in the report's appendix.

②. In addition to the nine core contributions outlined above, Multek is also actively engaged in initiatives related to other SDGs (such as SDG 10 on reducing inequalities, SDG 11 on sustainable cities and communities, and SDG 16 on peace, justice and strong institutions); further details can be found in the relevant sections of this report.

③. The report sections are indicative; the final page numbers shall prevail.

# 01

## GOVERNANCE: GOOD GOVERNANCE AND COMPLIANCE

Good governance is the foundation for a company's steady and sustainable development. Multek is committed to integrating compliance management and risk prevention into strategic decision-making and daily operations, establishing a solid foundation of integrity through anti-fraud and anti-corruption mechanisms, and safeguarding customer trust through data security and privacy protection systems. During the reporting period, the company continued to refine its governance structure, achieved full coverage of annual conflict of interest declarations, maintained valid ISO 27001 and TISAX certifications, and strengthened the foundation of data governance by obtaining DCMM Level 3 certification. We are committed to providing a solid foundation for sustainable development through transparent, standardized and responsible governance practices.

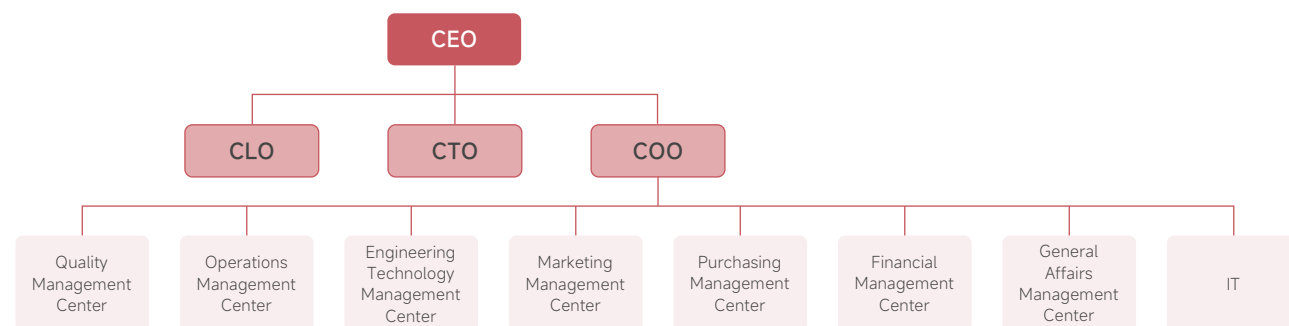
Contribution to the UN SDGs:



## CORPORATE GOVERNANCE

Multek consistently regards sound corporate governance as the cornerstone of sustainable development. We strictly adhere to the relevant laws and regulations, including the Company Law of the People's Republic of China, regulatory guidelines, and the management systems of our parent company, Suzhou Dongshan Precision Manufacturing Co., Ltd. We have established a governance structure with clear Delineation of powers and responsibilities and efficient operations, ensuring that our business operations are lawful, compliant, stable and orderly.

Governance Structure Diagram



As a wholly-owned subsidiary of Dongshan Precision (SZSE: 002384), Multek has established a management system tailored to its own business characteristics within the parent company's overall governance framework. The company has appointed a President who is fully responsible for day-to-day operational management. Under the President's leadership, the company has established functional centers for operations, technology, quality, finance, human resources and EHS, as well as various production plants, forming a three-tier governance structure comprising 'decision-making, management and execution':

| Level                | Composition                                    | Main Responsibilities                                                                                                                                       |
|----------------------|------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Decision-making Tier | President's Executive Committee                | To review major corporate strategies, annual business plans, financial budgets and final accounts, major investments and asset disposals, and other matters |
| Management           | Heads of Functional Centers and Business Units | Implement decisions made by the decision-making body; responsible for day-to-day operations, risk management, performance Delivery and resource allocation  |
| Operational Level    | All factories/departments and frontline teams  | Implement specific tasks, ensure production safety, product quality and customer Delivery, and provide timely feedback on on-site issues                    |

Responsibilities are clearly defined and communication is unimpeded across all levels, ensuring that company decisions are swiftly communicated to the front line, whilst on-site developments are promptly reported upwards, thereby forming a closed-loop management system.



### Responsibilities of the decision-making bodies

As Multek is a wholly-owned subsidiary of Dongshan Precision, it has not established an independent board of directors. As a listed company, Dongshan Precision has established standardised board and supervisory board systems in accordance with relevant laws and regulations. Multek operates under the governance framework of Dongshan Precision and is subject to the strategic guidance and supervision of the parent company.

At the Multek level, key governance functions are undertaken by the President's Executive Committee, which primarily include:

- Formulating and implementing the company's medium- to long-term development strategies and annual operational objectives
- Approving major capital expenditure, financing arrangements and asset disposals
- Establishing and overseeing the internal control and risk management systems
- Approving the company's annual sustainability reports
- Appointing and evaluating senior management, and approving remuneration and incentive schemes

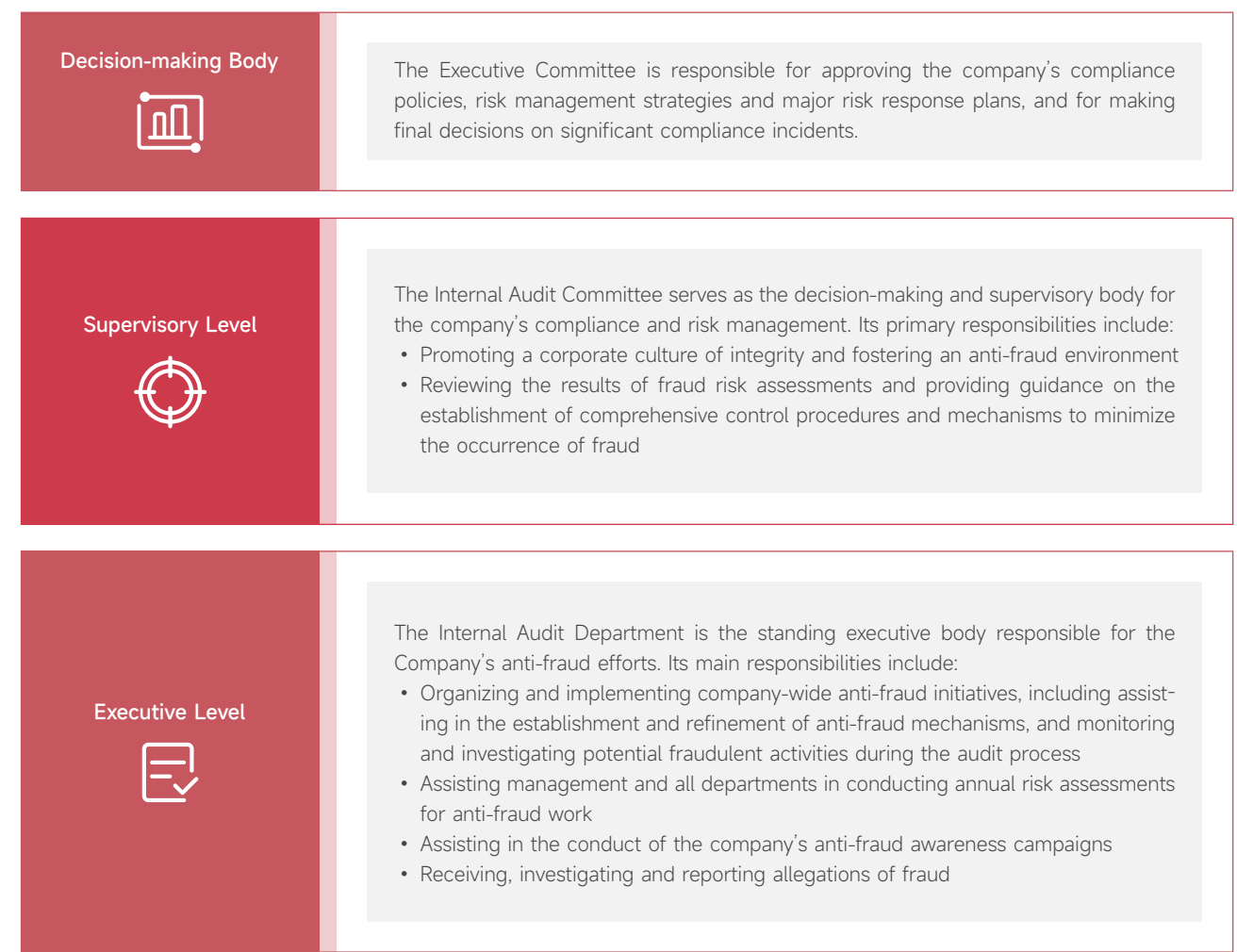
The President's Executive Committee meets regularly, inviting heads of relevant functional departments to attend as necessary. Meeting resolutions are recorded in writing, with clear designation of responsible parties and deadlines, ensuring that decisions are traceable and actionable.

# COMPLIANCE AND RISK MANAGEMENT

Multek consistently regards compliance management and risk control as the cornerstone of the company’s sustainable development. We have established a systematic compliance management framework and a three-line defence system for risk management to ensure that all business operations strictly adhere to laws, regulations and industry standards, thereby safeguarding the company’s sound operations.

## Governance

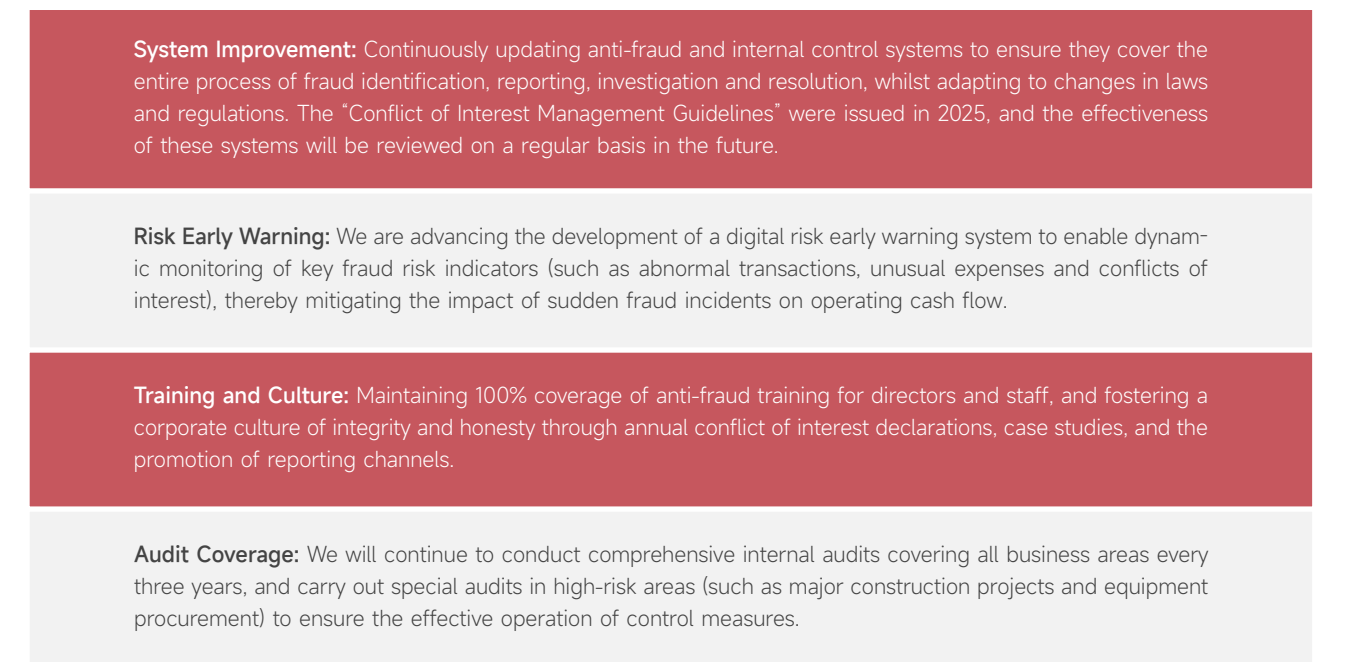
Multek has established a multi-tiered governance structure for compliance and risk management with clearly defined responsibilities, ensuring that compliance management and anti-fraud measures are effectively implemented.



The Company has formulated and implemented policies such as the ‘Multek Code of Business Conduct’, ‘Multek Internal Audit Management Rules’, ‘Multek Anti-Fraud Management Guidelines’ and ‘Conflict of Interest Management Guidelines’, which apply to all employees and suppliers. The newly issued ‘Conflict of Interest Management Guidelines’ in 2025 further strengthen the institutional foundation of compliance management.

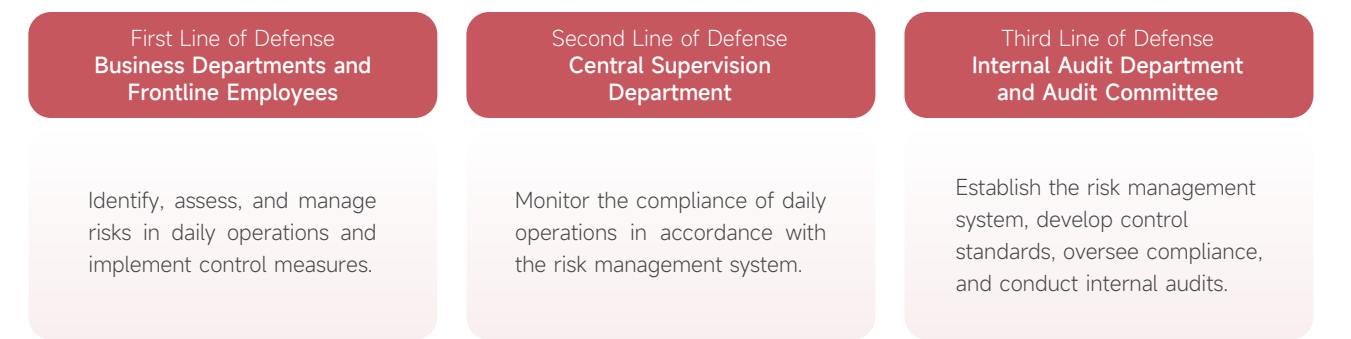
## Strategy

The company adheres to the objective of “proactive compliance and compliance by all staff”, continuously refining its compliance and risk management systems. The company’s strategic direction focuses on the following four areas:



## Risk Management

In accordance with regulations such as the ‘Business Ethics and Integrity Management System’ and the ‘Multek Internal Audit Management Rules’, Multek has established three lines of defense for compliance and risk management. Through risk identification, assessment, control and monitoring, we formulate corresponding risk response strategies.



We conduct regular risk assessments to comprehensively and thoroughly understand and identify potential risks, striving to minimize both the likelihood and impact of such risks. Furthermore, to track and monitor the company’s risk landscape in a timely manner, we have established a risk monitoring and early warning mechanism to ensure a swift response and appropriate handling of all types of risks.

Tax Management

Multek consistently regards lawful tax payment and compliant operations as the cornerstone of the company’s development. The company strictly adheres to domestic and international tax regulations, follows the parent company’s ‘Dongshan Precision Tax Management Guidelines’, maintains a professional tax team, and continuously optimizes its tax management information system. The company does not utilize tax structures lacking commercial substance, applies the arm’s length principle for transfer pricing, and pays taxes in good faith. By establishing a comprehensive tax risk control mechanism, we routinely conduct risk identification and dynamic monitoring, driving the transformation of tax management from reactive response to proactive prediction.

During the reporting period, the Company achieved a **100%** on-time tax filing rate and experienced **no** significant tax risk incidents.

Risk and Opportunity Management

| Key Risks                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Key Opportunities                                                                                                                                            | Indicators of Potential Financial Impact                          |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|
| <p><b>Third-party compliance risks in the supply chain:</b> Downstream customers (particularly in Europe and the US) are imposing increasingly stringent requirements regarding conflict minerals, the Responsible Business Alliance (RBA) and carbon footprints; supplier non-compliance may have knock-on effects on the company.</p> <p><b>Risks associated with emerging regulations:</b> New regulations such as the EU’s CSRD and the Carbon Border Adjustment Mechanism impose higher requirements on the company’s exports or disclosures, necessitating rapid adaptation.</p> | <p>Establishing a digital risk early-warning system can optimize compliance costs and prevent operational cash flow disruptions caused by sudden crises.</p> | <p>Operating Revenue</p> <p>Operating Costs</p> <p>Net Profit</p> |

Metrics and Targets

| Indicators                                                          | 2025 Target              | Actual 2025                          |
|---------------------------------------------------------------------|--------------------------|--------------------------------------|
| Number of major compliance incidents (excluding commercial bribery) | 0                        | 0                                    |
| Number of material internal control deficiencies                    | 0                        | 0                                    |
| Number of annual internal audits/special audits                     | Routine audits completed | Routine audits completed, totaling 6 |

BUSINESS ETHICS

Multek adheres to the highest standards of business ethics and integrity, and firmly opposes any form of corruption, bribery and unfair competition. The company strictly complies with laws and regulations such as the Criminal Law of the People’s Republic of China and the Anti-Unfair Competition Law of the People’s Republic of China, and has established a business ethics management system covering all employees and suppliers. With the “Six Prohibitions and One Commitment” (no bribery, no gift-giving, no conflicts of interest, no falsification, no cutting corners, no commercial fraud, and keeping promises) as its core code of conduct, the company continuously fosters an honest, fair and transparent business environment.

Management System and Institutional Framework

The Company has established a business ethics system underpinned by the “Business Ethics and Integrity Management Regulations”, the “Multek Code of Business Conduct” and the “Multek Anti-Fraud Management Rules”, supplemented by supporting documents such as the “Conflict of Interest Management Guidelines”, the “Integrity Agreement” and the “Employee Handbook”. This system covers all employees and suppliers, and sets out Behavioral standards and control requirements for the following key areas:

| Management Areas                 | Core Policy Documents                                                | Main Content                                                                                                                                                                  |
|----------------------------------|----------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Integrity in Business Operations | 'Business Ethics and Integrity Management System'                    | Integrity and self-discipline, standards of business conduct, avoidance of conflicts of interest, the “Six Prohibitions and One Compliance” principle, disciplinary penalties |
| Anti-Fraud                       | "Multek Anti-Fraud Management Guidelines"                            | Definition of Fraud, Prevention and Control, Reporting and Handling, Investigation Procedures, Accountability Mechanisms                                                      |
| Code of Conduct                  | Multek Code of Business Conduct                                      | Business Integrity, Conflicts of Interest, Anti-Bribery, Fair Competition, Privacy Protection                                                                                 |
| Conflicts of Interest            | Conflict of Interest Management Guidelines (Newly published in 2025) | Annual declaration requirements, covering all employees at Level D6 and above                                                                                                 |
| Supplier Compliance              | Integrity Agreement                                                  | Mutual integrity commitments, prohibited conduct, liability for breach, and reporting channels                                                                                |
| Daily Standards                  | Employee Handbook                                                    | Code of Conduct and Basic Requirements for Integrity in the Workplace                                                                                                         |

## Integrity in Business Operations and Anti-Corruption Practices

### • Prevention and Control of Corruption and Fraud

Internally, we conduct anti-fraud awareness campaigns and training through various channels, including the Employee Handbook, regulations, periodicals and newsletters. We also provide regular anti-fraud policy briefings and training for senior management, as well as anti-fraud training and integrity education for new employees, to ensure that every employee is aware of the requirements regarding anti-corruption and integrity.

In terms of preventive mechanisms, the company has implemented the following systematic measures:

|                                                                                                                                                                   |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Management leads by example, promoting a corporate culture of integrity and honesty                                                                               |
| Each department establishes internal anti-fraud control measures, including authorization and approval procedures, segregation of duties, and performance reviews |
| The Internal Audit Department regularly assists management in conducting anti-fraud risk assessments                                                              |
| Background checks are carried out on personnel in key positions (covering educational background, work experience, etc.), with records archived and retained      |

### • Conflict of Interest Management

The Company's Code of Business Conduct clearly stipulates that employees must proactively recuse themselves when an actual or potential conflict arises between their personal interests and those of the Company. Employees or their family members must disclose in writing to the Company's Compliance Officer any financial or employment relationships with actual or potential competitors, suppliers or customers.

In 2025, Multek conducted an annual conflict of interest survey covering all staff, achieving **100%** employee coverage. **14** sensitive matters were reviewed, with **0** instances of non-compliance.

### • Supplier Integrity Requirements

The company extends its integrity requirements to the supply chain through the 'Integrity Agreement'. This agreement sets out the following core provisions:

#### Areas of Compliance

#### Specific Requirements

#### 01 Prohibited Conduct

It is prohibited to offer company employees any improper benefits, such as cash, gifts, kickbacks or bribes; it is prohibited to reimburse employees for personal expenses; it is prohibited to establish a business jointly with employees or to allow employees to hold shares in the company

#### 02 Duty to Report

If a supplier discovers that a company employee is soliciting a bribe, they must refuse and report it promptly

#### 03 Liability for Breach of Contract

Any party in breach of these terms shall pay a penalty equivalent to 30% of the total transaction value for the previous year (with a minimum of RMB 1 million)

By 2025, the signature rate for suppliers' integrity pledges will reach **100%**.





## Anti-Monopoly and Fair Competition

The Company strictly complies with the Anti-Unfair Competition Law of the People’s Republic of China. We strive to outperform our competitors fairly and impartially, and not through unethical or illegal business practices. Specific Guidelines are as follows:

It is prohibited to steal proprietary information, obtain trade secrets without the owner’s consent, or induce former or current employees of other companies to disclose such information.

All relevant personnel shall endeavor to respect the rights of the Company’s customers, suppliers, competitors and employees, and treat them fairly and impartially.

No person associated with the company shall gain an advantage through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other Deliberate unfair trading practice.

Furthermore, the Multek Code of Business Conduct explicitly prohibits gaining an advantage over competitors through unethical or illegal means, requiring relevant personnel to respect the rights of customers, suppliers and competitors, and forbidding the pursuit of undue benefits through manipulation, concealment, misuse of privileged information or misrepresentation, thereby establishing clear boundaries for business activities.

During the reporting period, the Company did **not** face any litigation or significant administrative penalties arising from acts of unfair competition.

## Whistleblowing Mechanism

### • Whistleblowing Channels

The Company has established diverse reporting channels to encourage employees and external stakeholders to report issues relating to business ethics.

**Integrity Hotline:** 0756-5329338

**On-site Complaints Box:** Workshops at each branch factory

**Integrity Email:** fxgl@multek.com

**Trade Union Hotline:** 0756-5321331

Note: The above channels have been published in the 'Integrity Agreement', the 'Employee Handbook' and on the company’s intranet and have been incorporated into the new employee induction training program to ensure that all employees and partners are aware of the reporting channels.

The company encourages employees to report violations such as corruption and fraud. Upon discovering corruption or serious disciplinary violations, all departments and employees must report them to the Internal Audit Department within 24 hours.

### • Reception and Investigation of Reports

The Internal Audit Department, as the permanent body responsible for receiving and investigating reports, exercises its investigative powers independently. The process following the receipt of a report is as follows:

#### Preliminary Assessment

Determine whether to file a case within 2 working days and report to the Internal Audit Management Committee for approval.



#### Investigation and Evidence Collection

The investigation shall be conducted by no fewer than two investigators, adhering to the four principles of objectivity and fairness, legal and regulatory compliance, confidentiality, and recusal.



#### Result Feedback

Feedback on the investigation results shall be provided to whistleblowers who report under their real names (regardless of whether a case is filed).

#### • Whistleblower Protection Mechanism

The Company implements strict protection for whistleblowers and strictly prohibits any form of retaliation. Acts of retaliation include, but are not limited to, changes to working hours, shift schedules, working conditions, positions or duties. No person shall seek to ascertain or disclose the identity of a whistleblower or witness, nor shall they use questioning to verify the factual circumstances provided by a whistleblower or witness. In the event of malicious false accusations, the Company will hold the whistleblower accountable in accordance with the rewards and disciplinary system.

#### • Handling of Reports in 2025

In 2025, the Company received a total of **5** reports, all of which were resolved in full. Following investigation, **2** cases were confirmed to involve minor misconduct (which were addressed through disciplinary action and training), whilst the remaining **3** were found to be unfounded or outside the scope of regulatory violations. There were **no** reports involving directors or senior management, nor were there any lawsuits or penalties resulting from commercial bribery or embezzlement.

## Training and Cultural Development

The Company provides business ethics and anti-corruption training to directors and all employees, ensuring **100%** coverage.

| Training Participants | Training Coverage in 2025 | Total Number of Trainees | Average Training Duration per Person |
|-----------------------|---------------------------|--------------------------|--------------------------------------|
| Directors             | 100%                      | 1 person                 | 1 hour                               |
| Staff                 | 100%                      | 5,049 visits             | 1 hour                               |

Training content covers anti-corruption policies, declaration of conflicts of interest, handling of gifts, and reporting channels. Upon joining the company, new employees sign the 'Anti-Fraud and Anti-Commercial Bribery Undertaking' and the 'Conflict of Interest Policy Declaration Form', and receive integrity training.

Integrity policy briefing and training →



Furthermore, the company communicates integrity requirements to suppliers through channels such as supplier conferences and quarterly performance reviews, thereby strengthening business ethics awareness across the entire supply chain.

## External Commitments and Industry Collaboration

The company has joined the Enterprise Internal Control Association and the Corporate Anti-Fraud Alliance, actively practicing the industry initiative of "integrity, strong internal controls and anti-fraud", and working with the industry to promote the development of an ethical business society.

#### Key Performance Targets for 2025

##### During the reporting period:

Litigation cases or administrative penalties resulting from commercial bribery or corrupt practices: **0**

Litigation or major administrative penalties resulting from unfair competition: **0** cases

Integrity-themed training sessions conducted: **12**

Coverage rate of business ethics and anti-corruption training for directors: **100%**

Coverage rate of business ethics and anti-corruption training for employees: **100%**

Signing rate of employee integrity pledges: **100%**

Conflict of interest declaration coverage rate for employees at D6 level and above: **100%**

Annual number of reports: **5**; resolution rate: **100%**

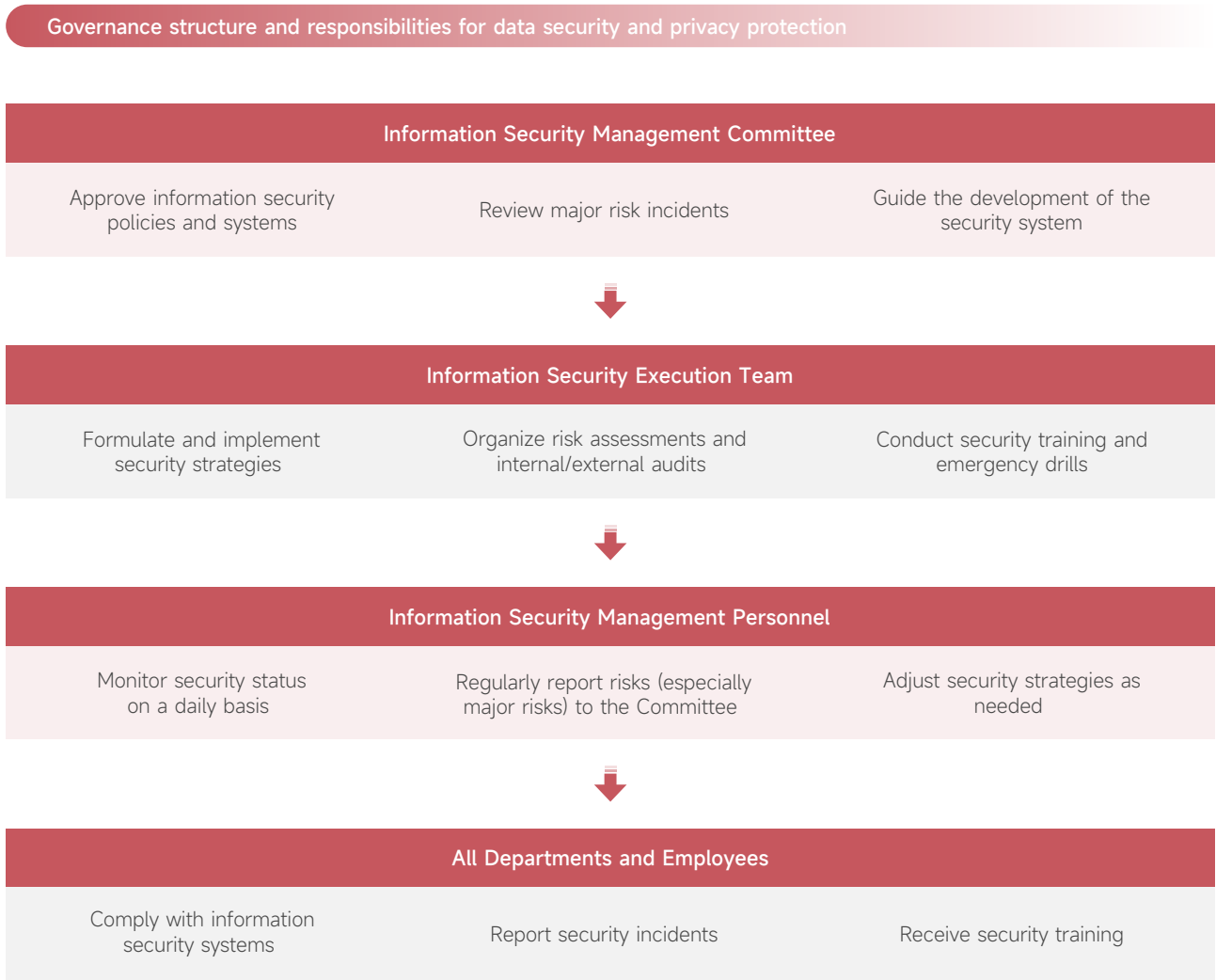


# DATA SECURITY AND PRIVACY PROTECTION

Multek strictly complies with laws and regulations such as the Cybersecurity Law of the People’s Republic of China, the Data Security Law of the People’s Republic of China and the Personal Information Protection Law of the People’s Republic of China. In accordance with the ISO/IEC 27001 Information Security Management System standard, the company has established an information security protection mechanism covering organizational safeguards, institutional regulations, risk management and continuous improvement, thereby ensuring the security and confidentiality of business data, customer information and employees’ personal privacy.

## Governance

The company has established an Information Security Management Committee, which serves as the highest decision-making body for data security and privacy protection. It is responsible for approving information security strategies, overseeing the management of major risks, and allocating resources. Under the Information Security Management Committee, there is an Information Security Executive Team led by the IT department, with members including representatives from Legal, Internal Audit, HR and various business departments.



The Company has formulated policy documents such as the ‘Information Security Incident Management Policy’, ‘Information Security Risk Assessment Management Procedure’ and ‘Information Security Compliance Procedure’, which clearly define the responsibilities and processes for handling information security incidents, thereby effectively minimizing the losses caused to the Company by such incidents.

To better monitor the specific implementation of the information security management system and ensure compliance with the relevant requirements of ISO/IEC 27001, the company conducts regular internal and external audits annually. During the reporting period, the company continued to carry out specialized information security audits and successfully passed the annual surveillance audits for ISO/IEC 27001 and TISAX Level 3 external certification, thereby maintaining the validity of these certifications.

ISO/IEC 27001 certification ofMultek Industries Ltd. ➔



## Strategy

The company has established the information security management policy of “Full participation, risk prevention and control; compliance-based management, continuous improvement; building information security, leading with determination”, which guides strategic deployment:

**Full Participation, Risk Prevention and Control:** Embedding security requirements into employee codes of conduct, maintaining 100% coverage in annual information security training, and continuously enhancing the entire workforce’s risk prevention awareness and practical response capabilities.

**Compliance-Driven Management and Continuous Improvement:** Strictly adhering to domestic and international regulations and the ISO/IEC 27001 standard, the system is continuously optimized through internal and external audits, management reviews and incident debriefings.

**Building Information, Leading Security:** Using DCMM Level 3 certification as a lever, we have consolidated the foundations of data security governance and demonstrated a high level of information security management capability during industry client audits.

In 2025, the company made significant progress in the field of data governance, successfully achieving Level 3 certification under the Data Management Capability Maturity Model (DCMM). This certification covers eight capability domains, including data strategy, data governance, data architecture, data applications, data security and data quality. The development of the data security capability domain has further strengthened the company's management foundations for data security and privacy protection.



Information security training

## Risk and Opportunity Management

The company has established policies such as the 'Information Security Incident Management Strategy', 'Information Security Risk Assessment Management Procedure' and 'Information Security Compliance Procedure', which clearly define the responsibilities and processes for handling information security incidents. This enables the effective management of such incidents, thereby minimising the losses they may cause to the company.

| Key Risks                                                                                                                                                                                                                                                                                                                                                                                                                              | Key Opportunities                                                                                                                                                                                                                                                                        | Indicators of Potential Financial Impact                          |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|
| <p><b>Compliance Risk:</b> Employee error or malicious acts leading to the leakage of customer data or trade secrets, which may result in customer claims, regulatory penalties and reputational damage</p> <p><b>Data Breach Risk:</b> The leakage of customer data or trade secrets due to employee error, malicious attacks or third-party breaches may result in customer claims, regulatory penalties and reputational damage</p> | <p>Establishing robust data security governance can reduce compliance costs and minimize business disruption caused by unexpected security incidents; obtaining certifications such as ISO 27001 enhances customer trust and provides a competitive advantage in tendering processes</p> | <p>Operating Revenue</p> <p>Operating Costs</p> <p>Net Profit</p> |



### Case Study: 2025 Cybersecurity Attack and Defense Exercise

In July 2025, Multek commissioned a specialist organization to conduct a week-long cybersecurity attack and defense exercise covering all of the company's IT assets. The results of the exercise showed that the attackers did not identify any exploitable internet security risks; the defenders successfully monitored and addressed routine attack alerts, validating the effectiveness of the company's cybersecurity defense system. In response to the risks identified during the exercise, the company has formulated improvement measures, refining information exposure mitigation and EDR deployment.

## Metrics and Objectives

| Objectives                                    | Achievement |
|-----------------------------------------------|-------------|
| Information Security Training Coverage (≥90%) | 100%        |
| Core network resource availability (≥99%)     | 100%        |
| Endpoint antivirus software coverage (≥99%)   | 100%        |
| Backup validity (95%)                         | 100%        |
| Number of data breaches (0)                   | 0           |

### Key performance indicators for 2025

During the reporting period:

|                                                                                                                                                                          |                                                  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|
| ISO/IEC 27001 certification status: <b>Valid</b>                                                                                                                         | TISAX Level 3 certification status: <b>Valid</b> |
| DCMM Data Management Capability Maturity Level: <b>Level 3</b> (Robust)                                                                                                  |                                                  |
| A total of <b>10</b> information security training and awareness sessions were conducted throughout the year, including <b>2</b> sessions covering the entire workforce. |                                                  |
| Regulatory penalties related to data security: <b>0</b>                                                                                                                  |                                                  |

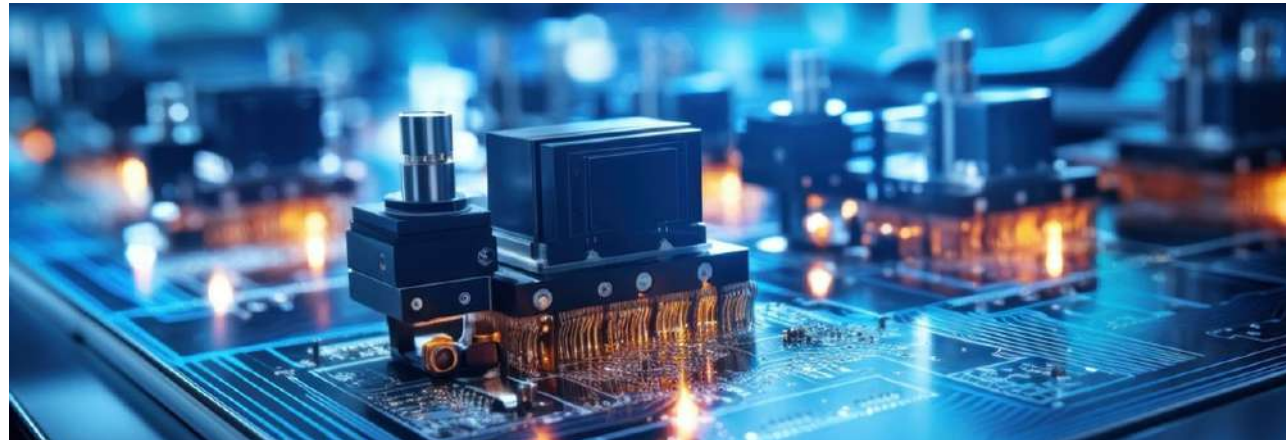
# 02

## OPERATIONS: STEADFAST · WIN-WIN

Operations are at the heart of a company's value creation. Multek remains committed to a customer-centric approach, treating quality as its lifeline and innovation as its driving force, whilst building a sustainable supply chain management system. During the reporting period, the company deepened its comprehensive quality management, promoted product R&D and technological innovation, optimized customer service response mechanisms, and worked hand-in-hand with suppliers to build a responsible supply chain. We are dedicated to achieving mutually beneficial development with our customers, partners and society through sound business practices.

Contribution to the UN SDGs:





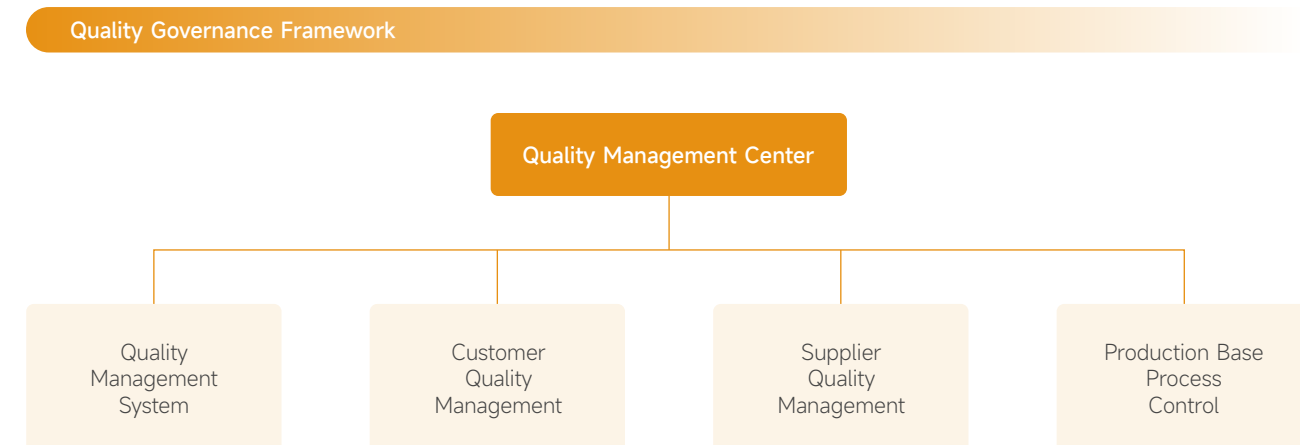
## PRODUCT QUALITY AND SAFETY

Multek regards product quality and safety as core elements of corporate development. Through a systematic quality management framework, strict control of hazardous substances, an intelligent quality platform and a culture of continuous quality improvement, the company ensures that products comply with domestic and international standards as well as specific customer requirements.

### Governance

#### Quality Governance Framework

The company has established a multi-tiered quality management framework. The senior management team (comprising the Vice President of Operations and heads of various functional departments) serves as the Quality Management Centre, responsible for approving quality strategies and major quality investment decisions, as well as overseeing the operation and continuous improvement of the company's quality management system. At the operational level, the company has established a coordinated quality control framework comprising four key modules: QSM (Quality System Management), CQM (Customer Quality Management), SQM (Supplier Quality Management) and site process control.



#### Quality Governance Architecture Diagram

##### QSM (Quality System Management)

1. Maintain and improve quality system compliance.
2. Organize and lead the development and implementation of continuous improvement plans.
3. Assist with and drive initiatives to reduce quality-related costs.
4. Build and promote a quality culture (including quality-related training);
5. Manage the Document Control Centre.

##### CQM (Customer Quality Management)

1. Responsible for organizing and managing customer satisfaction with quality;
2. Responsible for maintaining and managing customer relationships.
3. Responsible for advanced quality planning for product projects;
4. Responsible for monitoring APQP and PPAP for product projects, ensuring the timeliness and effectiveness of relevant tasks.
5. Maintain and improve compliance in product project management.

##### SQM (Supplier Quality Management)

1. Planning, establishing and maintaining supplier onboarding and audit processes.
2. Day-to-day quality management and continuous improvement of suppliers.
3. Planning, establishing and continuously improving IT processes related to supplier quality management.

##### Site Process Control

1. Maintaining the factory's quality management system and setting quality targets;
2. Monitoring key process parameters to minimize deviations.
3. Assisting with the handling of customer complaints and improving customer satisfaction, etc.

Quality Management Systems and Processes

The company has established a quality management system covering the entire product lifecycle. Core documents such as the ‘Non-conformity Management Procedure’, ‘Corrective and Preventive Action Management Procedure’, ‘Product Recall Procedure’ and ‘Product and Service Planning Procedure’ have been formulated, systematically standardizing key processes including the identification and handling of non-conformities, root cause analysis and corrective/preventive actions for non-conformities, and product recalls and classification for disposal.

In 2025, the company optimized several key procedures, including refining the steps for handling anomalies and updating the requirements for the verification of corrective actions to comply with medical device standards. As at the end of the reporting period, the company had completed **33%** of the optimization of operational documents, with the aim of completing the entire process by 2026.

Quality Management System Certification

The Company strictly adheres to the requirements of the ISO 9001 Quality Management System and has obtained relevant specialized certifications for clients in different industries. As at the end of the reporting period, the main quality system certifications held by the Company’s various factories are as follows:

| Status of Quality-Related Management System Certifications |                                                                                              |                        |
|------------------------------------------------------------|----------------------------------------------------------------------------------------------|------------------------|
| Certification Standard                                     | Scope of Certification                                                                       | Valid until            |
| ISO 9001:2015                                              | Manufacture and assembly of rigid and flexible printed circuit boards                        | Fourth quarter of 2027 |
| IATF 16949:2016                                            | Manufacture of rigid and flexible printed circuit boards (exemption from 8.3 Product Design) | Fourth quarter of 2027 |
| ISO 13485:2016                                             | Manufacture of rigid and flexible printed circuit boards                                     | Third quarter of 2026  |
| AS9100D                                                    | Manufacture of rigid printed circuit boards                                                  | Third quarter of 2027  |
| IECQ QC 080000:2017                                        | Rigid and Flexible Printed Circuit Board Manufacturing and Assembly                          | Third quarter of 2026  |

In 2025, the company completed internal audits and external surveillance audits for all the above systems as planned, and all non-conformities identified during the audits have been closed.

Strategy

The company has established a “zero-defect” quality management objective and continues to advance this in line with its strategic directions.

Quality Risk Management

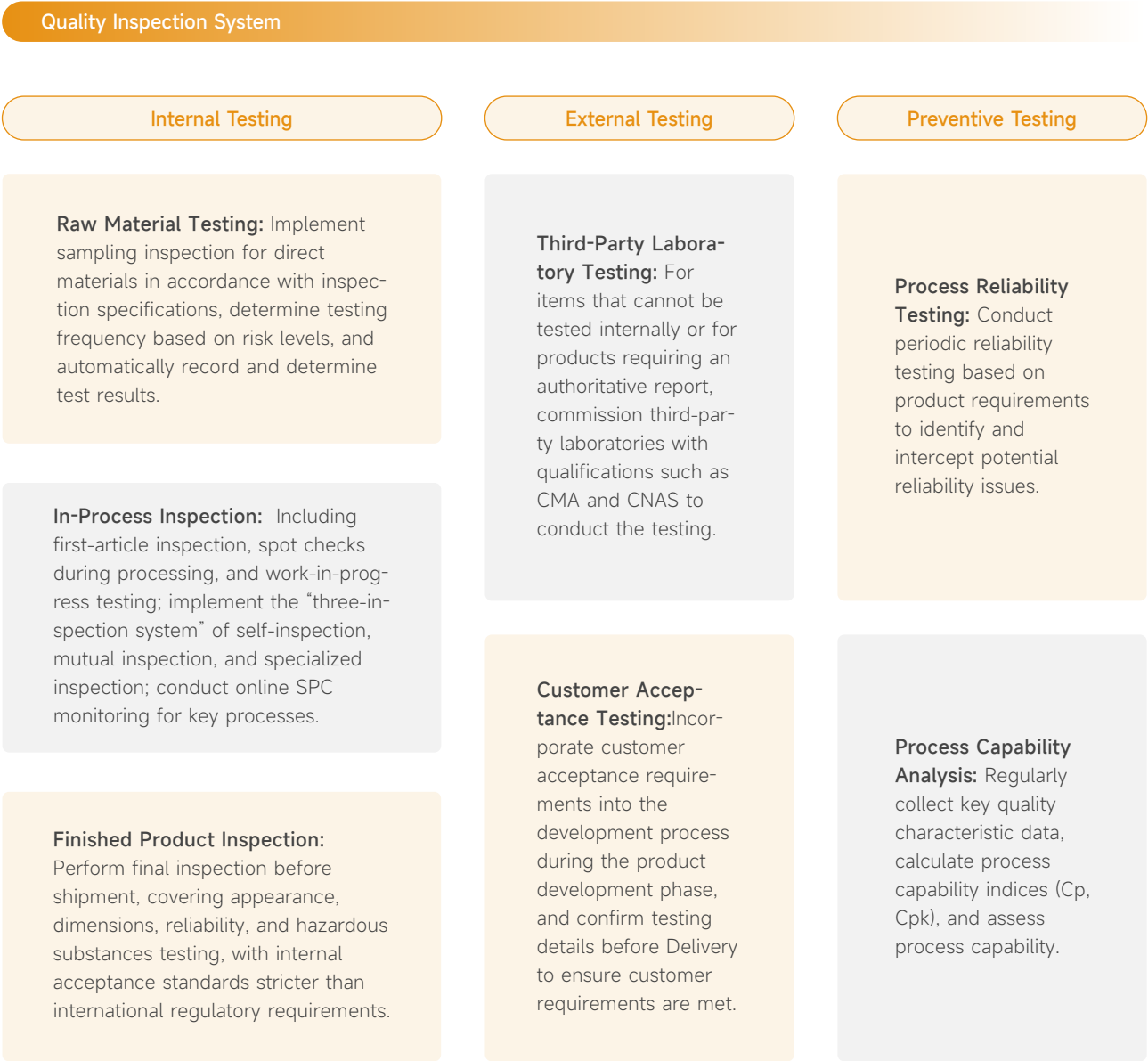
The company utilizes six major quality tools—APQP, FMEA, SPC, MSA, PPAP and CP—to systematically identify and manage quality risks in products and processes. For key risks such as process stability, compliance with hazardous substance regulations and quality transmission through the supply chain, the company has established a risk control mechanism covering the entire product lifecycle.



In response to the high proportion of defects caused by foreign matters in 2025, the company has established a dedicated cleanliness task force to systematically drive improvements across six areas: basic management, personal protective equipment (PPE), product protection, management of equipment and cleaning tools, monitoring methods, and environmental cleanliness.

Quality Testing

The company has established a comprehensive quality inspection system covering incoming materials, processes and finished products. In accordance with policy documents such as the 'Incoming Materials Inspection Procedure' and the 'Quality Control Procedure for the Reduction of Hazardous Substances', a testing system combining internal testing, external testing and preventive testing has been established to ensure product quality meets customer and regulatory requirements.



Product Recall and Non-conforming Product Management

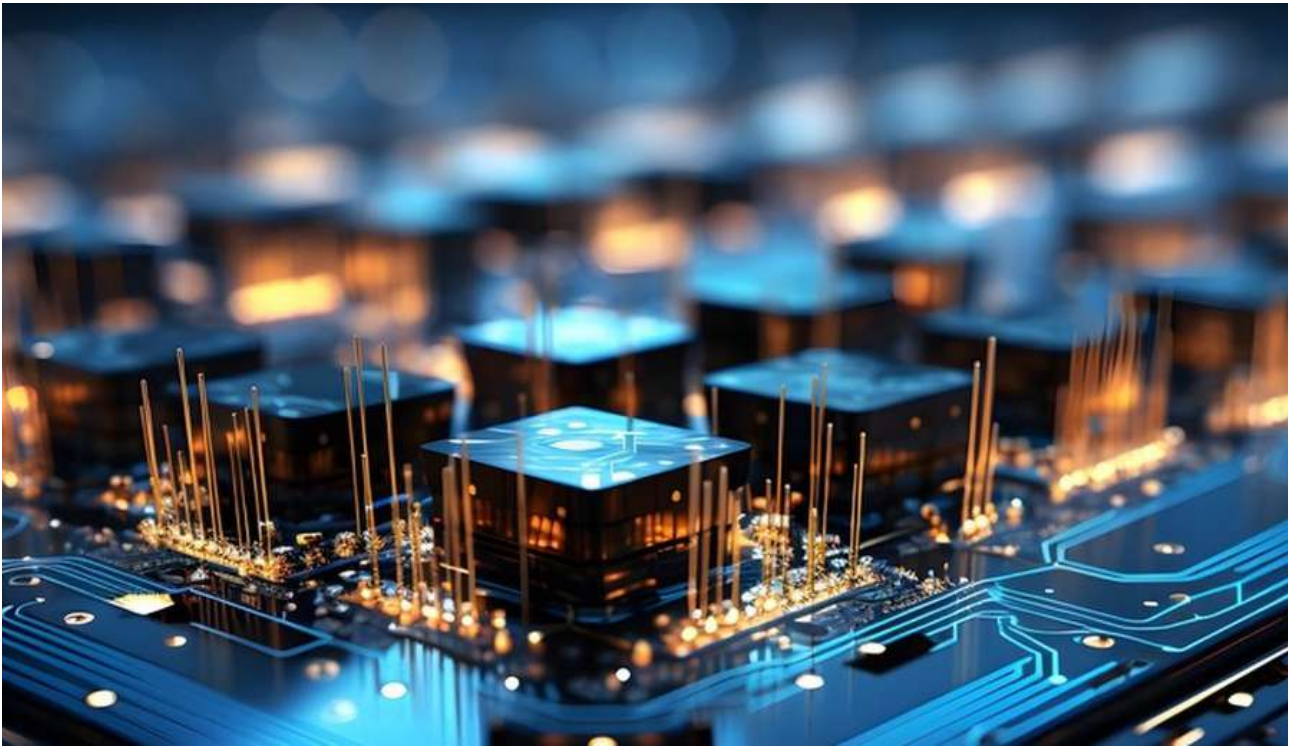
The company has established a rigorous mechanism for the control of non-conforming products and product recalls, covering a closed-loop management process from anomaly identification, product recall and classification for disposal to root cause improvement.

• Control of Non-conforming Products

The company has formulated the 'Anomaly Management Procedure' and the 'Corrective and Preventive Action Management Procedure' to systematically manage non-conforming products identified during the production process. When critical quality issues are discovered or hazardous substances in products exceed customer limits, the factory's Quality Assurance Department must notify the customer within 24 hours, confirm the production batch, quantity and material numbers of the affected products, and, in accordance with the corrective action procedure, analyse the root cause using the 8D method and implement improvement and preventive measures.

Management of non-conforming products

| Control Measures                  | Specific Details                                                                                                                                                                                      |
|-----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Identification of Anomalies       | Each department identifies anomalies on a process-by-process basis, completes an anomaly report and submits it for assessment                                                                         |
| Disposition                       | Depending on the nature of the non-conforming product, take measures such as acceptance with concessions, rework, scrapping or returns                                                                |
| Root Cause Analysis               | Use the 8D method (comprising eight steps: problem description, temporary measures, root cause analysis, permanent corrective actions, verification of effectiveness, etc.) to analyze the root cause |
| Corrective and Preventive Actions | Develop and implement corrective and preventive actions; close them once their effectiveness has been verified to prevent recurrence                                                                  |
| Verification of effectiveness     | Once the effectiveness of the improvements has been confirmed, the Quality Assurance Department issues a release notice and production resumes                                                        |



• Product Recall Procedure

In accordance with the 'Product Recall Procedure', should critical quality issues be identified or should the levels of hazardous substances in a product exceed the customer's specified limits, the factory's Quality Assurance Department must notify the customer within 24 hours, confirm the production batch, quantity and material numbers of the affected products, and initiate the product recall process in accordance with the corrective action procedure. The 'Product Recall Procedure' clearly defines the specific process and division of responsibilities for product recalls.

| Steps                      | Responsible Department/Person                                           | Details                                                                                                                                                           |
|----------------------------|-------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Approval and Authorization | QA/PE/Production Manager and Plant Manager                              | Approve the 'Product Recall Notice' and authorize the initiation of the recall process                                                                            |
| Product Recall             | Customer Service Department, Production Planning and Control Department | Coordinate the recall of Delivered products; arrange for overseas returns to be sent back to the Hong Kong warehouse before being transported back to the factory |
| Quantity Verification      | Warehouse, Production Planning and Control Department                   | Check the actual quantity of returned goods and notify FQA and FQC promptly                                                                                       |
| Sorting and disposal       | Quality Assurance Department, Production Department                     | Recalled products are classified as conforming, reworkable or scrap after 100% inspection                                                                         |
| Scrap and remanufacture    | Production Planning and Control Department                              | Products containing levels of hazardous substances exceeding the limit must be scrapped, and their remanufacture must be prioritized                              |
| Record retention           | Production Planning and Control Department                              | Recall records must be retained for at least three years                                                                                                          |

Key Performance Indicators for 2025

During the reporting period:

The company did **not** experience any major product recalls resulting from critical quality issues.

All non-conforming items identified during production were effectively handled in accordance with the aforementioned procedures, with an 8D report completion rate of **100%**.

Management of Hazardous Substances

The Company strictly complies with regulations and directives governing hazardous substances, including RoHS (Restriction of Hazardous Substances Directive), REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) and TSCA (Toxic Substances Control Act). In conjunction with hazardous substance control specifications received from customers, the Company has established internal policies such as the 'Hazardous Substances Management Manual' and the 'Hazardous Substances Process Management Procedure'.

Full life-cycle management of hazardous substances in products

R&D and Design

Review new products based on customer design drawings, inspection standards, customer HSF requirements, and HSF laws and regulations; conduct design assessments in accordance with the Multek Hazardous Substances Control List, ensuring that raw and auxiliary materials used in the design comply with the Company's hazardous substance control requirements.

Green Procurement

Continuously implement green procurement, requiring that products supplied or processed comply with the "Environmental Hazardous Substance Control Standards" as well as relevant laws, regulations, and governmental directives.

Process Management

Each business unit has established policies and specifications such as the "Hazardous Substance Process Management Procedure" and "Work Instructions for Chemical Storage" to enhance on-site, full-process management of hazardous chemicals, thereby preventing harm to human health and avoiding pollution incidents.

Delivery Management

Strictly follow product design management specifications and outbound shipment management procedures. Based on outbound inspection criteria or specific customer requirements, verify that components of the product comply with the Multek Hazardous Substances Control List. Commission third-party testing agencies to conduct hazardous substance testing as required by customers, ensuring that all hazardous substances remain below the limits mandated by laws, regulations, and customer specifications. Products that pass verification shall be affixed with environmentally friendly compliance labels or accompanied by required test reports and declarations of conformity.

Hazardous Substance Reduction Policy

In accordance with our Hazardous Substance Reduction (HSF) program, the company is fully committed to working with our customers and supply partners to prioritize environmental considerations throughout the product manufacturing process, and adheres to the following principles:

- To avoid the use, production and sale of products containing restricted or prohibited substances, in order to meet customer and legal requirements.
- Collaborate with customers and suppliers to create a green procurement management platform. Commit to the development of green products.
- Establish and maintain a 'Hazardous Substances Process Management' system to eliminate the possibility of any hazardous substance use or contamination during our product manufacturing processes.
- Demonstrate transparency regarding product hazard information throughout the supply chain.
- Continuously review and improve the effectiveness of our "Hazardous Substance Reduction" management activities.
- Communicate Zhuhai Multek's commitment to the "Hazardous Substance Reduction" policy to all employees and suppliers. Seek their input and provide assistance to jointly achieve the "Hazardous Substance Reduction" objectives.

Refine the list of controlled hazardous substances

The company has formulated the 'Multek Hazardous Substances Control List', which clearly defines control requirements for two categories of substances: restricted substances and declarable substances:

| Category              | Definition                                                                      | Control Requirements                                                                                              |
|-----------------------|---------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|
| Restricted Substances | Chemical substances prohibited from intentional addition or restricted in use   | Must meet requirements such as prohibition of intentional addition, non-detection or compliance with limit values |
| Notifiable Substances | Substances that may be used but must be declared in accordance with regulations | Use must be declared to the customer if the concentration exceeds 1,000 ppm                                       |



The company has established a hazardous substance control system covering the entire product lifecycle, integrating environmental and health standards into all stages from product development and design to manufacturing. We have formulated management mechanisms and action plans to prevent the use of hazardous substances, ensuring that every stage of production complies with environmental regulations on hazardous substances and relevant customer requirements. Both the company and its subsidiary factories have obtained IECQ QC 080000 Hazardous Substance Process Management System certification.



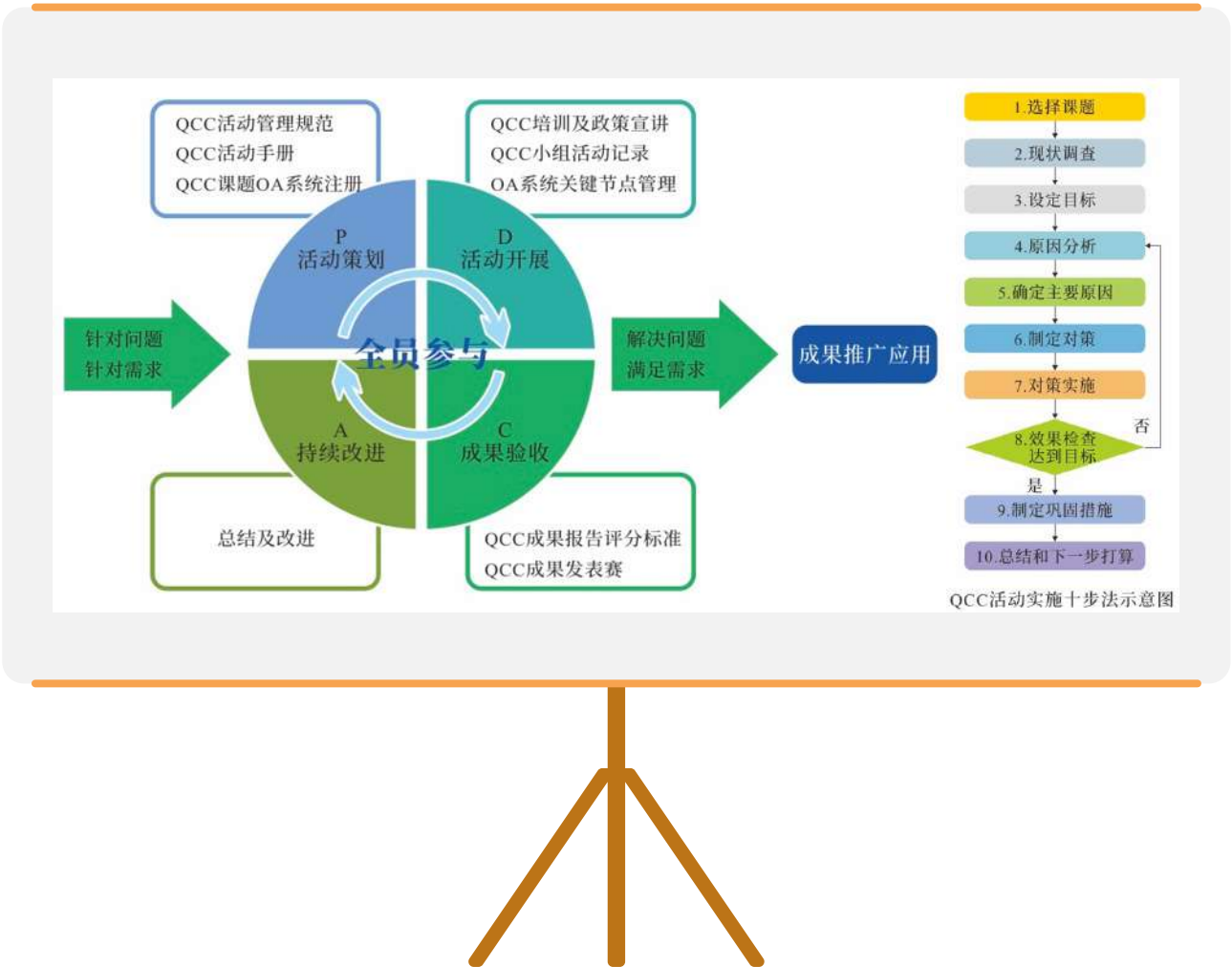
Quality Culture Development

The company continues to foster a quality culture of "total participation and continuous improvement". It has formulated a three-step plan for quality culture development, progressing from "quality philosophy" to "quality habits" and finally to "quality culture", with the long-term vision of "everyone caring about high quality".

The company implements a culture of continuous improvement. Each site holds weekly quality meetings, focusing on the review of three key topics to systematically identify deviations from quality targets, pinpoint critical issues, and establish a closed-loop tracking mechanism to ensure the effective implementation of improvement measures.



The company regularly organises QCC activities to enhance the quality literacy and awareness of all staff, stimulate employees' enthusiasm for quality improvement, and effectively promote the implementation of a quality culture based on 'total participation and continuous improvement'.





### Case Study: 2025 "Quality Month" Activities

From April to June 2025, the company organised a series of Quality Month activities under the theme "Respect for Quality, Get It Right First Time", aimed at raising quality awareness across the organization, strengthening compliance in operations, and driving continuous improvement.

#### Activity Modules

#### Specific Measures and Outcomes

##### Promotional Campaign

25 themed banners and posters were displayed in key areas such as the main factory roads, staff corridors and canteens



##### Learning and Commitment

Organised a company-wide study of the 'Quality Month Brochure', with a completion rate of 96%; all staff signed the 'Quality Commitment Pledge', with a signing rate of 95%

##### Suggestions for Improvement

Solicited improvement proposals from staff, collecting a total of 236 valid suggestions covering areas such as the optimisation of work instructions and process streamlining

##### Learning Through Play



##### Consolidating Knowledge

A quality quiz competition was organised, with 53% of participants scoring 100 marks and 97% scoring 80 marks or above

Through this series of activities, quality awareness among all staff has significantly improved, and the philosophy of 'Respect for Quality, Get It Right First Time' has taken deep root.



### Case Study: 2025 QCC Quality Control Circle Results Presentation Competition

In December 2025, the company held a QCC (Quality Control Circle) Results Presentation Competition. Eight participating teams from various factories and functional departments presented their achievements in core areas such as reducing product defect rates, enhancing process stability, operational safety, and system infrastructure development. Each team strictly adhered to the QCC methodology's closed-loop logic, flexibly selecting appropriate quality tools. Through rigorous data analysis and systematic on-site verification, they fully demonstrated the practical value of QCC's principles of being "small-scale, practical, flexible and innovative" in solving complex problems. Notably, indirect departments such as IT and EHS participated for the first time, signifying that QCC activities have evolved from a single quality tool to become fully integrated into all aspects of the company's operations and management, demonstrating the company's determination to systematically advance high-quality development.



### Key Performance Indicators for 2025

During the reporting period:

Quality Commitment Letter Sign-up Rate: 95%

Quality training coverage for all staff: 100%

Impact, Risk and Opportunity Management

The company systematically identifies and manages risks and opportunities relating to sustainable impacts in the areas of product quality and safety.

| Key Risks                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Key Opportunities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Indicators of Potential Financial Impact                          |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|
| <p><b>Process stability risk:</b> Fluctuations in production yield lead to increased quality costs, primarily due to foreign object defects.</p> <p><b>Risk of escalating customer quality requirements:</b> High-end markets such as AI servers and automotive electronics are imposing increasingly stringent reliability requirements on PCBs; failure to meet these standards may result in the loss of orders.</p> <p><b>Risks related to compliance with hazardous substance regulations:</b> Exceeding permissible levels of hazardous substances in products may result in customer claims, regulatory penalties or market bans.</p> <p><b>Supply chain quality transmission risk:</b> Fluctuations in the quality of raw materials from suppliers are passed on to the finished product.</p> | <p>Reducing internal scrap rates and cutting manufacturing costs through digital quality platforms and smart manufacturing initiatives</p> <p>Outstanding quality capabilities help secure high-value-added orders, thereby increasing unit prices and gross profit margins</p> <p>A robust hazardous substance process management system establishes the company as the preferred supplier for international brand clients</p> <p>Proactive supplier quality management reduces incoming inspection costs</p> | <p>Operating Revenue</p> <p>Operating Costs</p> <p>Net Profit</p> |

Metrics and Targets

| Targets                                                    | Achievement status in 2025 |
|------------------------------------------------------------|----------------------------|
| Zero major quality incidents                               | Target Achieved            |
| 0 complaints regarding HSF hazardous substance exceedances | Target achieved            |
| 100% quality training coverage                             | Target achieved            |

PRODUCT R&D AND INNOVATION

Multek adheres to technological innovation as its core driving force and customer service as its guiding principle; all R&D activities are aimed at developing solutions applicable to customers' products. Through a comprehensive R&D management system, continuous investment in technology and intellectual property protection, the company focuses on high-value-added product sectors to provide customers with advanced connectivity solutions.

Governance

The company has established an R&D innovation organizational structure involving the collaborative participation of the R&D Department (ITC), Engineering Department and Process Department. The senior management team is responsible for approving R&D strategies and major R&D investment decisions; the R&D Department coordinates the development and introduction of new products, technologies and processes; the Engineering Department is responsible for product design optimization and manufacturability assessments; and the Process Department is responsible for the development and improvement of production processes.

Strategy

The company focuses on market demands and industry technology trends, with the aim of serving leading global clients. By engaging in early-stage R&D collaboration with clients, the company gains first-hand technical insights, whilst simultaneously prioritizing the simplification of process flows to reduce operational costs, minimize waste and enhance quality.

Intellectual Property Management

The company has formulated and implemented the 'Patent Management Procedures' to comprehensively strengthen the standardized management, effective Utilization and strict protection of patents, thereby promoting the commercialization of technological innovations and safeguarding the company's intellectual property rights. We strictly comply with relevant intellectual property laws, regulations and contractual terms, and respect and protect the intellectual property rights of suppliers, customers and competitors. Unless the company has obtained the express prior consent of the intellectual property owner, employees are prohibited from copying, distributing, displaying or otherwise using intellectual property that is not owned or licensed by Zhuhai Multek.

As of the end of 2025, the Company had accumulated 25 authorized patents, comprising 10 invention patents and 15 utility model patents; two new patents were authorized in 2025 (both invention patents).

During the reporting period, the Company did not experience any incidents of intellectual property infringement or of its intellectual property being infringed.

### Technological Innovation in 2025

| Key technological breakthroughs by 2025    |                                                                                                                                                                                                                                                                                                                            |
|--------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Technical Focus                            | Key Progress                                                                                                                                                                                                                                                                                                               |
| M9-grade Material SI Testing               | Signal integrity testing for M9-grade materials has been completed. M9-grade materials are essential for high-end servers and AI servers. Having internal SI data enables us to discuss material selection with customers more effectively and demonstrate Multek’s technical capabilities in high-end product development |
| Thermal Conductive Copper Paste Evaluation | Thermal copper paste evaluation has been completed. Compared to traditional resin-filled via plating processes, thermal paste offers superior heat dissipation performance, providing a new technical option for customers with higher thermal requirements who do not utilize copper block processes                      |
| Embedded Component Technology              | Embedded component technology is attracting increasing attention. The company has conducted internal testing to validate the process flow, which has been confirmed as fundamentally feasible and has passed thermal reliability testing; we are currently in the phase of constructing new samples for clients            |
| New Process Development                    | Capitalizing on the poor adhesion between untreated copper surfaces and prepregs, we have developed a new process for intermediate layer cavities and semi-rigid boards, utilizing a depth-controlled milling cutter to precisely remove the cover layer                                                                   |

### Building Innovation Capabilities

In 2025, centered on the theme ‘Engineering Preserves Craftsmanship, Technology Creates the Future’, the company organized a number of technical exchange and competition activities.

#### (1) PE and IT Engineer Competition

In February 2025, the company hosted a technical sharing forum and the awards ceremony for the PE and IT Engineer Competition. A total of 46 employees and six teams were recognized at the event. In their address, senior management emphasized that technological innovation is the driving force behind the company’s high-quality development, and expressed the hope that the award-winning engineers would remain committed to their roles, enhancing their own skills and innovative capabilities whilst actively fostering the transmission of technical expertise. During the forum, technical experts Delivered presentations on topics such as ‘SAP-mSAP-ETS Carrier Boards, Carrier-like Boards and Embedded Wire Boards Processes’ and ‘An Introduction to Full-Process Traceability for PCB Products’, providing attendees with in-depth insights ranging from technological innovation to process traceability, and from practical case studies to future trends.



#### (2) Second Quarter Engineers’ Technical Sharing Forum

In May 2025, the company hosted its second-quarter engineers’ technical sharing forum, which centered on the in-depth integration of AI technology with the PCB industry. Two experts from Zhuhai took to the stage to share their insights: the first presentation addressed cutting-edge trends in AI-driven development, outlining the technical roadmaps of mainstream AI products and the company’s explorations into its own AI product line; the second focused on pain points within the PCB industry, using detailed data to systematically analyze the practical application of AI technology in core areas such as PCB short-circuit failure detection, infrared thermal imaging and X-ray CT imaging. These presentations provided fresh perspectives on the integration of AI-driven development with PCB industry technology.





## Risk and Opportunity Management

| Key Risks                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Key Opportunities                                                                                                                                                                                                                                                                     | Indicators of Potential Financial Impact              |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|
| <p><b>Technology Iteration Risk:</b> As the cycle of technological innovation in the PCB industry continues to shorten, should the Company's R&amp;D direction deviate from evolving market demand trends, or should the commercialization of new technologies fall short of expectations, this may lead to a decline in the competitiveness of existing products and a contraction in market share;</p> <p><b>Intellectual Property Risks:</b> Should effective intellectual property protection mechanisms not be established for R&amp;D outcomes, the Company may face scenarios such as the leakage of core technologies, patent infringement or becoming embroiled in intellectual property disputes, thereby weakening its technological barriers and long-term competitive advantages.</p> | <p>Through sustained R&amp;D investment and technological innovation, the Company has secured high-value-added orders in emerging fields such as AI servers, optical modules, automotive electronics, and AR/VR, thereby increasing product unit prices and gross profit margins.</p> | <p>Revenue</p> <p>Cost of sales</p> <p>Net profit</p> |

## Metrics and Targets

| Indicators                                                                          | Actual 2025                                         |
|-------------------------------------------------------------------------------------|-----------------------------------------------------|
| Number of R&D staff                                                                 | 77                                                  |
| New patents granted annually                                                        | 2 (all invention patents)                           |
| Total number of valid patents held                                                  | 25 (10 invention patents, 15 utility model patents) |
| Incidents of intellectual property infringement or infringement against the company | 0                                                   |

## SUPPLY CHAIN MANAGEMENT

Multek regards supply chain management as a vital component of sustainable development and is committed to working with suppliers to build a responsible, transparent and efficient supply chain system. Through comprehensive supplier lifecycle management, rigorous entry and audit mechanisms, responsible procurement policies and conflict minerals management, the company continuously drives improvements in social responsibility and environmental performance within the supply chain.

## Governance

The company has established a robust supplier management system and framework, formulating comprehensive management regulations such as the 'Supplier Management Procedure', 'Supplier Audit Procedure', 'Supplier Risk Assessment Procedure' and 'Guidelines for Handling Non-compliant Suppliers'. These regulations comprehensively standardize supplier onboarding, evaluation, monitoring and exit mechanisms, thereby continuously enhancing supplier management standards and supply chain operational efficiency.

| Supplier Full Lifecycle Management |                                                                                                                                                                                                     |
|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Phase                              | Key Elements                                                                                                                                                                                        |
| Onboarding Management              | Strict supplier onboarding policies have been formulated to assess new suppliers' qualifications in areas such as social responsibility, hazardous substance control and quality management systems |
| Annual Audit                       | Monitor qualified suppliers through a combination of dynamic assessments and regular audits to evaluate their social responsibility performance                                                     |
| Performance Evaluation             | Conduct comprehensive performance evaluations of suppliers on a quarterly or half-yearly basis, covering dimensions such as quality, cost, Delivery, technology and service                         |
| Termination                        | Suppliers failing the social responsibility audit are subject to a re-audit; if they fail again, the partnership is terminated                                                                      |

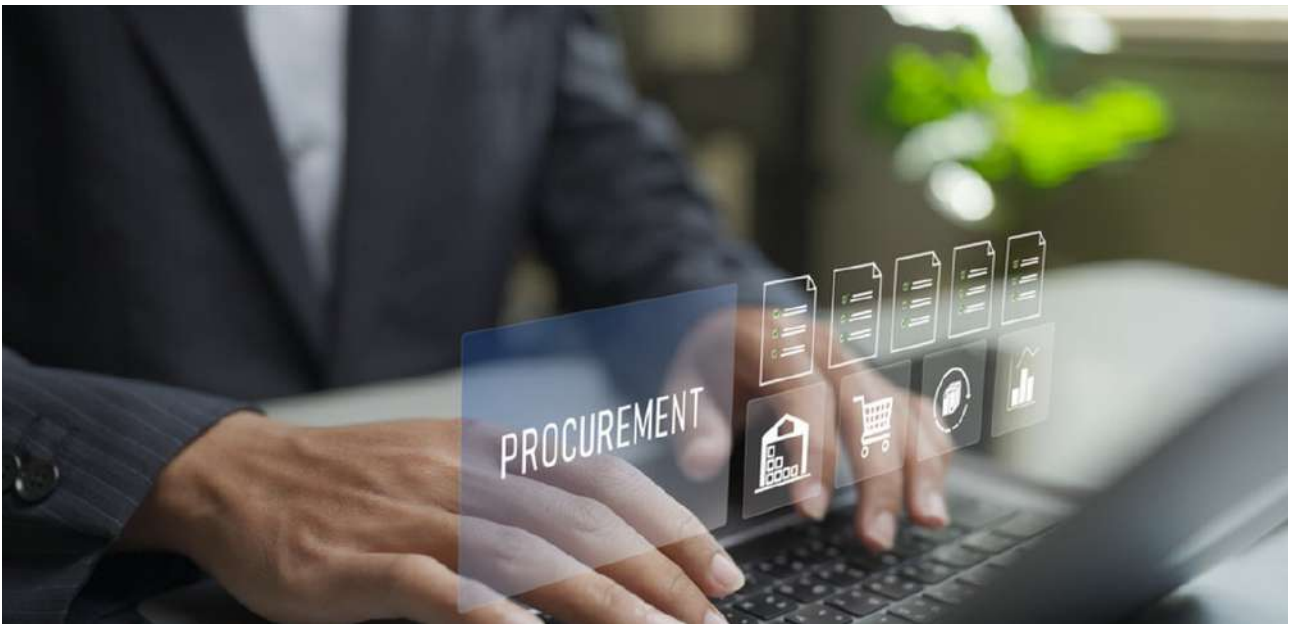
Organizational Responsibilities for Supplier Management

|                                                       |                                                                                                                                 |
|-------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|
| Purchasing Management Center                          | Responsible for supplier development, commercial evaluation, cost and delivery performance assessment, and contract management. |
| Supplier Quality Management Department                | Responsible for supplier quality system audits, quality performance evaluation, and hazardous substances control.               |
| Environment, Health and Safety (EHS) Department       | Responsible for supplier environmental, health, and safety audits.                                                              |
| Human Resources Department                            | Responsible for supplier corporate social responsibility (CSR) audits.                                                          |
| Process Engineering Department                        | Participates in the evaluation of supplier technical capabilities.                                                              |
| Material Planning Department / Warehousing Department | Participates in the evaluation of supplier delivery and service performance.                                                    |

Strategy

Supplier Full Lifecycle Management

The company has established a management system covering the entire supplier lifecycle—from ‘onboarding, audit, performance, change management to exit’—to ensure that the quality, Delivery and compliance performance of the supply chain consistently meet the company’s requirements through standardized processes.



Supplier Onboarding

The company implements strict onboarding procedures for new suppliers, requiring them to meet minimum qualification thresholds in four areas: commercial, quality, corporate social responsibility, and environmental, health and safety.

| Dimensions                       | Minimum Qualification Requirements                                                                                                                                                                                                                              |
|----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Business                         | Hold the administrative licences required by local regulations; not have been listed as a subject of disciplinary action for dishonesty on the ‘Credit China’ platform within the past three years; comply with supply chain trade security requirements        |
| Quality                          | Hold valid ISO 9001 certification; key materials for automotive projects must be certified to IATF 16949; products must comply with RoHS requirements and provide a third-party test report issued within the last year                                         |
| Corporate Social Responsibility  | Prohibition of child labor, prison labor and forced labor; prohibition of violence, corporal punishment or sexual harassment; wages not lower than the local minimum wage standard; adherence to the “Six Prohibitions and One Compliance” integrity principles |
| Environmental, Health and Safety | Hold a Work Safety Permit, a Hazardous Chemicals Operating Permit, etc.; major fire and explosion incidents are prohibited; environmental violations are prohibited                                                                                             |

New supplier certification requires a complete approval process; once all necessary documents (including the ‘Integrity Agreement’, ‘Supplier Social Responsibility Commitment’, ‘Conflict Minerals Policy Letter’, etc.) have been signed, the Procurement Management Centre shall submit a VMF application via the OA system to create a supplier code.

Supplier Performance Evaluation

The company conducts regular performance evaluations of suppliers, covering dimensions such as quality, cost, Delivery, technology, service, processes and finance. From Q2 2025, the company will update its performance evaluation criteria, categorising suppliers into three tiers: A, B and C.

| Grade | Score Range               | Evaluation Result | Management Measures                                                                                                           |
|-------|---------------------------|-------------------|-------------------------------------------------------------------------------------------------------------------------------|
| A     | ≥85 points                | Good              | Encourage continuous improvement; may be eligible for additional quotation opportunities and/or increased procurement volumes |
| B     | ≥70 points and <85 points | Warning           | Suppliers are required to initiate internal corrective action and submit an improvement report within one week                |
| C     | <70 points                | High-risk warning | Send a high-risk warning letter to the supplier’s managing director, requiring systematic rectification                       |

2025 Supplier Performance Assessment Results: A total of 735 suppliers participated in the assessment, of which 687 were rated Grade A (93%), 43 were rated Grade B (6%), and 5 were rated Grade C (1%).

Supplier Change Management

The company has established a strict supplier change management mechanism, requiring suppliers to submit a written application to Multek in advance in cases involving changes to raw materials, relocation of production sites, adjustments to production processes, or changes to inspection and testing procedures; such changes may not be implemented without prior approval. Prior to implementing any changes, an internal risk assessment must be completed and relevant validation data (such as reliability test results and small-batch trial production reports) must be provided; following implementation, quality performance must be continuously monitored.



Case Study: Supplier Change Management Practice

In 2025, a copper-clad laminate supplier, due to inadequate internal process controls, set inconsistent standards for tool replacement in the diamond cutting machine work instruction and the acceptance criteria in the blanking engineering inspection checklist without submitting a change request to Multek (the work instruction required replacement at 4,000 m, whilst the inspection checklist required replacement at 3,000 m). This discrepancy led to deviations in process control. Following the discovery during Multek’s annual supplier audit, the supplier conducted a root cause analysis using the 8D method, harmonized the standards across both documents, and re-examined and confirmed other contents of the inspection checklist. Additionally, a cross-departmental review mechanism was established prior to document changes to ensure consistency across related documents. This case was incorporated into the supplier lessons-learned repository and disseminated to all suppliers to reinforce compliance awareness regarding change management.

Supplier Audits

In accordance with the ‘Supplier Audit Management Guidelines’, the company conducts multi-dimensional audits of suppliers, including quality system audits, manufacturing process audits, environmental, health and safety audits, and corporate social responsibility audits.

| Audit Types                            | Audit Frequency                                                                  | Exemption Criteria                                                                                                                                                      |
|----------------------------------------|----------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Quality System & Process Audits        | Direct materials: once every 1–2 years; indirect materials: once every 2–3 years | Passing the RBA audit (score ≥ 160) exempts the supplier from the audit for that year                                                                                   |
| Environmental, Health and Safety Audit | Once every 2 years                                                               | Exemptions may be granted to organizations holding a provincial or municipal level ‘Green Card’ for environmental credit or a work safety standardization certification |
| Corporate Social Responsibility Audit  | Once every 2 years                                                               | Passing the RBA audit (score ≥ 160) exempts the supplier from the audit for that year                                                                                   |

Audit result criteria: an overall module score ratio of ≥85% constitutes a pass; if any single module score ratio is <75% or there is >1 serious non-conformity, the qualification revocation process will be initiated; where there is 1 serious non-conformity, a re-audit must be conducted within 3 months, and no new materials may be introduced until the re-audit is passed.

Supply Chain Resilience

The company has established a comprehensive resilience management system covering supply chain disruption prevention, emergency response and business recovery, ensuring the continuity and stability of production and operations during various emergencies.

Vendor-Managed Inventory (VMI) Mechanism

The company has signed a ‘Domestic Vendor-Managed Inventory Agreement’ with key suppliers, under which suppliers maintain the minimum and maximum stock levels agreed upon by both parties at Multek’s designated warehouses, and conduct weekly stock checks and replenishment. Multek provides suppliers with quarterly forecasts of minimum and maximum stock requirements (forecast period: 6 to 12 months), and suppliers maintain sufficient stock levels based on these forecast reports. Multek reports actual consumption figures to suppliers on a monthly basis, and suppliers settle charges accordingly. This mechanism effectively shortens supply chain response times and reduces the risk of supply disruptions caused by fluctuations in demand.

Business Continuity Plan (BCP)

The company has formulated the ‘Procurement Management Centre Business Continuity Plan’, establishing systematic prevention, emergency response and recovery strategies for various risk scenarios that could lead to supply chain disruptions.

| Risk Categories                                                        | Preventive Measures                                                                                                                                                       | Contingency Plan                                                                                                                                                                                      | Recovery Plan                                                                                                        |
|------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|
| Natural disasters (typhoons, heavy rain, earthquakes, fires, etc.)     | Conduct regular fire drills; IT should regularly back up server data; EHS should carry out monthly environmental safety inspections                                       | Implement emergency measures in accordance with the ‘Typhoon and Heavy Rain Emergency Response Guidelines’ and the ‘Emergency Incident List’; activate the IT contingency plan to provide backup data | FS repairs the power grid and facilities; IT restores the server network; operations continue at an alternative site |
| Supply Chain Disruptions (Shortages of Materials or Services)          | Assess at least two alternative materials; assess at least two alternative suppliers; maintain existing suppliers (performance evaluation, risk assessment, annual audit) | Activate alternative materials; engage alternative suppliers; notify affected customers of expected Delivery delays                                                                                   | Re-evaluate original suppliers to confirm that their materials/services meet requirements                            |
| labor shortages (social events such as infectious diseases or strikes) | Enhance staff communication; provide a mental health helpline on site; issue infectious disease prevention measures via EHS                                               | Activate contingency staff; utilize alternative workplaces and facilities                                                                                                                             | The Human Resources department develops a workforce recovery plan and recruits additional staff                      |

The company’s business continuity team conducts supply chain disruption drills or tests at least once every three years, designing various potential disruption scenarios (such as supplier production stoppages, logistics disruptions, natural disasters, etc.). Following the exercise, a dedicated report is produced, covering the exercise plan, test records, discussion of issues and improvement plans, to ensure the continuous optimization of the business continuity management system.

Integrity in the Supply Chain

The company is committed to building a responsible, transparent and integrity-driven supply chain system. Through mechanisms such as contractual obligations, supplier notifications and whistleblowing channels, it ensures that suppliers adhere to business ethics and anti-corruption requirements in their business dealings.

**Supplier Integrity Pledge:** The Company requires all suppliers to sign an ‘Integrity Agreement’, clearly setting out their integrity obligations in business dealings. Key provisions include: suppliers must not offer any form of improper benefit—such as cash, gifts, kickbacks or bribes—to Company employees; must not reimburse personal expenses for Company employees; and must not establish joint ventures with Company employees or permit employees to hold shares in their businesses. Should a supplier discover a Company employee soliciting a bribe, they must refuse and report the matter to the Company without delay. Regarding liability for breach of contract, non-compliant suppliers must pay a penalty of 30% of the total transaction value from the previous year (with a minimum of RMB 1 million); in serious cases, they will be disqualified from cooperation and placed on a blacklist.

In 2025, the signature rate for the Supplier Integrity Pledge reached **100%**.

**Supplier Integrity Notice:** The company has issued the ‘Supplier Notice on Integrity in Procurement’ to all suppliers, setting out clear requirements for integrity in cooperation: compliance with national laws, regulations and integrity Guidelines; provision of integrity and ethics training for sales staff; prohibition of bribing company personnel in any form; prohibition of organizing company personnel to participate in activities such as travel or high-cost entertainment; shall not arrange employment for relatives or friends of company personnel or pay expenses that should be borne by them personally; shall support the company’s integrity and anti-corruption initiatives, and shall refuse and report any instances of solicitation of bribes.

| Channel Type      | Contact Details |
|-------------------|-----------------|
| Integrity Hotline | 0756-5329338    |
| Integrity Email   | fxgl@multek.com |



Conflict Minerals Management

In accordance with the Organization for Economic Co-operation and Development (OECD) Guidelines on Due Diligence for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, as well as other applicable standards, the Company has formulated the Conflict Minerals Management Procedure and the Conflict Minerals Procurement Policy, thereby establishing a comprehensive due diligence management system for responsible sourcing of minerals. The Company has established clear and transparent management procedures regarding the use of mineral resources in its production operations, identifies and manages potential risks, and undertakes not to use “conflict minerals” in its products that originate from areas controlled by armed groups committing crimes against humanity in the Democratic Republic of the Congo (DRC) and its neighboring countries or regions. It traces the sources of gold (Au), tantalum (Ta), tin (Sn) and tungsten (W) contained in all products, ensuring the legitimacy of raw material sources and adhering to ethical procurement practices.

As the company is not directly involved in the mining or smelting of 3TG minerals, all 3TG minerals required for production are sourced from third parties. The Procurement Management Centre is responsible for establishing and maintaining the Conflict Minerals Management Plan, clearly assigning responsibilities during the due diligence process, including scope definition, supplier communication, policy formulation and risk management. By tracing the origin of 3TG minerals, verifying whether they are linked to conflict-affected areas, and ensuring that procurement does not support armed conflict, the company prevents the use of conflict minerals.



In 2025, the Multek Business Unit continued to conduct supplier due diligence, utilizing the Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT) questionnaires, requiring suppliers to trace materials back to the smelter level. A total of 92 CMRT/EMRT questionnaires were returned throughout the year. The information on smelters for tantalum, tin, tungsten, gold, cobalt and mica provided in the questionnaires was all included in the list of qualified smelters published by the Responsible Minerals Initiative (RMI), with 100% of suppliers confirming they had not used any illegal conflict minerals. The company ensures that all products are traceable; a supplier’s report is deemed compliant with company standards only when the returned CMRT/EMRT indicates that all smelter information has been identified and declared, and all smelters and refiners meet RMAP requirements.

The company has established an anonymous mineral procurement reporting hotline: 0756-5329338 / 15907560017.

At the same time, the Company encourages all business divisions to communicate its conflict minerals policy to direct suppliers through various channels and requires suppliers to sign documents such as the ‘Undertaking on Non-Use of Conflict Minerals’, ‘Conflict Minerals Agreement’ and ‘Conflict Minerals Policy Letter’ ( ). The Company also incorporates the Mineral Resources Management Regulations into contracts and agreements signed with suppliers, requiring all relevant suppliers to strictly comply and undertake not to use mineral resources from conflict-affected areas. Furthermore, the Company’s business divisions encourage suppliers to establish their own conflict minerals policies and require them to pass on this principle to their upstream suppliers, thereby building a responsible mineral procurement supply chain and effectively fulfilling corporate social responsibility within the supply chain.

Key Performance Indicators for 2025

During the reporting period:

Suppliers who have signed a commitment not to use conflict minerals: 735 raw material suppliers

Number of suppliers that have passed responsible mineral due diligence: 66

Percentage of suppliers covered by responsible minerals due diligence: 100%

Digital Platform Development

The company has introduced the Xieke Cloud platform, utilizing functional modules such as supplier management, purchase order coordination and supply planning coordination to standardize and streamline management processes. By 2025, the company will have completed the migration of contract approval systems, demand requests and final approval processes to online platforms, and will have established a direct procurement platform with Texas Instruments (TI), effectively reducing procurement costs and shortening material Delivery lead times.



Supplier Capacity Building

In 2025, the company conducted a number of specialized training and awareness-raising activities for all suppliers, focusing on strengthening capabilities in key areas such as change management, prevention of material mix-ups, and control of hazardous substances.

| Training Topics                                                | Training Audience                             | Core Content                                                                                                     | Scope                         |
|----------------------------------------------------------------|-----------------------------------------------|------------------------------------------------------------------------------------------------------------------|-------------------------------|
| Awareness Campaign on Supplier Change Management Requirements  | All suppliers' quality and technical managers | Change classifications, notification deadlines, documentation requirements, and liability for non-compliance     | All direct material suppliers |
| Training on early warning measures to prevent material mix-ups | All supplier production and quality personnel | Order Receipt and Labelling Management, Dual-Person Verification Mechanism, Measures for Handling Non-Compliance | All direct material suppliers |
| Training on Hazardous Substance Management Guidelines          | Suppliers of critical materials               | Updates to control lists, testing report requirements, change notification procedures                            | Critical material suppliers   |
| On-site Service Standards Management Training                  | Suppliers Requiring On-Site Work              | Standardized operating procedures, dual-signature service acknowledgements, acceptance criteria                  | On-site service providers     |

Furthermore, the company continuously communicates Multek's quality requirements and sustainability philosophy to suppliers through channels such as supplier conferences and quarterly performance reviews.

In 2025, a total of 168 technical exchange sessions were held, comprising 69 for materials and 99 for equipment.



Technical exchange in progress

Impact, Risk and Opportunity Management

| Key Risks                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Key Opportunities                                                                                                                                 | Indicators of Potential Financial Impact |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|
| Key risks in supply chain management include supplier compliance risks and the risk of failing to respond to emerging regulations. Customer requirements regarding conflict minerals, the Responsible Business Alliance (RBA) and carbon footprints are becoming increasingly stringent; supplier non-compliance may be passed on to the company. New regulations such as the EU Corporate Sustainability Reporting Directive (CSRD) and the Carbon Border Adjustment Mechanism (CBAM) impose higher demands on the company's exports and disclosure, necessitating rapid adaptation. | Establish a digital risk early-warning system to optimize compliance costs and prevent operational cash flow disruptions caused by sudden crises. | Revenue<br>Cost of sales<br>Net profit   |

Metrics and Targets

| Indicators                                                                       | Actual 2025                                       |
|----------------------------------------------------------------------------------|---------------------------------------------------|
| Total number of suppliers                                                        | 735                                               |
| Proportion of Grade A suppliers                                                  | 93% (687)                                         |
| Proportion of Grade B suppliers                                                  | 6% (43)                                           |
| Proportion of Grade C suppliers                                                  | 1% (5 suppliers)                                  |
| Proportion of suppliers with signed quality assurance agreements                 | 100%                                              |
| Proportion of suppliers who have signed an integrity pledge                      | 100%                                              |
| Percentage of suppliers who have signed a pledge not to use conflict minerals    | 100%                                              |
| Number of annual technical exchange sessions                                     | 168 sessions (69 for materials, 99 for equipment) |
| Annual supplier audit completion rate                                            | 100%                                              |
| Rectification completion rate for non-conformities identified in supplier audits | 100%                                              |
| Number of suppliers subject to financial, social or environmental penalties      | 0                                                 |

CUSTOMER SERVICE MANAGEMENT

Multek adheres to a customer-centric approach, treating customer service management as a vital component of the company's sustainable development. Through standardized customer feedback mechanisms, efficient complaint response procedures and systematic customer satisfaction management, the company continuously enhances the customer experience and service quality.

Governance

The company has established a management framework covering the entire customer service process. The Customer Service Department is responsible for day-to-day customer communication, order management and Delivery coordination; the Customer Quality Management (CQM) Department is dedicated to handling customer complaints, conducting customer satisfaction surveys and reviewing customer quality requirements. Customer service liaison points have been set up at each factory to ensure that customer needs are swiftly communicated to the relevant departments and effectively addressed.

The company has formulated and implemented policy documents such as the 'Customer Feedback Management Procedure, Customer Quality Complaint Handling Procedure', 'Customer Satisfaction Survey Procedure' and 'Product Recall Procedure', providing systematic Guidelines for the receipt, analysis, response and closed-loop management of customer feedback.

Strategy

Responsible Marketing

The Company adheres to the principle of responsible marketing, integrating compliance requirements throughout the entire process of business development and contract management. We strictly comply with laws and regulations such as the 'Consumer Rights Protection Law of the People's Republic of China', the 'Anti-Unfair Competition Law of the People's Republic of China', the 'Advertising Law of the People's Republic of China' and the 'Personal Information Protection Law of the People's Republic of China', as well as local policy requirements in our operating regions. In key areas such as market development, sales promotion and product labelling, we resolutely eliminate false advertising and misleading practices to ensure that marketing information is truthful, accurate and transparent. By establishing and improving a marketing compliance review mechanism, the company effectively mitigates compliance risks and safeguards the legitimate rights and interests of consumers.

Key Performance Indicators for 2025

|                                                                                     |
|-------------------------------------------------------------------------------------|
| During the reporting period:                                                        |
| Number of non-compliance incidents relating to product information and labelling: 0 |
| Number of marketing-related non-compliance incidents: 0                             |

Customer Complaint Management

The Company has established a standardized customer complaint management system. Complaints are categorized in accordance with the 'Customer Quality Complaint Handling Procedure', with clear processes and approval authorities defined for each severity level, ensuring that all types of complaints are handled appropriately and efficiently.

Complaint handling process

| Steps                           | Content                                                                                                                              |
|---------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|
| Receipt and Registration        | The Customer Service Department receives the complaint, completes the registration of details and performs an initial classification |
| Root Cause Analysis             | Systematic analysis is conducted using the 8D method to identify the root cause                                                      |
| Formulation of Solutions        | Corrective and preventive actions are formulated, with clear assignment of responsibilities and deadlines                            |
| Implementation and Verification | Implement improvement measures and have their effectiveness verified by the Quality Assurance Department                             |
| Closure and Archiving           | Once the effectiveness of the improvements has been confirmed, the complaint is closed and the records are archived                  |

Complaint handling timelines

• Confirmation of complaint receipt

Form a cross-departmental task force and confirm response within 12 hours

• Root Cause Analysis

To be completed within 2 working days

• Corrective and Preventive Action Plan

Submitted to the customer within 3 working days

The company implements a closed-loop management system for every customer complaint; all corrective and preventive measures are closed only after their effectiveness has been verified, ensuring that issues are thoroughly resolved and recurrence is prevented.



Customer Satisfaction Development

The company integrates a customer-centric philosophy throughout the entire quality management process. Through multi-dimensional satisfaction monitoring and feedback mechanisms, we continuously identify customer needs, optimize service capabilities and drive a steady improvement in customer satisfaction.

The company has established the 'Customer Satisfaction Survey Procedure' and conducts systematic annual customer satisfaction surveys covering key areas such as product quality, on-time Delivery rates, technical support response times, efficiency of complaint handling, and the quality of communication and collaboration. The survey results serve as a key input for the annual quality improvement plan; targeted improvement measures are formulated to address areas identified as weak points in customer feedback, and the effectiveness of these improvements is incorporated into the following year's satisfaction tracking and verification, thereby forming a closed-loop management cycle of 'survey—improvement—verification'.

In 2025, the company distributed satisfaction survey questionnaires to key customers, covering five key dimensions: technology, quality, service, Delivery and price. The survey employed a five-point rating scale (Excellent/Good/Acceptable/Needs Improvement/Unacceptable). A total of 103 questionnaires were distributed to customers in 2025, with 59 valid responses received.

| Indicators            | 2024 Actual | 2025 Target | 2025 Actual |
|-----------------------|-------------|-------------|-------------|
| Customer Satisfaction | 96%         | ≥90%        | 95%         |

**Continuous Improvement Mechanism:** The company has deeply integrated customer satisfaction improvement into its quality management system. Issues identified through satisfaction surveys and daily feedback are subjected to root cause analysis and systematic improvement in accordance with the Corrective and Preventive Action Procedure (8D Method). The lessons learnt from these improvements are then fed back into the design, development and process control stages, achieving a shift from 'reactively responding to customer complaints' to 'proactively preventing discrepancies between customer expectations and reality'.

Customer Privacy Protection

The company has established a comprehensive information and data security framework. We strictly adhere to contractual provisions and confidentiality requirements, restricting access to customer data and ensuring compliance with information security standards by monitoring and logging employees’ data access activities. In accordance with the provisions of the Company’s ‘Information Security Management Manual’ and ‘Information Security Incident Management Policy’, in the event of a major security incident such as a customer data breach, the matter must be reported immediately to the IT Director, whilst simultaneously activating a cross-departmental emergency response mechanism (involving senior management, customer relations and the legal department working in concert). Once a resolution has been determined, a notice must be issued promptly to affected customers and stakeholders to effectively safeguard customers’ right to be informed and their legitimate rights and interests.

The company has implemented multi-layered technical safeguards to protect customer data:

| Protective Measures          | Specific Details                                                                                                                                      |
|------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|
| Data Leakage Prevention      | Deploy DLP (Data Loss Prevention) software in key positions to prevent the external transmission of sensitive data                                    |
| Access Control               | Strict restrictions are imposed on access rights to customer data, adhering to the principle of least privilege                                       |
| Network Segmentation         | Some clients use a dedicated network for receiving and transmitting data                                                                              |
| Peripheral Device Management | Outgoing emails are prohibited, printing is prohibited, and USB ports are disabled                                                                    |
| Data encryption              | Deployment of disk encryption software in accordance with client requirements                                                                         |
| Physical Segregation         | Provide a dedicated physical space for processing client data in accordance with client requirements, and deploy separate surveillance and door locks |

The company requires suppliers and business partners to sign non-disclosure agreements and adhere to equivalent information security standards. For third-party service providers handling client data , the company conducts security audits to ensure data remains secure and under control throughout the supply chain.

Key Performance Targets for 2025

During the reporting period:

No incidents of customer privacy or data breaches occurred

No customer data security complaints were received

No regulatory penalties related to data security: 0

Risk and Opportunity Management

| Key Risks                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Key Opportunities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Indicators of Potential Financial Impact              |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|
| <p>The customer service management risks faced by the company primarily include the risk of declining customer satisfaction, the risk of mishandling complaints, and the risk of customer data breaches.</p> <p>A sustained decline in customer satisfaction may affect customer loyalty and long-term business relationships.</p> <p>Failure to address complaints in a timely manner or with adequate solutions may result in customer claims or the loss of orders.</p> <p>The leakage of customer data or trade secrets may trigger customer claims, contract termination and reputational damage.</p> | <p>Through systematic satisfaction improvement management and the implementation of targeted improvement initiatives for low-scoring areas, it is possible to effectively enhance quality performance and Delivery capabilities, thereby consolidating customer trust and strategic partnerships; an efficient complaint response mechanism and a robust information security protection system can be transformed into a competitive advantage, strengthening customer retention and meeting international customer access requirements.</p> | <p>Revenue</p> <p>Cost of sales</p> <p>Net profit</p> |

Metrics and Targets

| Indicators                                                               | 2025 Target | Actual 2025 |
|--------------------------------------------------------------------------|-------------|-------------|
| Response rate to customer complaints within 12 hours                     | 100%        | 100%        |
| Root cause analysis rate for customer complaints within two working days | 100%        | 100%        |
| Customer complaint rate                                                  | ≤1.40%      | 0.94%       |
| Customer complaint response rate                                         | 100%        | 100%        |
| Customer complaint resolution rate                                       | 100%        | 100%        |
| Customer data breaches                                                   | 0           | Achieved    |
| Litigation cases related to responsible marketing                        | 0           | Settled     |

# 03

## ENVIRONMENT: GREEN AND LOW-CARBON

The company integrates environmental responsibility into every stage of its operations, committed to driving green transformation and low-carbon development. We actively address climate change by setting scientifically grounded emission reduction targets; implement environmental compliance management to ensure all operations meet environmental regulations; optimize resource Utilization and the circular economy to enhance energy and material efficiency; and prioritize the protection of ecosystems and biodiversity to minimize our impact on nature. Together with our partners, we are building an environmentally friendly, low-carbon and circular sustainable future.

Contribution to the UN SDGs:



# CLIMATE CHANGE RESPONSE

Multek regards Climate Change Response as a key focus for enhancing corporate resilience, meeting customers’ low-carbon supply chain requirements, and driving improvements in manufacturing efficiency. The company continuously monitors domestic and international climate policies, customer carbon disclosure requirements, and industry trends in green manufacturing. We implement systematic management centered on greenhouse gas inventories, optimization of energy structures, energy-saving technological upgrades, product carbon footprint management, and the improvement of external ratings.

## Governance

The company carries out climate-related work under the coordination of the Sustainability Management Committee, with collaborative efforts from EHS, Facilities, Engineering, Procurement, Finance and all production departments. Management is responsible for reviewing carbon reduction targets, green energy procurement and resource allocation for major energy-saving projects; the EHS and Facilities teams are responsible for greenhouse gas inventories, energy data tracking, climate risk identification and the implementation of emission reduction projects; and each production department is responsible for implementing specific measures in process improvements, equipment operation and daily energy conservation.

To enhance the completeness and traceability of climate data, the Company continues to refine its mechanisms for the collection, calculation, verification and third-party validation of greenhouse gas data, with the scope of the inventory covering direct emissions, indirect emissions from purchased electricity and other indirect emissions related to operations. During the reporting period, the company maintained the effective operation of its ISO 50001 Energy Management System and continued to advance external assessments such as ISO 14064 greenhouse gas verification, ISO 14067 product carbon footprint certification, CDP questionnaires and EcoVadis ratings, driving the evolution of climate governance from isolated energy-saving initiatives towards systematic low-carbon management.

## Strategy

Taking into account the high energy intensity of the PCB manufacturing industry and the ever-increasing carbon data requirements from customers, the company has integrated low-carbon transition into its medium- and long-term business strategies.

In September 2025, Multek’s greenhouse gas reduction targets covering the entire value chain were formally validated by the Science Based Targets initiative (SBTi). The company is committed to adhering to the latest SBTi standards and has established a net-zero emissions pathway across the entire value chain:

- Net-zero emissions target:** Committed to achieving net-zero greenhouse gas emissions across the entire value chain by 2050.
- Short-term targets:** Using 2024 as the base year, the company commits to significantly reducing Scope 1 and Scope 2 carbon emissions by 58.8% and Scope 3 absolute emissions by 35.0% by 2034.
- Long-term target:** The company commits to reducing absolute greenhouse gas emissions across Scopes 1, 2 and 3 by 90.0% by 2050 compared to the baseline year.



To achieve these objectives, the company is advancing its climate strategy across four key areas: optimization of the energy mix, energy-saving and consumption-reduction technologies, lean operational improvements, and product carbon footprint management’. Regarding the energy mix, the company continues to procure green electricity and green certificates whilst expanding the application of distributed photovoltaic systems; in terms of energy-saving technologies, the company prioritizes the retrofitting of key energy-consuming systems such as air conditioning, air compression, vacuum systems and heating; regarding operational improvements, the company utilizes energy monitoring platforms and energy audit mechanisms to identify high-energy-consumption processes; in product management, the company conducts product carbon footprint calculations and certification in accordance with customer requirements, supporting customers’ low-carbon supply chain management.



### Case Study: Product Carbon Footprint Management

The company continues to advance carbon footprint management. In 2025, the RFRTx068 printed circuit board produced by Multek China Limited, obtained the ISO 14067 product carbon footprint certificate, with a calculation boundary of “cradle to gate” and a declaration unit of 1 square meter. The product’s carbon footprint was 335.08 kgCO<sub>2</sub>e/m<sup>2</sup>, with the raw material acquisition stage accounting for 15.44% and the manufacturing stage accounting for 84.56%.



ISO 14067:2018 Product Carbon Footprint Certificate 



### Case Study: Energy-saving retrofit of key energy-consuming systems

The company continues to carry out technical upgrades on key energy-consuming facilities. The high-efficiency central air-conditioning plant project replaces decentralized, outdated air-conditioning systems with high-efficiency chillers and an online monitoring system. Following the upgrade, the target for the comprehensive energy efficiency ratio (EER) is set at no less than 5.0. It is estimated that this will result in annual electricity savings of approximately 12 million kWh, equivalent to a reduction in greenhouse gas emissions of approximately 7,027.2 tonnes. The electric heating retrofit project for the gold plating and film stripping lines on the second floor of Building B3 involves the introduction of high-temperature air-source heat pumps to replace traditional electric heating elements. This is expected to save 178,400 kWh of electricity annually, reduce carbon emissions by 104.4 tonnes, and achieve an electricity savings rate of approximately 46%.



## Impact, Risk and Opportunity Management

The Company, in accordance with IFRS S2 and existing risk management processes, identifies the potential impacts of climate change on asset safety, production capacity stability, operating costs, customer access and financing costs, and incorporates climate-related risks into its day-to-day operations.

In terms of physical risks, the Company monitors the potential impacts of extreme weather events—such as typhoons, torrential rain, urban flooding and high temperatures—on plant infrastructure, logistics, employee commuting and production continuity. The Company mitigates operational disruptions through facility inspections, flood and typhoon preparedness, contingency planning, management of reserve supplies, maintenance of critical equipment and emergency communication during abnormal weather conditions. Regarding chronic risks, rising temperatures may increase air-conditioning cooling loads, whilst changes in water resource pressures may affect the stability of water-intensive processes. The company enhances resilience through the retrofitting of high-efficiency plant rooms, water recycling, water balance analysis and optimization of equipment operations.

Regarding transition risks, the company is addressing compliance and operational pressures arising from carbon disclosure standards, product carbon footprints, customer low-carbon procurement requirements, carbon border adjustment policies, and carbon data management within the supply chain. Through Science Based Targets Initiative (SBTi) targets, the procurement of green electricity and green certificates, ISO 14067 certification, CDP disclosures, and energy-saving technical retrofit projects, the company is progressively enhancing its ability to respond to clients’ low-carbon supply chain requirements. At the same time, low-carbon manufacturing and carbon data transparency also present market opportunities for the company, helping to strengthen its ability to secure high-end client projects and enhance its competitiveness in the green supply chain.

### Identification of Climate-Related Risks and Opportunities

| Type                                   | Key Aspects                                                                                                                                                                                         | Potential Impacts and Management Approaches                                                                                                                                                                                                                                                                                  |
|----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Acute Physical Risks                   | Extreme weather events such as typhoons, torrential rain, urban flooding and heatwaves affect production sites, logistics operations and staff safety.                                              | This may result in equipment damage, production disruptions, Delivery delays and increased repair costs. The company mitigates these impacts through contingency plans, facility inspections, flood and typhoon prevention measures, and maintenance of critical equipment.                                                  |
| Chronic Physical Risks                 | Long-term climate factors, such as rising temperatures and changes in water resource availability, may affect cooling loads, water supply security and the stability of the production environment. | This may increase energy and water costs. The company continuously enhances operational resilience through high-efficiency plant rooms, water recycling, water balance testing and energy audits.                                                                                                                            |
| Transition Risks                       | Domestic and international requirements regarding carbon disclosure, carbon footprints, green supply chains and customers’ low-carbon procurement demands are continuously increasing.              | This may lead to compliance costs, certification costs and pressure regarding supply chain data management. The company enhances its responsiveness through SBTi targets, CDP disclosures, ISO 14064/14067 and collaborative supply chain management.                                                                        |
| Market and technological opportunities | Customer demand for low-carbon manufacturing, the use of renewable energy and transparency regarding product carbon footprints is increasing.                                                       | This helps to enhance customer trust, green supply chain competitiveness and the ability to secure high-end customer projects. The company is consolidating its competitive edge through green electricity procurement, solar power generation, energy-saving technical upgrades and product carbon footprint certification. |

## Metrics and Targets

The company will continue to monitor annual carbon emissions performance and conduct rolling reviews of greenhouse gas emissions, the proportion of clean energy, energy efficiency and product carbon footprint management, taking into account SBTi targets, customer carbon data requirements and the performance of energy-saving projects.

During the reporting period, the company continued to expand its use of renewable energy, with solar/PV electricity consumption amounting to 1,691,169 kWh, and the corresponding volume of green electricity/green certificates procured totaling 89,935,000 kWh. In 2025, the total greenhouse gas emissions for Scope 1, Scope 2, and Scope 3 amounted to 212,158.09 tons of CO<sub>2</sub>eq. The data has been verified by a third party.



Multek Industries Ltd. has been awarded the title of “Green Factory” by Guangdong Province

Multek China Limited. has been awarded the honorary title of “Green Factory” by Zhuhai City.

Multek Industries Ltd. & Multek China Limited. have been awarded the title of “Advanced Enterprise in Green Manufacturing and Environmental Protection”

Key climate-related indicators

| Indicator                                                                                    | 2025 Data/Status                      | Description                                                                                                                                                                                              |
|----------------------------------------------------------------------------------------------|---------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| EcoVadis Rating                                                                              | Bronze; Overall score 67/100          | Environmental dimension score: 80/100; rating valid until November 2026.                                                                                                                                 |
| Solar/PV Electricity Consumption                                                             | 1,691,169 kWh                         | Following the addition of a new photovoltaic project covering nearly 6,000 square meters at the North Plant in 2024, the facility continued to contribute clean electricity during the reporting period. |
| Procurement of green electricity/green certificates corresponding to electricity consumption | 89,935,000 kWh                        | Of this, 69,935 MWh is allocated to the North Plant and 20,000 MWh to Multek China.                                                                                                                      |
| 2025 Scope 1, Scope 2 and Scope 3 greenhouse gas emissions                                   | 212,158.09 tons of CO <sub>2</sub> eq | Multek Industrial: 172,260.71 tons of CO <sub>2</sub> eq .<br>Multek China: 39,897.38 tons of CO <sub>2</sub> eq.                                                                                        |



# ENVIRONMENTAL COMPLIANCE MANAGEMENT

Environmental compliance forms the foundation of Multek’s green operations. The company strictly adheres to laws and regulations such as the Environmental Protection Law of the People’s Republic of China, the Water Pollution Prevention and Control Law of the People’s Republic of China, the Air Pollution Prevention and Control Law of the People’s Republic of China, and the Law of the People’s Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste. We have established a comprehensive management mechanism covering wastewater, exhaust gases, solid waste, hazardous chemicals and hazardous waste to ensure that our production and business operations consistently meet regulatory requirements.

## Environmental Management Systems and Policies

The company’s EHS team leads environmental compliance management, overseeing the operation of the environmental management system, the identification and assessment of environmental factors, the supervision of pollution control facilities, discharge permits and monitoring, environmental training, and emergency management. Departments including production, facilities, warehousing and procurement implement source reduction, process control, sorted collection, and compliant storage and disposal in accordance with their respective responsibilities. Both Multek Industrial and Multek China maintain valid ISO 14001:2015 Environmental Management System certification, with the scope of management covering related manufacturing activities such as rigid printed circuit boards, flexible printed circuit boards and printed circuit board assembly.



ISO 14001:2015 Environmental Management System Certificate 

### Multek Environmental, Health and Safety Policy

- We take necessary measures to provide a healthy and safe workplace, protect the environment, prevent pollution, and conserve energy and natural resources through the application of advanced technology and our Environmental, Health and Safety (EHS) management system.
- We monitor and measure performance in all regions where we operate, and strictly comply with all applicable EHS laws and other requirements.
- To ensure continuous improvement, we regularly review our EHS objectives, targets, projects and processes.
- We make this policy available to all personnel representing or working for Multek, as well as to suppliers, customers and the public.
- We foster a corporate culture of responsibility, ensuring that management, employees and business partners work together to benefit the environment and safeguard the health and safety of all personnel.

The company has established the "Environmental, Health and Safety Objectives, Indicators and Management Program Procedures" and, based on its specific circumstances, has set environmental management objectives such as zero environmental incidents, compliance with emission standards and carbon reduction targets. These are broken down and assigned to relevant departments and linked to the performance of relevant managers (as veto items, routine assessment items and bonus points).

Environmental Risk Management

The company has established a comprehensive management system covering the entire process of environmental risk identification, assessment and control. In accordance with the internal ‘Guidelines for the Identification of Environmental Factors and Hazard Sources and Risk Assessment’, we routinely identify and analyze environmental impact factors, incorporating these into our annual target and indicator management plan. For identified environmental impact factors, we develop corresponding control measures by category to ensure that production and business operations comply with environmental regulations and systematically reduce the risk of environmental non-compliance.

| Environmental risk management process |                                              |                                                                                                                                                                                                                                                                                                                                        |
|---------------------------------------|----------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Steps                                 | Category                                     | Specific Content                                                                                                                                                                                                                                                                                                                       |
| 01<br>Identification                  | Identifying Entity                           | Each department shall identify environmental factors on a process-by-process basis, complete the ‘Environmental Factors Identification and Assessment Form’ and submit it to EHS for review                                                                                                                                            |
|                                       | Consolidation and Management                 | The EHS department shall collate the information, supplement any omissions, and draw up the ‘List of Significant Hazard Sources and Major Environmental Factors’                                                                                                                                                                       |
| 02<br>Assessment                      | Assessment of Direct Environmental Factors   | Determined in accordance with the ‘Criteria for the Assessment of Direct Significant Environmental Factors’<br>Determined based on management requirements and experience with the environmental management system: non-compliance with regulations, complaints from stakeholders, lack of effective control measures, hazardous waste |
|                                       | Assessment of Indirect Environmental Factors | Suppliers: Key chemical suppliers must be audited for licenses, packaging labels and leak prevention measures<br>Disposal contractors: Local hazardous waste disposal contractors must meet qualification and transport safety requirements                                                                                            |
| 03<br>Control                         | Control of Direct Environmental Factors      | Develop control programs in accordance with regulations and company documentation (e.g. pollution prevention, resource optimization)<br>Incorporate into annual EHS objectives and management plans, with implementation supervised by EHS                                                                                             |
|                                       | Control of Indirect Environmental Factors    | Conduct audits in accordance with the company’s annual supplier audit plan<br>• Conduct daily supervision of suppliers required to carry out on-site operations in accordance with company documentation requirements                                                                                                                  |

A total of 23 targeted environmental risk inspections were carried out in 2025 to ensure risks were minimized.

Wastewater, Waste Gas and Waste Management

The company strictly complies with laws and regulations such as the Water Pollution Prevention and Control Law of the People’s Republic of China, the Air Pollution Prevention and Control Law of the People’s Republic of China, the Pollution Control Standards for the Storage and Landfilling of General Industrial Solid Waste, and the Pollution Control Standards for the Storage of Hazardous Waste, implementing end-to-end control over wastewater, waste gas and waste. In 2025, the company did not incur any penalties from the Environmental Protection Bureau regarding wastewater, waste gas, noise or hazardous waste, with a compliance rate of 100%.

Wastewater Management

The Company’s wastewater primarily originates from processes such as etching lines, pickling lines and electroplating lines, and is categorized into domestic sewage and industrial wastewater.

|                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                 |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <div>• Treatment Process</div> <p>Industrial wastewater is treated through processes including coagulation, sedimentation, biological treatment and MBR membrane filtration to meet regulatory standards before being discharged into a discharge basin; domestic sewage is treated in septic tanks before being discharged into the municipal sewerage network</p> | <div>• Online Monitoring</div> <p>Online monitoring systems for COD, ammonia nitrogen, total copper, total nickel and other parameters have been installed at the discharge points and are connected to the provincial and municipal environmental protection authorities to jointly monitor indicators such as wastewater flow, pH, COD, ammonia nitrogen and total copper</p> |
| <div>• Continuous Improvement</div> <p>Continuously optimize wastewater treatment processes to enhance the effectiveness of pollutant treatment</p>                                                                                                                                                                                                                 | <div>• Compliance Performance</div> <p>During the reporting period, the wastewater discharge compliance rate was 100%</p>                                                                                                                                                                                                                                                       |

| Wastewater Parameters                      | 2025 Data    | Unit/Description |
|--------------------------------------------|--------------|------------------|
| Total Water Discharge (A+B)                | 2,405,424.99 | tonnes           |
| ①A Industrial wastewater discharge         | 2,380,587.99 | tonnes           |
| ② Volume of domestic wastewater discharged | 24,837.00    | tonnes           |
| Recycled water volume                      | 117,200.00   | tonnes           |
| Chemical Oxygen Demand (COD) emissions     | 68.1         | tonnes           |
| Ammonia nitrogen emissions                 | 25.96        | tonnes           |



Exhaust gas management

The company’s exhaust emissions primarily consist of organic vapors, hydrogen chloride, sulphuric acid mist, nitrogen oxides and particulate matter generated during the production process.

Emission Standards

All exhaust outlets are designed and installed in accordance with national standards; exhaust gases are discharged into the atmosphere via exhaust stacks after treatment

Monitoring Mechanism

Emissions are monitored by internal management staff and third-party organizations to ensure compliance with emission regulations

Technological Upgrades

We continuously optimize environmental treatment processes and upgrade high-efficiency end-of-pipe treatment equipment to further reduce emissions whilst ensuring compliance with regulatory requirements

| Emissions Targets                           | 2025 Data | Unit/Description |
|---------------------------------------------|-----------|------------------|
| Volatile Organic Compounds (VOCs) Emissions | 1.91      | tonnes           |
| Nitrogen oxides (NOx) emissions             | 2.58      | tonnes           |
| Sulphur oxides (SOx) emissions              | 0.20      | tonnes           |
| Particulate matter (PM) emissions           | 0         | tonnes           |

Waste management

The company has established a closed-loop management process covering “generation – sorting – storage – disposal”. It conducts rigorous qualification reviews of hazardous waste suppliers to ensure their legal compliance; it ensures full legal traceability throughout the entire process of hazardous waste generation, storage, transfer and disposal; and it regularly completes hazardous waste transfer declarations to mitigate environmental risks.

• General Waste

Domestic waste and industrial waste are collected separately; priority is given to recycling and reuse; after collection, industrial waste is sent to qualified disposal units for comprehensive Utilization and treatment; domestic waste is collected and removed regularly by the environmental sanitation department

• Hazardous Waste

Classified in accordance with the National Catalogue of Hazardous Wastes and labelled with orange identification tags; temporarily stored in hazardous waste warehouses with measures to prevent water ingress and leakage; regularly entrusted to entities with professional treatment qualifications for collection and disposal; electronic consignment notes submitted via the Guangdong Solid Waste Information Management Platform

• Reduction Measures

Recover copper from etching waste liquid via electrolysis to reduce the volume of copper-containing waste liquid; upgrade to high-efficiency filter presses to effectively reduce the moisture content in sludge

• Compliance Performance

100% compliance rate for the disposal of solid waste

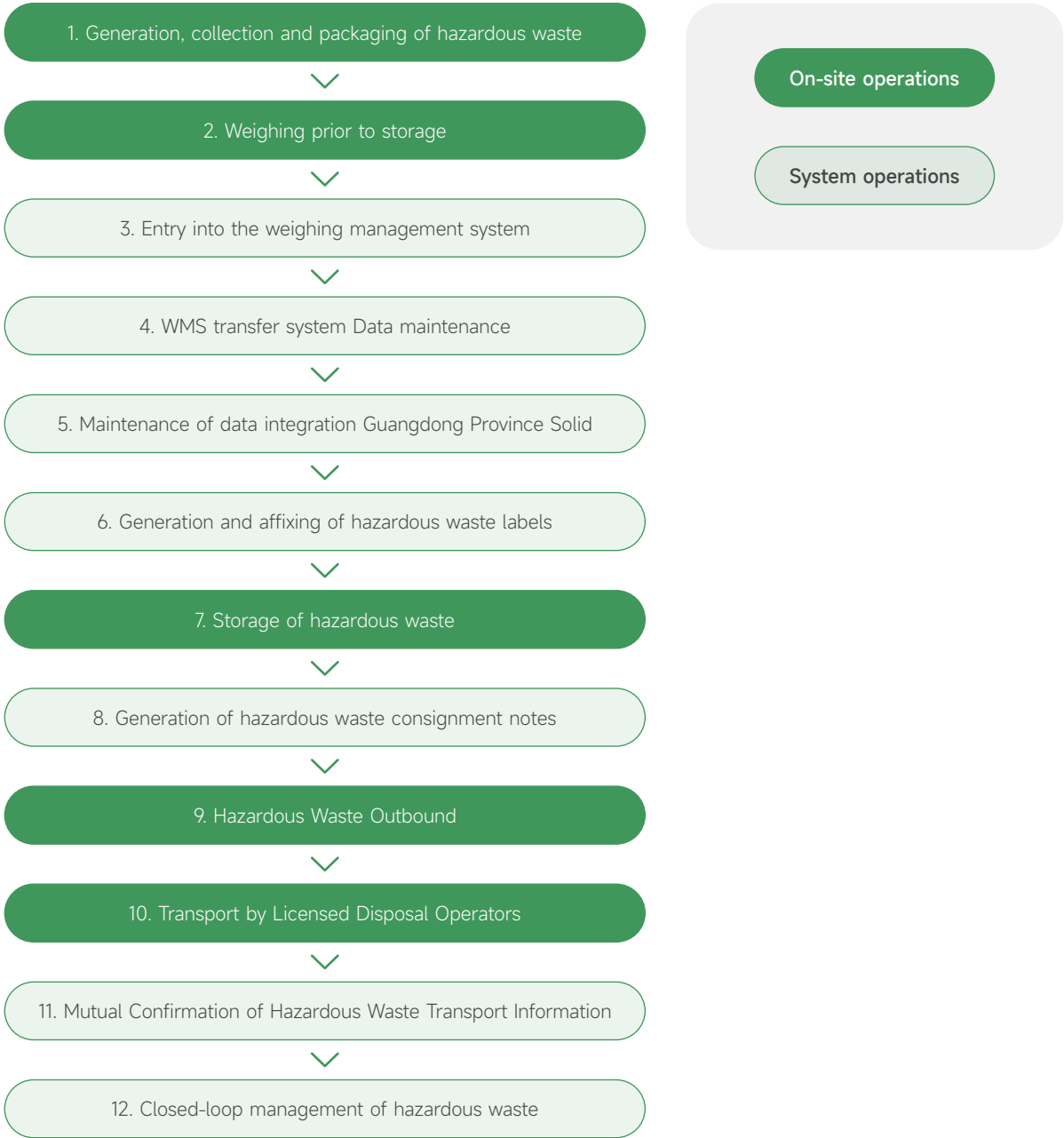
Waste management

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| Process Stages                                                         | Management Actions                                                                                                                                                                                      | Management Benefits                                                                   |
|------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| Generation and Collection                                              | Once hazardous waste is generated by production units, it is centrally bundled on-site by category and transported to the loading bays of each factory building.                                        | Promoting source-separated sorting to reduce the risk of mixed packaging and storage. |
| Weighing and System Entry                                              | The forklift is equipped with an integrated electronic scale; the weighing data is automatically fed into the weighing management system and, once confirmed by the CMR, transferred to the WMS system. | This reduces manual data entry errors and creates traceable weight records.           |
| Generation of electronic labels                                        | The system generates hazardous waste labels after synchronizing the relevant information, which are then printed on-site by a label printer and affixed.                                                | This ensures that hazardous waste packaging is linked to the electronic ledger.       |
| Integration with Guangdong Province Solid Waste Cloud Reporting System | The WMS transfer system transmits data awaiting integration to the Guangdong Solid Waste Cloud Reporting System.                                                                                        | This improves the timeliness of regulatory reporting and data consistency.            |
| Receipt, Transfer Notes and Dispatch                                   | Upon receipt of hazardous waste, a transfer consignment note is generated; upon dispatch, the waste is handed over to a qualified disposal operator.                                                    | Ensuring the hazardous waste transfer process complies with legal requirements.       |
| Receipt Confirmation and Waybill Closure                               | Once the receiving entity confirms in the system that the quantity of waste matches the transfer manifest, the manifest is finalized and the process is closed.                                         | This enables full lifecycle tracking from generation to disposal .                    |



Explanation of the electronic process for hazardous waste entry and exit



| Waste Indicators                        | 2025 Data | Unit/Description |
|-----------------------------------------|-----------|------------------|
| Volume of Non-Hazardous Waste Generated | 6,119.17  | tonnes           |
| Amount of non-hazardous waste recycled  | 6,119.17  | tonnes           |
| Volume of hazardous waste generated     | 15,475.03 | tonnes           |
| Amount of hazardous waste recycled      | 14,182.47 | tonnes           |

## Training and Cultural Development

The company continues to carry out environmental protection awareness campaigns and training to enhance environmental awareness among all staff and promote a green culture.

### Key Performance Targets for 2025

During the reporting period, the Company organized specialized EHS training sessions covering a total of **54,032** participants, achieving a training coverage rate of **100%**.

Training content covered environmental management, laws and regulations, hazardous waste disposal, chemical safety and emergency response, ensuring that everyone from management to frontline staff possesses the necessary environmental knowledge and skills.



The company conducts environmental awareness and education activities through various channels, including but not limited to: organizing themed campaigns on occasions such as World Environment Day and Earth Day; continuously publishing environmental policies and green initiatives via channels such as noticeboards on the factory premises and the internal website; and carrying out specialized campaigns on waste sorting and energy conservation to enhance employees' environmental awareness in their daily work.

## Environmental Emergency Management

The company has formulated the 'Emergency Response Plan for Sudden Environmental Incidents', which has undergone expert review and been filed with the Zhuhai Municipal Bureau of Ecology and Environment. This plan standardized emergency management procedures, improves response speed and coordination levels in the event of sudden environmental incidents, prevents the spread and escalation of environmental pollution accidents, avoids the occurrence of secondary disasters, and minimizes environmental impact to the greatest extent possible. Concurrently, we have stocked emergency supplies for handling sudden environmental incidents in accordance with requirements. We conduct regular annual emergency drills covering incidents such as chemical and hazardous waste leaks. We have also signed a "Mutual Aid Agreement for Environmental, Health and Safety Incident Emergency Response" with neighboring enterprises to ensure the company can effectively manage various sudden environmental emergencies, thereby minimizing casualties and property damage to the greatest extent possible.



### Key Performance Indicators for 2025

During the reporting period:

Total environmental protection expenditure: **56.866** million yuan

Environmental protection training coverage: **100%**

**0** environmental pollution incidents throughout the year

**100%** compliance rate for the discharge of "three wastes"

Since 2018, we have taken out Environmental Liability Insurance for nine consecutive years and have maintained an impeccable record of **0** incidents and zero claims to date.

# RESOURCE UTILIZATION AND THE CIRCULAR ECONOMY

Resource Utilization and the circular economy are key areas of focus for Multek. The company’s production processes involve the consumption of various resources, including electricity, natural gas, industrial water, chemicals and packaging materials. Through the ISO 50001 Energy Management System, refined water resource management, the procurement of clean energy, energy-saving technical upgrades and the resource recovery of waste, the company enhances the output efficiency per unit of resource input, whilst mitigating the impact of resource price fluctuations and supply constraints on its operations.

## Governance

The company has established a resource management mechanism coordinated by senior management, led by the EHS and Facilities departments, and supported by all production departments. In terms of energy management, the company maintains valid ISO 50001:2018 Energy Management System certification and implements closed-loop management centred on energy audits, energy benchmarks, energy performance indicators, energy targets and improvement projects; In terms of water resource management, the Facilities and EHS teams are responsible for water abstraction, consumption, discharge, reuse and water balance analysis, with a particular focus on water-saving retrofits and recycling on high-water-consumption production lines; regarding waste and packaging materials, the company promotes improved material recycling efficiency through sorted collection, recycling and collaboration with suppliers.

ISO 50001 certification



# Strategy

The company adheres to the energy management policy of “Compliance and Innovation, Energy Conservation and Consumption Reduction, Clean Production, and Continuous Improvement”, and continues to advance resource Utilization and the circular economy in line with the following strategic directions:

## Energy Management and Energy Conservation

The Company advances its energy conservation and emissions reduction efforts across three key dimensions: “management-led energy conservation, technology-driven energy conservation, and optimization of the energy mix”.

### Management-Based Energy Conservation

Establish a smart energy online monitoring system, utilizing information technology and big data analysis to enable real-time monitoring and analysis of energy consumption, with granularity down to hourly intervals; formulate and implement management systems for electricity and water usage to eliminate issues such as lights left on unnecessarily, air conditioning running continuously, and leaks

### Technical Energy Conservation

Replace energy-intensive, outdated equipment and adopt high-efficiency production technologies and processes; in 2024, invest 14.07 million yuan to construct a Class 1 energy-efficiency compressed air station, achieving annual electricity savings of 3.19 million kWh

### Optimization of Energy Mix

Expand distributed photovoltaic projects and procure green certificates or green electricity to optimize the energy consumption structure



## Case Study: Energy-saving Project for High-efficiency Central Air Conditioning Plant

In 2025, the company invested in the construction of a high-efficiency central air conditioning plant to replace the outdated, decentralized central air conditioning systems that had been in operation for over 20 years. The project utilized high-efficiency chillers and was equipped with an online monitoring system to enable real-time tracking and analysis of operational data. The annual comprehensive EER prior to the refurbishment was approximately 0.271; the post-refurbishment EER target is set at no less than 5.0. Annual electricity savings are projected to reach approximately 12 million kWh, equivalent to a reduction of approximately 6,367 tonnes of greenhouse gas emissions per year. This project has effectively reduced the company’s operational energy consumption and made a substantial contribution to carbon reduction targets.



Water Resource Management

The company strictly adheres to policies and regulations such as the Water Law of the People’s Republic of China and the Guang-dong Province Water Conservation Measures. It has established water management procedures, promoted the formation of a water conservation task force, and formulates annual water conservation plans and implementation schemes to minimize water consumption. The company continues to strengthen water conservation management, accelerate the transition towards a more economical and intensive water usage model, and comprehensively enhance water use efficiency and benefits.

Water Balance Analysis

Water balance analyses are conducted to measure and analyze water supply, usage and discharge during the factory production process, with targeted measures formulated to improve water resource Utilization. As of the end of the reporting period, both Chao Yi Industrial and De Li Technology had carried out water balance analyses.

Water Conservation

Establish water consumption quotas, monitor and track monthly water usage to identify areas for improvement, and strengthen daily water conservation management; utilize water-saving facilities and equipment, such as installing sensor-activated water-saving controllers, and carry out regular maintenance and management of water-using equipment

Water Recycling

Actively promoting water recycling technologies in production operations; production lines adopt multi-stage counter-current washing processes to enhance water resource efficiency whilst minimizing the impact of wastewater discharge on surrounding water bodies; reusing RO concentrate by returning it to the source water tank to produce purified water, with the remainder used for non-potable purposes such as flushing toilets, thereby reducing reliance on the municipal water supply

Mitigating Water Risks

Thoroughly assess water resource risks during the site selection process for new projects; continuously monitor water scarcity risks and evaluate water-related strategies to ensure water supply can support necessary production operations



Water conservation campaign

Chemical Management

The company has established policies such as the ‘MSDS and Chemical Safety Labelling Management Procedure’, ‘Chemical Storage Safety Guidelines’ and ‘Explosive and Hazardous Chemicals Management System’ to implement full lifecycle management of hazardous chemicals, covering procurement, storage, use and disposal.

The hazardous chemicals used within the company’s premises primarily include hydrochloric acid, sulphuric acid, nitric acid, hydrogen peroxide, sodium hydroxide, ammonia solution, ethanol and potassium permanganate, which are stored in separate warehouses for acidic chemicals, alkaline chemicals and Class A chemicals. During the product design process, the company adheres to the principles of environmental friendliness and sustainability, actively seeking and adopting alternatives to hazardous chemicals that are non-toxic or present lower risks.

The company implements full life-cycle management of chemicals, from design, procurement, use and storage to waste disposal, ensuring that all stages comply with environmental, health and safety requirements.

Chemical Life Cycle Management

| Phase           | Management Measures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|-----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Design          | During the product design process, we adhere to the principles of environmental friendliness and sustainability, actively seeking and adopting harmless or lower-risk alternatives to chemical substances; through life-cycle assessment and environmental risk assessment, we evaluate and reduce the use and emissions of chemical substances in product design                                                                                                                                                                                                          |
| Procurement     | When establishing partnerships with suppliers, we explicitly require them to provide relevant information on chemical substances, including composition, detailed safety data and potential environmental impacts; we prioritize suppliers who strictly comply with environmental and health standards, and establish a comprehensive supply chain compliance system for chemical substance management                                                                                                                                                                     |
| Use and Storage | We actively apply clean production technologies and processes to reduce the use and emissions of chemicals during production; we establish chemical management systems to ensure that the storage, use and disposal of chemicals comply with the latest relevant regulations and standards; we provide detailed instructions for use and safety warnings to guide employees in the correct use and handling of chemicals in products; and we raise employee awareness of the safe use of chemicals and environmental protection through regular training and communication |
| Disposal        | Establish a chemical waste management system to classify, store, and handle hazardous waste in compliance with regulations, ensuring adherence to environmental and regulatory requirements                                                                                                                                                                                                                                                                                                                                                                                |



Circular Economy Practices

The company adheres to the principle of ‘reducing, recycling and safely disposing of solid waste’, integrating the concept of a circular economy into every stage of its production and operations.

• Energy Recycling

Improving energy efficiency through measures such as waste heat recovery and energy-saving technological upgrades

• Water Recycling

Continuously promoting water recycling; production lines adopt multi-stage counter-current washing processes and reuse RO concentrate, with recycled water usage reaching **117,200** tonnes in 2025

• Waste Reduction and Resource Recovery

Recovering copper from etching waste liquids via electrolysis to reduce the volume of copper-containing waste liquids; upgrading to high-efficiency filter presses to effectively reduce the moisture content in sludge; prioritizing recovery and reuse, with industrial waste collected and sent to qualified treatment facilities for comprehensive Utilization

• Promoting Green Principles

We advocate for the proper disposal of waste printed circuit boards and convey the concept of “cost-effective and environmentally friendly” to our customers, recommending that they be handed over to qualified entities for green processing

Impact, Risk and Opportunity Management

| Risks                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Opportunities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Potential Financial Impact                                                              |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|
| Fluctuations in the prices of resources such as energy, water and chemicals, or supply shortages, may lead to rising production costs and disruptions to production continuity; inefficient resource Utilization will increase energy and material consumption per unit of output, driving up operating expenses; simultaneously, with environmental regulations becoming increasingly stringent, non-compliant emissions or excessive usage may result in compliance risks such as fines or production suspensions for rectification. | By optimizing the energy mix, promoting water-saving technologies and reducing chemical usage, resource consumption per unit of output can be reduced, thereby enhancing cost competitiveness; establishing a robust resource recycling system (such as recycled water reuse and chemical packaging recovery) helps to reduce raw material procurement and waste disposal costs; actively adopting clean energy and low-carbon technologies can secure green finance support and policy subsidies, thereby enhancing market reputation. | Operating Costs<br>Capital Expenditure<br>Compliance Costs<br>Government subsidy income |

Metrics and Targets

| Category             | Indicator                                                               | 2025 data      | Unit         |
|----------------------|-------------------------------------------------------------------------|----------------|--------------|
| Energy               | Purchased electricity (excluding green electricity)                     | 296,577,239.08 | kWh          |
|                      | Solar/PV electricity consumption                                        | 1,691,169      | kWh          |
|                      | Electricity equivalent to green electricity/green certificates procured | 89,935,000     | kWh          |
|                      | Petrol consumption                                                      | 14.95          | tonnes       |
|                      | Diesel consumption                                                      | 17.70          | tonnes       |
|                      | Natural gas consumption                                                 | 499,872        | cubic meters |
| Water resources      | Municipal water intake                                                  | 3,342,885.73   | tonnes       |
|                      | Recycled water volume                                                   | 117,200.00     | tonnes       |
| Resource Utilization | Total volume of packaging materials used for finished products          | 770699.00      | tonnes       |
|                      | Of which, the amount of recyclable/reusable packaging materials used    | 761921.00      | tonnes       |

# ECOSYSTEM AND BIODIVERSITY CONSERVATION

Multek strictly adheres to national and local laws and regulations on biodiversity conservation, integrating ecological protection principles throughout the entire process of planning, design, construction and operation. Through systematic pollution prevention, environmental monitoring and ecological protection measures, the company minimizes the impact of its operational activities on the surrounding ecosystem.

## Ecological Impact Assessment

During the project planning and design phase, the company conducts comprehensive surveys and assessments of the surrounding ecological environment based on biodiversity conservation requirements. This ensures a thorough understanding of the characteristics and distribution of local biodiversity, avoids selecting sites that would adversely affect biodiversity, and secures the required environmental impact assessment report in accordance with regulations. During the construction phase, the company minimizes impacts on local vegetation, soil and water bodies by implementing construction protection measures and restricting the scope of work. During the operational phase, continuous environmental monitoring is carried out, with regular collection and analysis of environmental indicator data, including air quality, water quality and soil quality—to promptly identify and resolve potential issues.

According to the assessment, the company’s production and operational activities are not situated within ecological protection red lines, nor are they located in or near ecologically sensitive areas. No species listed on the IUCN Red List or the National Protected Species List are present in the habitats affected by development or operations, and no changes to land, freshwater or marine use have been caused.



# Pollution Prevention and Ecological Conservation

By establishing a comprehensive pollution prevention and control system, the company effectively minimizes the ecological impact of pollutant emissions on surrounding soil, water bodies and air:

## • Establishment of a Pollution Prevention and Control System

Establishing wastewater treatment plants (incorporating physical-chemical and biological processes), exhaust gas treatment facilities (including acid-base scrubbers and zeolite molecular sieve adsorption) and standardized hazardous waste storage facilities to effectively reduce pollutant emissions

## • Establishing a risk prevention and control mechanism

Conduct regular inspections for potential soil contamination risks, repair damaged surfaces and maintain impermeable facilities (such as emergency retention basins for chemical warehouses and tank farm surfaces) to prevent toxic substances from leaking and contaminating the surrounding environment

## • Environmental Monitoring and Emergency Management

Implement self-monitoring of soil and groundwater; define monitoring points and parameters (e.g. copper, nickel, VOCs) in accordance with the ‘Soil Environmental Quality Standards for Soil Pollution Risk Control of Construction Land (Trial)’ (GB 36600-2018) and the ‘Groundwater Quality Standards’ (GB/T 14848-2017); formulate emergency response plans to ensure the timely handling of sudden pollution incidents

No significant ecological impacts were identified during the reporting period.

The company actively participates in biodiversity conservation awareness campaigns, organizing themed promotional activities on ecosystem and biodiversity protection through posters, noticeboards and other formats to enhance employees’ awareness of and engagement with biodiversity conservation.

## Raising awareness of biodiversity conservation



# 04

## SOCIETY: RESPONSIBILITY AND WELL-BEING

The company integrates social responsibility into every aspect of its operations, striving to foster mutual reinforcement between economic benefits and social value. With occupational health and safety as our baseline, we safeguard our employees' fundamental rights and interests; we strengthen human capital development and talent attraction to cultivate an organizational culture of equality, respect and inclusivity; we refine our employee training and development systems to support staff growth; and we actively participate in community development and charitable initiatives to demonstrate our corporate warmth. Together with our partners, we are building a better society where responsibilities are shared and value is shared.

Contribution to the UN SDGs:



# OCCUPATIONAL HEALTH AND SAFETY

Multek regards occupational health and safety as the cornerstone of sustainable corporate development. The company strictly adheres to laws and regulations such as the ‘Work Safety Law of the People’s Republic of China’ and the ‘Law of the People’s Republic of China on the Prevention and Control of Occupational Diseases’, and has established a systematic occupational health and safety management system. Through risk control, hazard identification, training and drills, and continuous improvement, we provide a safe and healthy working environment for our employees.

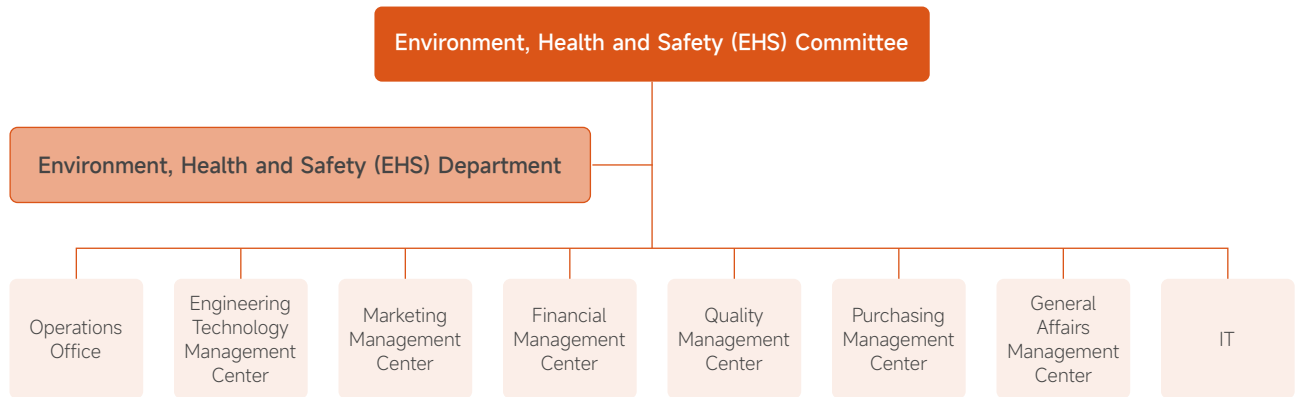
## Governance

The company has established and operates an ISO 45001 Occupational Health and Safety Management System. It has formulated regulations such as the ‘Environmental, Health and Safety Accountability Management System’, ‘Equipment Safety Operating Procedures Management Program’, ‘Special Operations Management System’ and ‘Occupational Health Management System’ to comprehensively standardize the safety management framework, safety objectives, hazard identification, emergency response plans, and performance assessment and accountability. During the reporting period, the ISO 45001 Occupational Health and Safety Management System certification remained valid.

ISO 45001 Occupational Health and Safety Management System Certification



The Company has established an EHS department responsible for coordinating and advancing occupational health and safety management. Each factory has appointed safety management personnel, whilst department heads bear primary responsibility for safety management within their respective departments, forming a three-tier safety governance structure comprising “decision-making, management and execution”. The Company regularly organizes EHS management reviews to continuously improve the effectiveness of the system’s operation.



## Strategy

The Company adheres to the work safety policy of “safety first, prevention-oriented, and comprehensive management”, and continues to advance occupational health and safety work across multiple strategic directions.

### Risk Identification and Hazard Investigation

The company has established a comprehensive dual-prevention mechanism comprising graded safety risk control and hazard investigation and rectification. In accordance with the ‘EHS Inspection and Hazard Investigation and Rectification System’, various forms of safety inspections are carried out, including routine patrols, special inspections and seasonal inspections.

| Types of Inspection                          | Inspection Frequency            |
|----------------------------------------------|---------------------------------|
| Plant-level EHS inspections                  | Once a month                    |
| Departmental EHS inspection                  | Once a month                    |
| Team-level/Workstation-level EHS inspections | Once per shift                  |
| Special EHS inspections                      | As required                     |
| Seasonal EHS inspections                     | As per seasonal requirements    |
| Pre-holiday EHS inspections                  | One week before public holidays |

In 2025, in addition to routine safety inspections, the company will conduct monthly specialized inspections tailored to the specific circumstances and requirements of each factory, totaling 23 such inspections throughout the year to ensure risks are minimized.

## Strengthening Work Safety

The company has formulated regulations such as the ‘Environmental, Health and Safety Responsibility System Management Regulations’, ‘Equipment Safe Operating Procedures Management Program’, ‘Special Operations Management Regulations’, ‘MULTEK Emergency Response Plan and Emergency Contact Guidelines’, and ‘Safety Team Work and Reward/Disciplinary Guidelines’. These comprehensively standardize the safety management framework, decision-making procedures, safety objectives, hazard identification, emergency response plans, performance assessment and accountability, ensuring the smooth and effective operation of the company’s safety production work.

At the same time, the company has established a comprehensive dual-prevention mechanism comprising graded risk control and hazard identification and rectification. By constructing a risk prevention and control system based on “identification—assessment—control” and a closed-loop hazard management system based on “identification—rectification—acceptance”, a mutually supportive and coordinated safety protection system has been formed, providing dual safeguards for the company’s work safety and stable operations.

### • Reporting of Hazards

Report via the mobile hazard inspection or direct reporting function; major hazards or red/orange risk points must be reviewed by the reporter’s line manager

### • Review

Reviewed by the submitter’s line manager; once approved, the issue proceeds to the rectification stage

### • Hazard Rectification

The designated hazard rectification officer accesses the ‘Hazard Rectification’ section via the mobile app to submit a report on the rectification progress

### • Handover and Acceptance

Log in to the company’s main account via EHS and transfer responsibility for acceptance to the initiating department or its line manager

### • Acceptance

The initiating department or its supervisor logs in via the mobile app to approve or reject the submission; if rejected, it is returned to the department for rectification

### • Archiving

EHS accesses the company’s main account to archive and save the record; rectification of the hazard is complete

## Occupational Health Management

The company strictly adheres to the requirements of laws and regulations such as the ‘Work Safety Law of the People’s Republic of China’, the ‘Law on the Prevention and Control of Occupational Diseases’, and the ‘Regulations on the Supervision and Administration of Occupational Health in the Workplace’, to enhance the level of occupational disease prevention and control. The company has formulated the ‘Environmental Health and Safety Responsibility System Management Regulations’ and the ‘Equipment Safe Operating Procedures Management programs’ ‘MULTEK Emergency Response Plan and Emergency Contact Guidelines’, the ‘Occupational Health Management System’, and the ‘Personal Protective Equipment and Emergency Response Equipment Management Procedure’, among other occupational health and safety-related systems and procedures. This strengthens occupational health and safety management, effectively safeguards the occupational health rights and interests of workers, and ensures the smooth and effective operation of the company’s work safety activities.

### Management Processes

Occupational Health Surveillance

Management of Occupational Contraindications

OHM System

### Specific Measures

In 2025, a total of 3,411 employees underwent health examinations, achieving a completion rate of 100%; the coverage rate for pre-employment, in-service and post-employment occupational health examinations was 100%

Zero employees with occupational contraindications whilst in post; zero cases of occupational disease

We have independently developed the OHM occupational health management system to establish employee occupational health records, and organise occupational health examinations and monitoring of occupational hazard factors according to job-related risks. For roles involving hazardous chemicals, high temperatures, noise, dust and other hazards, the company provides operational Guidelines, personal protective equipment, on-site signage and emergency response procedures to ensure occupational health risks are kept under control.



| 查詢                       | 新增       | 刪除 | 查詢結果 | 開始時間 | 結束時間 | 查詢結果 (有) | Modify |
|--------------------------|----------|----|------|------|------|----------|--------|
| <input type="checkbox"/> | 防護物      |    | 要求   |      |      |          |        |
| <input type="checkbox"/> | 猛及無光粉化合物 |    | 要求   |      |      |          |        |
| <input type="checkbox"/> | 氯氣       |    | 要求   |      |      |          |        |
| <input type="checkbox"/> | 氯化氫      |    | 未要求  |      |      |          |        |
| <input type="checkbox"/> | 紫外線燈     |    | 要求   |      |      |          |        |
| <input type="checkbox"/> | 手持震動     |    | 要求   |      |      |          |        |
| <input type="checkbox"/> | 焊錫       |    | 未要求  |      |      |          |        |
| <input type="checkbox"/> | 氫氧化鈉     |    | 要求   |      |      |          |        |
| <input type="checkbox"/> | 正己烷      |    | 要求   |      |      |          |        |
| <input type="checkbox"/> | 高溫       |    | 未要求  |      |      |          |        |
| <input type="checkbox"/> | X-ray    |    | 要求   |      |      |          |        |
| <input type="checkbox"/> | 噪音       |    | 要求   |      |      |          |        |
| <input type="checkbox"/> | 塵埃       |    | 要求   |      |      |          |        |

## Safety Culture Development

The company regards the development of a safety culture as a vital foundation for risk management.

The company has established a tiered and categorized safety training system covering all stages, including new employee induction, on-the-job operations, post-holiday resumption of work, specialized management and emergency response, to ensure the continuous improvement of safety awareness among all staff.

| Training Categories                               | Training Content                                                                                                                                                                                                                                                          |
|---------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Induction and Basic Training                      | Safety induction for new employees, training on job-specific safety operating procedures                                                                                                                                                                                  |
| Resumption of Operations and Specialized Training | Post-holiday resumption of work safety training; safety and 5S training for BLOCK operations managers and supervisors                                                                                                                                                     |
| Occupational Health and Protection                | Occupational Health Training, Personal Protection and PPE Safety Training                                                                                                                                                                                                 |
| Management System Training                        | ISO 14001 & ISO 45001 Management System Training                                                                                                                                                                                                                          |
| Accident and Emergency Response Training          | Incident Reporting and Handling, Safe Use of Chemicals Training, Confined Space Safety Training, Fire Safety Training, Fire Safety Awareness Training and Practical Training on Fire Equipment for Key Roles, Emergency Response Plans for Sudden Environmental Incidents |
| Equipment and Operational Training                | Equipment Operation Safety Training, Handling Safety Training                                                                                                                                                                                                             |
| Environmental Management Training                 | Training on the Standardized Management of Hazardous Waste                                                                                                                                                                                                                |

During the reporting period:

Construction safety training conducted: **747** participants

Accident prevention training: **12,746** participants



### Case Study: “Safety for All, Emergency Preparedness for Everyone – Identifying Safety Hazards Around Us” Safety Month Campaign

In June 2025, the company organized a series of activities for Work Safety Month under the theme “Everyone talks about safety, everyone knows how to respond to emergencies – identifying safety hazards around us”, thereby fostering a strong safety culture throughout the organization.

#### Activity Modules

#### Specific Content

##### Kick-off Meeting and Safety Officers' Exchange

A kick-off meeting for the Safety Month activities was held on 9 June. Company management was invited to provide guidance, and over **20** attendees, including heads of relevant departments and representatives of safety officers from various plants, took part, effectively enhancing the safety responsibility awareness of those present



##### Safety Education and Training

Conducting in-depth training on workplace safety knowledge for employees during morning meetings on the shop floor



Invited the Doumen District Traffic Police Department to conduct road safety training



Invited the Doumen District Fire and Rescue Brigade to Deliver fire safety training



##### Snap and Report Safety Hazards

Employees were encouraged to proactively report safety hazards; a total of **131** reports were received, and the relevant responsible units have been instructed to implement corrective measures progressively

##### Fire Emergency Drill

Simulate fire scenarios to test the feasibility and effectiveness of emergency response plans, and enhance staff's emergency response capabilities and self-rescue and mutual aid skills



##### Safety Culture Development

Display safety slogans and information boards to raise awareness

Organize a work safety knowledge quiz within the factory  
Organizing safety knowledge competitions

A total of **2,858** valid responses (scoring 80 points or above) were received via the WeChat quiz

Selected and recognized **5** outstanding safety teams and **53** outstanding individuals



## Impact, Risk and Opportunity Management

| Key Risks                                                                                                                                                                                                                                                                                                                                                                         | Key Opportunities                                                                                                                                                                                                                                                 | Indicators of Potential Financial Impact |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|
| <p><b>Risk of production safety incidents:</b><br/>Equipment failure, operational errors, chemical leaks, etc., may result in employee casualties or property damage</p> <p><b>Occupational health risks:</b><br/>Long-term exposure to hazardous substances or poor working conditions may lead to occupational diseases, affecting employee health and corporate reputation</p> | <p>A robust safety management system can reduce accident rates, minimize losses from production downtime and improve production efficiency.</p> <p>A healthy workforce can boost labor productivity, reduce staff turnover and strengthen corporate cohesion.</p> | Operating costs                          |

## Metrics and Targets

| Indicators                                           | 2025 Data/Status    | Description                                                                                      |
|------------------------------------------------------|---------------------|--------------------------------------------------------------------------------------------------|
| Health and Safety Expenditure                        | 12.817 million yuan | Includes expenditure on safety facilities, training, occupational health and related management. |
| Health and Safety Training Coverage                  | 100%                | Coverage of employee training in workplace safety and occupational health.                       |
| Number of participants in health and safety training | 59,824              |                                                                                                  |
| Workers' compensation insurance coverage rate        | 100%                | Safeguarding employees' rights to work injury insurance.                                         |
| Amount spent on work-related injury insurance        | 2,835,120.80 yuan   | Annual expenditure on work-related injury insurance.                                             |
| Employee health check coverage rate                  | 100%                | Occupational health and employee medical examination management.                                 |
| Annual work-related safety incidents                 | 5                   | Incorporated into internal debriefing and a closed-loop rectification process.                   |
| Number of work-related injuries                      | 5                   | Number of work-related injuries for the year.                                                    |
| Work-related injury rate                             | 0.11%               |                                                                                                  |
| Working days lost due to work-related injuries       | 148 days            | Annual lost working days.                                                                        |
| Number of employees with occupational diseases       | 0                   | Occupational disease incidence rate: 0%.                                                         |
| Work-related fatalities                              | 0                   | No work-related fatalities occurred during the reporting period.                                 |

## HUMAN CAPITAL AND TALENT ATTRACTION

Talent is the core resource enabling Multek to maintain technological leadership, ensure stable Delivery and drive continuous innovation. The company adheres to employment principles of legality and compliance, fairness and transparency, and diversity and inclusion. We have established a systematic human resources management mechanism centred on recruitment and deployment, remuneration and benefits, employee communication, human rights due diligence and employee welfare, to continuously enhance the organization's attractiveness and the employee experience.

### Compliant Employment

The Company strictly adheres to national labor laws and regulations, including the labor Law of the People's Republic of China and the Employment Promotion Law of the People's Republic of China. It also fully implements international labor standards such as the Business Roundtable Code of Conduct, the International Labor Organization's core conventions and the United Nations Global Compact. The Company has formulated and implemented specific policies, including the 'Procedures for the Application of Freedom of Employment and Non-Discrimination' and the 'Procedures for the Management of the Avoidance of Child labor and the Employment of Minors, explicitly prohibiting any form of forced labor, the use of child labor and employment discrimination. Through measures such as regular compliance audits, staff training and the establishment of grievance channels, the company ensures that all employment practices comply with legal and regulatory requirements, effectively safeguards employees' legitimate rights and interests, and fosters a fair, safe and dignified working environment.

The Company adheres to the RBA Code of Conduct, relevant ILO conventions and domestic labor laws and regulations, and continuously conducts human rights due diligence, focusing on identifying risks such as forced labor, child labor, working hours, remuneration, freedom of association, equal pay for equal work, anti-discrimination and collective bargaining.



#### Case Study: RBA VAP Audit and Enhancement of Responsible Employment Practices

Multek completed its RBA VAP audit in November 2024, achieving a score of 175.4 out of 200 and securing silver certification, valid for two years. Building on RBA requirements, the company continues to enhance its practices in labor rights, human rights due diligence, business ethics, environmental, health and safety, and management systems, whilst integrating responsible employment practices into recruitment, training, employee communication and supply chain management.



### Human Rights Due Diligence

The company conducts an annual human rights due diligence review covering all its own operations and business-related activities. This includes all human rights protection provisions such as the prohibition of forced labor, the prohibition of child labor, freedom of association, equal pay for equal work, anti-discrimination, and the right to collective bargaining. A systematic human rights due diligence process has been established to monitor the implementation and effectiveness of human rights policies.

Human Rights Due Diligence Process

Human Rights Risk Assessment

A human rights risk assessment is carried out annually. Based on the assessment results, potential human rights risks are identified, and corresponding risk prevention targets are set, enabling the proactive prevention of human rights risks in day-to-day business operations

Annual Corporate Social Responsibility Review

An annual review of the implementation of the company's human rights policy is conducted. The policy is promptly updated in line with new human rights-related laws and regulations. Concurrently, an 'Annual Corporate Social Responsibility Review' report is prepared and submitted to the company's management for reporting and approval

Audits

Conduct RBA VAP audits in accordance with the requirements of the Responsible Business Alliance (RBA) Code of Conduct to ensure the company complies with labor protection requirements regarding human rights

Mitigation and Improvement Measures

We continuously monitor the achievement of human rights objectives and provide channels such as an ethics hotline and an employee hotline for staff to provide feedback. Should any human rights issues arise, the company takes immediate action to rectify and address any breaches

We conduct annual RBA & CoC training to strengthen employees' understanding and dissemination of systems related to human rights protection. The completion status of the 2025 training course is as shown in the table below:

| Training Participants                          | Training Course       | Number Completed | Completion Rate |
|------------------------------------------------|-----------------------|------------------|-----------------|
| G1-G7 (Employees joined before 1 January 2025) | G1-G7 Annual Training | 2,458            | 99.6%           |
| G1-G7 (joined in 2025)                         | Induction Training    | 1,421            | 100%            |
| Employees at G7 and above                      | Annual training       | 1,170            | 80.5%           |
|                                                |                       | 5,049            | 94.21%          |

### Talent Recruitment and Attraction

The company actively broadens its methods for recruiting and attracting talent, establishing diverse channels for talent acquisition.

| Recruitment Channels            | Specific Measures                                                                                                                                                                                                                                                                   |
|---------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Online Recruitment              | Collaborating with leading recruitment websites to broaden the scope of talent search                                                                                                                                                                                               |
| Campus Recruitment              | Engage with renowned universities both domestically and internationally, participate in dedicated recruitment fairs, and attract outstanding recent graduates                                                                                                                       |
| Experienced Hiring              | Attracting experienced industry professionals through industry summits and partnerships with seasoned industry headhunters                                                                                                                                                          |
| Employee Referrals              | Encouraging employees to recommend outstanding candidates and establishing a referral reward scheme                                                                                                                                                                                 |
| Institutional Partnerships      | Establishing tripartite partnerships with universities and training institutions to secure bespoke talent recruitment channels                                                                                                                                                      |
| Graduate Development            | We have launched a Management Trainee Program (Evergreen Program) for recent graduates, offering job rotation opportunities and mentorship to facilitate their rapid development                                                                                                    |
| Attracting International Talent | Attracting talent with an international background through partnerships with global recruitment agencies and incentivized employee referrals; providing competitive remuneration packages and cross-cultural adaptation support to ensure their smooth integration into the company |








University-industry collaboration 

## Key Performance Targets for 2025

During the reporting period:

**100%** labor contract signing rate

**No** significant labor or human rights incidents occurred; **No** incidents of employee discrimination;

## Diversity, Equality and Inclusion

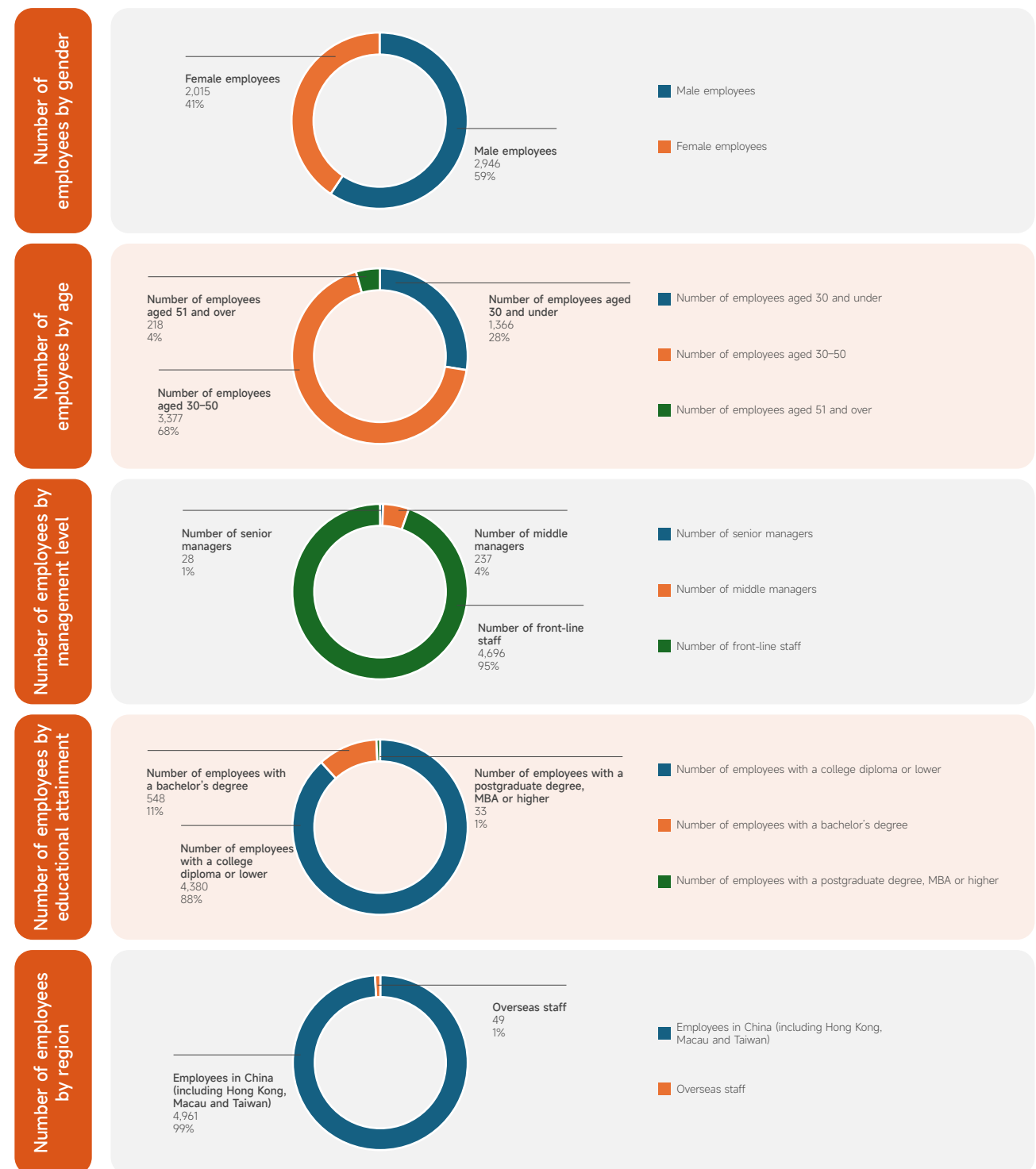
The Company strictly adheres to the standards of international conventions such as the International Labor Organization's Convention on Employment and Occupational Discrimination and the United Nations Global Compact. Throughout the entire human resources management process—including recruitment, training and development, and remuneration and benefits, the Company consistently upholds the principles of equal employment and diversity and inclusion. The company expressly prohibits discrimination on the basis of any of the following factors: race, skin color, age, gender, sexual orientation and gender identity, ethnicity, disability, pregnancy or maternity status, religious beliefs, political views, membership of associations, veteran status, genetic information and marital status, thereby ensuring the establishment of a fair and inclusive working environment.

The Company has established the 'Procedures on Freedom of Employment Choice and Non-Discrimination', which clearly stipulate relevant anti-discrimination provisions to protect employees from any form of differential treatment or discrimination within the employment relationship. The Company prohibits the coercion of employees or prospective employees to undergo hospital examinations (including pregnancy or virginity tests) or medical examinations that may have discriminatory purposes. The Company is committed to providing and maintaining a professional working environment free from harassment and discrimination. It strongly opposes and actively combats any Behavior, views or information that incites discrimination, and maintains a zero-tolerance policy towards incidents of violence in the workplace.

Furthermore, the Company consistently upholds the principle of gender equality in the workplace, strictly implementing laws and regulations such as the Law of the People's Republic of China on the Protection of Women's Rights and Interests and the Special Provisions on the Labor Protection of Female Employees, thereby creating a fair platform for the career development of female staff. In corporate management practice, female employees, through their outstanding abilities and leadership qualities, are active in key positions at all levels, becoming a vital force driving the Company's development. Currently, female employees account for 40.62% of the workforce. This proportion not only reflects the company's significant achievements in promoting gender equality but also demonstrates our firm support for and ongoing commitment to women's career development.

The company attracts talent through channels such as open recruitment, campus recruitment, local recruitment, internal referrals and industry-academia partnerships, and conducts induction training, skills development and role matching in line with job requirements.

During the reporting period, the company had a total workforce of **4,961** employees, with **1,765** new hires, including **32** recent graduates and **326** locally recruited staff.

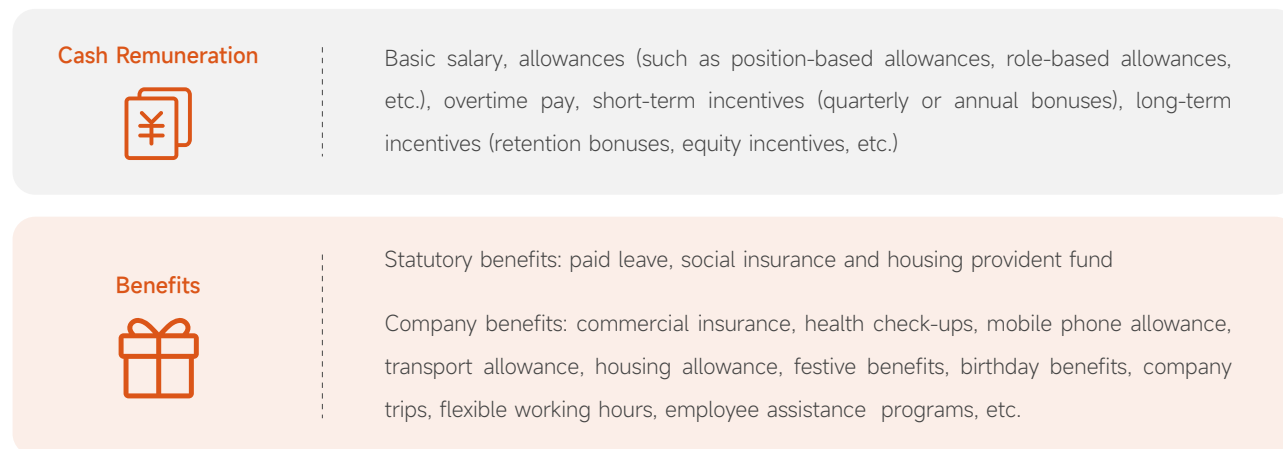


In 2025, the company had **2,015** female employees, accounting for **40.62%** of the total workforce; **623** employees from ethnic minority groups; and **43** employees with disabilities in active service.

The company launched its Care Program for Employees with Disabilities in 2018; by 2025, it had recruited a cumulative total of **360** employees with disabilities, helping them integrate into the team through pre-employment training, job adaptation and day-to-day support.

## Remuneration, Benefits and Performance Management

In accordance with national labor laws and regulations and the company's own circumstances, the company has formulated the 'Remuneration Management System' to establish a fair, impartial and reasonable remuneration and benefits framework.

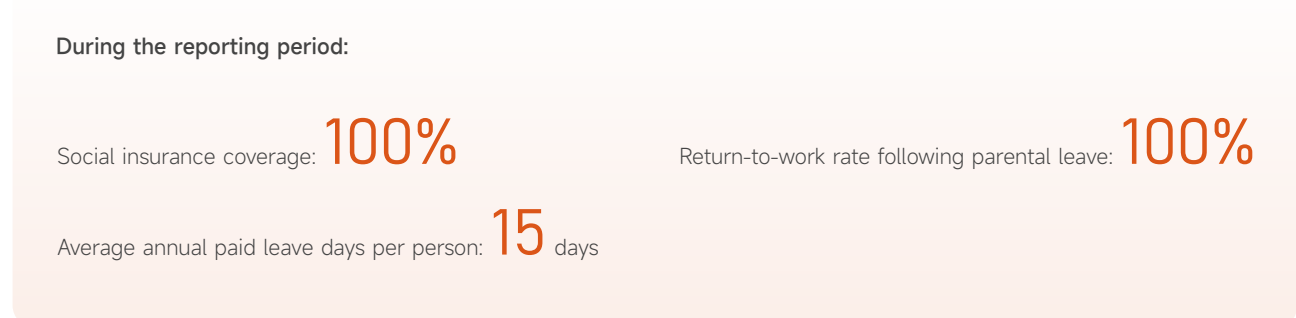


The company implements a performance-oriented incentive mechanism based on the principle of 'survival of the fittest', encouraging employees to focus on improving their own performance whilst also contributing to the company's overall performance.

The company has established a regular performance management system, with performance reviews and feedback conducted monthly and quarterly. Managers hold regular performance reviews with their subordinates to develop performance improvement plans, helping employees to continuously enhance their work performance. Performance evaluation results are linked to salary adjustments and career progression, ensuring that outstanding talent receives appropriate rewards and development opportunities.

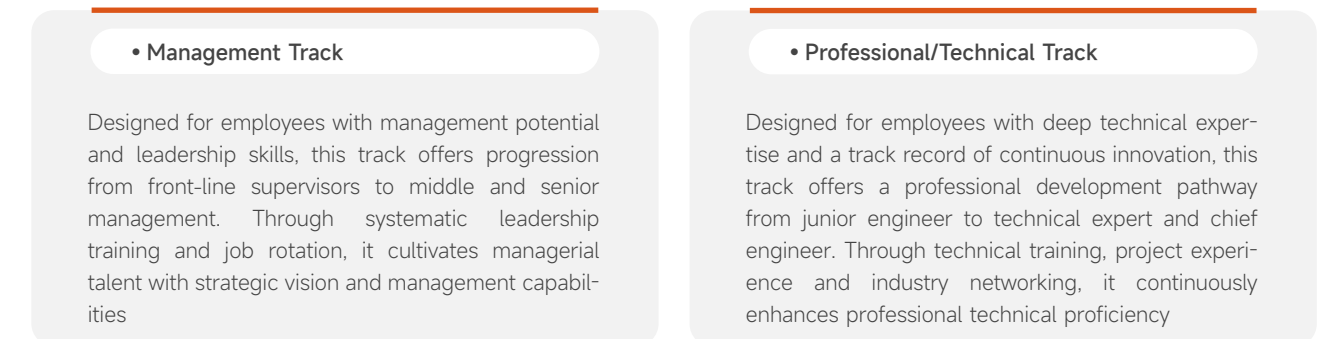
The company attaches great importance to the workplace rights and welfare of female employees. It has formulated and implemented the "Management System for Pregnant Female Employees", and has established and implemented, in accordance with the law, maternity leave, paternity leave, breastfeeding leave, family planning leave and childcare leave, ensuring that female employees enjoy full legal protection and humanitarian care during special periods such as pregnancy, childbirth and breastfeeding. During the reporting period, the company introduced new fully paid childcare leave and leave for the care of an only child.

### Key Performance Indicators for 2025

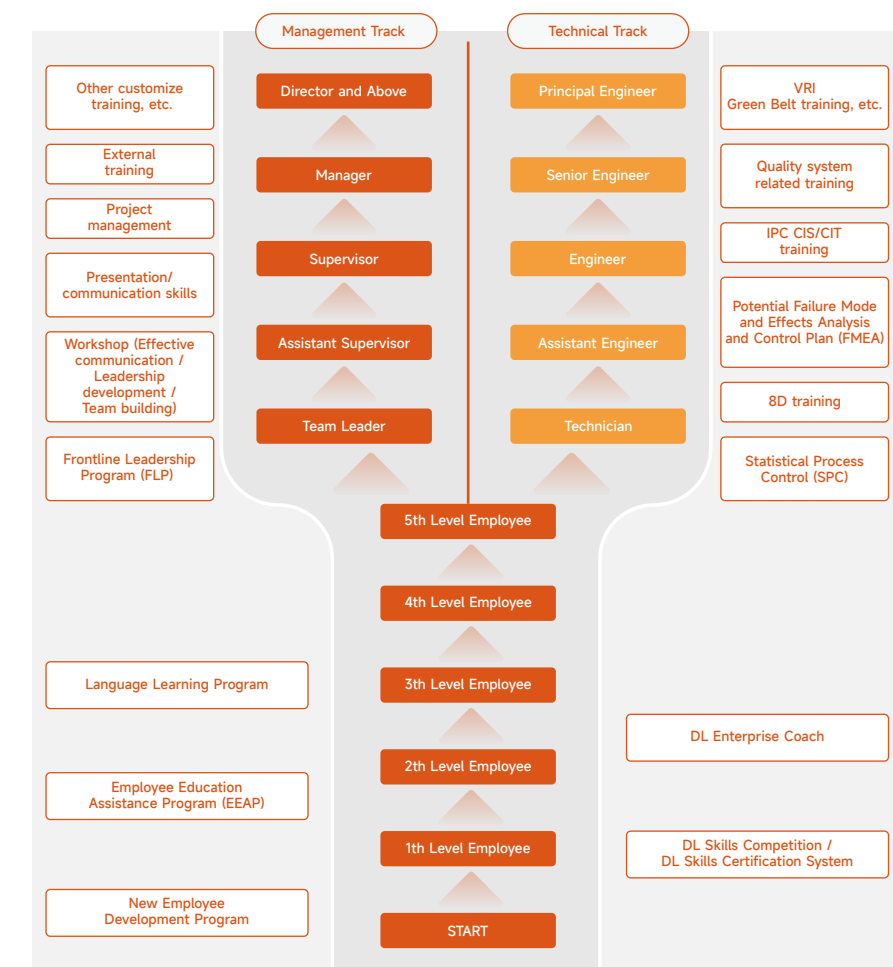


## Career Development and Promotion

The company is committed to providing employees with diverse and sustainable career development pathways, establishing a dual-track development model for management and professional/technical roles, enabling employees to choose a suitable development path based on their individual strengths and career plans.



### Dual Management & Technical Track Mechanism



The company has established a fair and transparent promotion mechanism. Based primarily on performance appraisal results, and taking into account competency assessments and job requirements, promotion reviews are conducted on a regular basis. Promotion opportunities are equally open to all employees, ensuring that every employee can achieve career development through their own efforts.

The company continues to advance the development of its talent management system, focusing on strategic development needs and optimising talent pipeline development mechanisms. Through initiatives such as the Management Trainee Programme (Evergreen Programme), succession planning for key roles, and the identification and development of high-potential talent, the company provides robust talent support for its sustainable development.



### Case Study: Multek Evergreen Programme 2025

In 2025, Multek continued to advance the 'Evergreen Programme' management trainee initiative, utilizing systematic training to assist recent graduates in making the transition from campus to the workplace. The program encompasses a diverse range of training modules, including ice-breaking and team-building, in-depth learning, mentorship, production line practice and team-building activities. Trainees systematically studied general courses covering corporate culture, business processes and industry trends, whilst also participating in the entire product manufacturing process on the production line, mastering key skills under the guidance of mentors.

In October 2025, the closing ceremony for the second cohort of the Evergreen Program was successfully held. Through a variety of formats, including stand-up comedy, PowerPoint presentations, the 'three-and-a-half-line' comedy form, and creative videos, the participants vividly showcased the learning outcomes and professional insights they had gained over the past three months. In their closing remarks, senior company executives emphasized that Multek remains committed to building clear career development pathways for outstanding talent, encouraging participants to maintain a 'start-from-scratch' mindset and to integrate their personal growth with the company's development. During the event, mentors presented the management trainees with armbands symbolizing responsibility and honor, and awarded them graduation certificates. The 'Evergreen Program' fully embodies Multek's philosophy that 'talent is our primary resource', continuously injecting fresh energy into the company's high-quality development.



## Employee Care

The company attaches great importance to employee welfare and hardship support, having established a robust long-term mechanism for employee care. In 2025, the company successfully secured a special subsidy of **6,500** yuan for one employee facing financial difficulties, effectively alleviating their economic pressure; it also visited hospitalized employees on **12** occasions, providing each with a consolation payment of **700** yuan to convey the organization's warmth.

Furthermore, through diverse initiatives such as festive themed events, cultural and sporting competitions, special care programs for female employees, and support for employees' relatives, the company continues to strengthen employees' sense of belonging and team cohesion.

**Birthday Celebrations:** During the reporting period, the company organized **12** staff birthday parties, attended by over **700** employees, effectively fostering emotional connections and team cohesion.



Employee birthday party →

**Seasonal Festivals:** In 2025, the company organized three seasonal festival events incorporating traditional cultural elements, attracting over **3,000** participants. These events allowed staff to experience the charm of traditional culture in a joyful atmosphere, thereby strengthening their cultural identity and sense of belonging.



2025 Mid-Autumn Festival Fair →

**Club Activities:** The company’s employee-organized clubs span various fields including sports, arts and hobbies. Over **20** club events were held throughout the year, with a participation rate of **90%**, providing employees with a platform to showcase their talents and engage in social interaction.



Multek Photography Club field trip to Qi'ao Island, February 2025 



Basketball Club Match 



2025 Badminton Team Tournament 

## Democratic Management

The company strictly adheres to the laws and regulations of each operating location, establishing trade union organizations in accordance with the law. We respect employees’ right to freely choose whether to join a trade union and have formulated the ‘System for Humane Treatment and Freedom of Association’. Through equal consultation and collective bargaining agreements, we effectively safeguard employees’ rights to participate in democratic management. At the same time, the company actively fosters an open and inclusive atmosphere, encouraging employees to offer suggestions and ideas. Every improvement suggestion put forward by employees serves as a vital driving force in promoting the company’s continuous optimization of the working environment and achieving healthy development.

| Types of Communication                      | Frequency | Number of Sessions | Remarks                                                                                                                                               |
|---------------------------------------------|-----------|--------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|
| Lunch meetings between staff and management | Monthly   | 40                 | Using lunch breaks, we invite staff from various departments to engage in dialogue with management.                                                   |
| Operations/ Quality Meeting                 | Monthly   | 30                 | To brief staff on the company’s operational status, recognize outstanding employees and teams, and communicate company policies.                      |
| Trade Union Meeting                         | Monthly   | 12                 | Review clients’ CSR requirements and regulations; attend trade union meetings to gather employee feedback; summarize the state of employee relations. |
| Site Visits & Rounds                        | Weekly    | 109                | Conduct proactive visits and daily rounds to gather employee feedback and monitor the progress of issue resolution.                                   |
| Hotline                                     | /         | 203                | Handling enquiries and complaints, answering the HR helpline, and assisting employees with their concerns.                                            |

In 2025, the company established a multi-tiered communication system covering all levels (Levels 1–32). A total of **40** specialized communication sessions were held, attended by over **800** employees, resolving **160** issues for staff. The scope of communication spanned multiple core departments horizontally and facilitated direct dialogue vertically from frontline staff to senior management.



Management & Staff Communication Session 

The company has established appeal and communication channels covering both employees and business stakeholders. Employees may submit feedback or complaints via the Ethics Hotline (0756-5329338), the whistleblowing email address (fxgl@multek.com ) or on-site suggestion boxes. The company strictly protects the information of whistleblowers and witnesses and prohibits any form of retaliation.



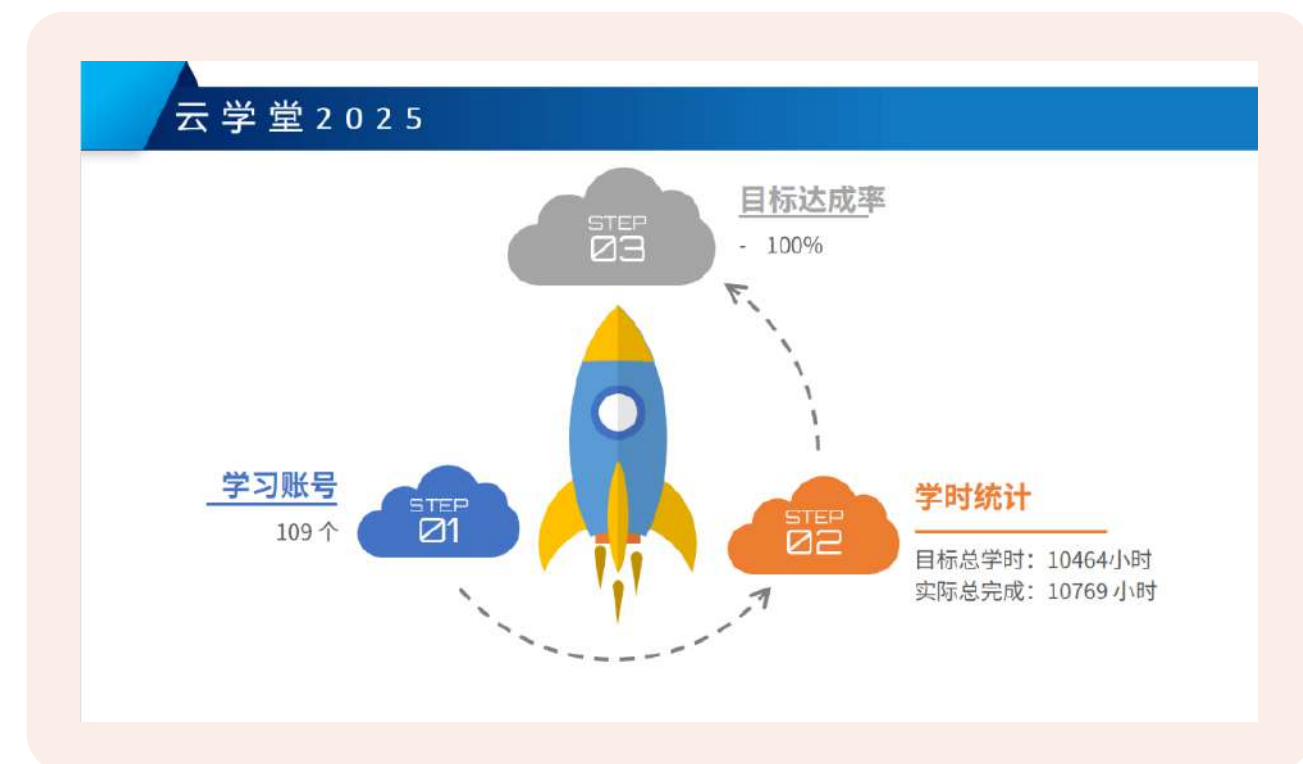
# EMPLOYEE TRAINING AND DEVELOPMENT

Multek regards employee development as a cornerstone of organizational capacity building. The company has established a training framework centered on new employee onboarding, job-specific skills enhancement, management development, compliance and responsible business practices training, as well as academic and professional qualification advancement. By integrating online ‘Cloud Academy’ modules, face-to-face classroom sessions, on-the-job mentoring, external training programs and in-house certification schemes, we support employees in continuously developing their capabilities at every stage of their careers.

## Training Management System

Led by the Human Resources department, the company establishes training programs and learning resources, whilst business units propose training requirements based on role competency matrices and annual business objectives. Training content covers topics such as new employee induction, production skills, quality awareness, EHS, workplace safety, RBA and CoC, anti-corruption and business ethics, information security, management skills, specialist technical knowledge, and professional certification. The company drives a closed-loop training management process through the formulation of training plans, implementation of training, examination and assessment, record-keeping and archiving, and tracking of outcomes.

The company has established the “Cloud Classroom” online learning platform, providing employees with a wealth of course resources covering a wide range of topics closely related to staff development. In 2025, the company continued to operate the Cloud Classroom platform to support employees’ self-directed learning and skills development. In 2025, the online platform recorded **23,476** user sessions, with a total online learning duration of **41,107** hours. The company also continued to Deliver RBA and CoC training, covering **5,049** employees, with an overall completion rate of **94.21%**, including a **100%** completion rate for new recruits.



## Employee Development Practices

The company continues to implement multi-tiered talent development:

For new employees, the company assists them in quickly adapting to their roles through induction training, on-the-job mentoring and probationary period support.

For frontline staff, the company Deliver skills training focused on equipment operation, process control, quality requirements and safe working practices.

For managers, the company enhances team management capabilities through management boot camps, succession planning, team leader training and leadership courses;

For technical specialists, the company supports external training, professional qualification certification and cross-departmental project experience.

**Vocational Skills Certification:** The company has established an in-house certification system for roles such as circuit pattern fabricators, printed circuit board plating technicians and printed circuit board machinists, organizing free skills training and vocational qualification certification for employees. During the reporting period, a total of 108 employees obtained certification at the senior technician level or above; successful candidates receive a certification allowance and are provided with corresponding career progression pathways.



### Case Study: Frontline Leadership Empowerment Training

The company continues to Deliver specialized leadership training covering managers such as team leaders, middle managers, production supervisors and Block Operations Managers. The training adopts a blended ‘theory + practice’ model, integrating classroom instruction, online learning, putting knowledge into practice’ debriefs, workshops, learning reports and excellence awards, thereby effectively enhancing the overall leadership capabilities of the management team.

In 2025, the company’s frontline leadership empowerment training achieved significant results:

| Training programs             | Number of Courses                                            | Number of Participants | Number of Assignments |
|-------------------------------|--------------------------------------------------------------|------------------------|-----------------------|
| Foundation Course (Hardboard) | 8 sessions                                                   | 29                     | Approx. 700           |
| Beginners' Class (Soft Board) | 7 sessions                                                   | 18 people              | Approx. 700 copies    |
| Advanced Course               | 11 sessions (including 2 AI sessions, 8 TTT sessions + exam) | 28 participants        | Approx. 300           |
| Total                         | 36 sessions                                                  | 75 people              | Over 1,000            |

Training objectives include fostering Behaviors among leaders that promote teamwork, mutual respect and trust; improving overall work performance and enhancing communication skills; and strengthening leaders’ self-confidence and sense of responsibility to meet the demands of their leadership roles.





### Case Study: Specialized Training Program for “Skills Enhancement Initiative” Interns

The company is implementing a specialized training program for “Skills Enhancement Initiative” interns in collaboration with institutions such as Zhuhai University of Science and Technology, Zhuhai Technician College, and Guangdong Polytechnic College. In 2025, the company will bring in 52 interns and enhance their professional competence and practical skills through specialized courses and on-the-job training.



## Employee Education Assistance Scheme

The company operates an Employee Education Assistance Scheme to provide support for further education and vocational skills training to eligible employees. To qualify for funding, employees must have completed 12 months’ service with the company, achieved a performance rating of Grade B or above in each of the past 12 months, and the course they apply for must align with the requirements of their role and the company’s development needs. Employees receiving funding must sign a ‘Funding and Service Period Agreement’, committing to a service period of between 1 and 5 years, depending on the type of funding.

Types of Funding and Service Commitment Periods:

| Type of Grant                   | Recommended Service Period |
|---------------------------------|----------------------------|
| Vocational Skills Training      | 1 year                     |
| College/Undergraduate Education | 2 year                     |
| Postgraduate education          | 3-5 year                   |

Employees who are not eligible for company-sponsored funding may apply to the Trade Union for subsidies for in-service academic (degree) and vocational skills training, in accordance with the ‘Regulations on the Management of Subsidy Standards for In-Service Academic (Degree) and Vocational Skills Training’.

To date, numerous employees have pursued further studies at institutions such as Shenzhen University and Guangdong University of Foreign Studies. Through its educational support program, the company provides a platform for employees to continue their learning and enhance their capabilities, thereby accelerating career development and fostering mutual growth between employees and the organization.

### Key Performance Indicators for 2025

| Indicators                                                              | 2025 Data            |
|-------------------------------------------------------------------------|----------------------|
| Total expenditure on staff training                                     | 206,400 yuan         |
| Total number of training participants for the year                      | 33,321               |
| Total training hours for the year                                       | 107,751.5 hours      |
| Employee training coverage rate                                         | 99.05%               |
| Average annual training hours per employee                              | 21.7 hours           |
| Training coverage rate for male employees / Average hours per person    | 98.79%; 25.2 hours   |
| Training coverage rate for female employees / Average hours per person  | 99.46%; 16.6 hours   |
| Training coverage rate for senior staff / Average hours per person      | 100%; 66 hours       |
| Training coverage rate for middle management / average hours per person | 99.7%; 58.07 hours   |
| Training coverage rate for front-line staff / average hours per person  | 99.0%; 19.6 hours    |
| Views on online platforms                                               | 23,476 views         |
| Total duration of online learning                                       | 41,107 hours         |
| RBA and CoC training reach/completion rate                              | 5,049 people; 94.21% |
| Employees certified at Senior Technician level or above                 | 108 people           |



## SOCIAL CONTRIBUTION AND COMMUNITY ENGAGEMENT

Multek is committed to developing alongside the local community, carrying out social contribution initiatives centred on educational support, charitable giving, local employment, community engagement and industry collaboration. The company integrates community responsibility into its sustainability management system, combining local development needs with the company's resource strengths to support educational assistance, aid for those in need and regional economic development.

### Community Contribution Initiatives

During the reporting period, the company continued to support local education and charitable causes. In collaboration with its parent company, Dongshan Precision, the enterprise participated in educational assistance and charitable projects in Doumen District.

In August 2025, the company was awarded the title of **“Generous Donor to Education and Enthusiastic Supporter of Public Welfare”** by the Doumen District Committee for Caring for the Next Generation in Zhuhai

In September 2025, the company donated **300,000 yuan** to the Doumen District Charity Promotion Association of Zhuhai

In March 2025, Multek Industries Ltd. was awarded the **‘2024 Outstanding Contribution to Charity Award’** by the Zhuhai Doumen District Charity Promotion Association.



#### Case Study: The Third ‘Warmth for Huangyangguan Students’ Donation and Scholarship Ceremony

The company has sponsored “Huangyangguan Students” for three consecutive years, donating a total of 900,000 yuan and providing cumulative support to 556 disadvantaged young people in Doumen District. These donations have tangibly assisted many outstanding students who have persevered in their studies despite adversity, alleviating their financial pressures and enabling them to focus more fully on their education.



The company also supports local employment through local recruitment. In 2025, the company recruited **326** local staff, providing employment opportunities in the local area, and helped employees improve the quality of their employment through staff training, skills certification and career development pathways. The company will continue to focus on educational support, charitable initiatives, community building and local employment to strengthen the long-term connection between the enterprise and the community.

| Project                               | 2025 Progress/Data                                                                                                                       |
|---------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|
| Number of local hires                 | <b>326</b>                                                                                                                               |
| Charitable Donations                  | Donated <b>300,000 yuan</b> to the Zhuhai Doumen District Charity Promotion Association in September 2025                                |
| Honours for Educational Charity       | Awarded the title of <b>“Generous Donor to Education and Enthusiastic Supporter of Public Welfare”</b> in August 2025                    |
| Honours for Charitable Contributions  | Multek Industries Ltd. was awarded the <b>“2024 Outstanding Contribution to Charity Award”</b>                                           |
| Regional Development Honours          | Multek Industries Ltd. was awarded the title of <b>“Doumen District 2024 Outstanding Foreign Investment Enterprise”</b>                  |
| Party Building and Innovation Honours | Multek Industries Ltd. has been awarded the title of <b>“Double Excellence”</b> Enterprise for Strength in Party Building and Innovation |

APPENDIX

Key Performance Indicators

| Indicators                                                                                          | Unit      | 2024                     | 2025 |
|-----------------------------------------------------------------------------------------------------|-----------|--------------------------|------|
| Governance                                                                                          |           |                          |      |
| Anti-Commercial Bribery and Anti-Corruption                                                         |           |                          |      |
| Percentage of employees participating in anti-corruption training                                   | %         | 100%                     | 100% |
| Percentage of management staff participating in anti-corruption training                            | %         | 100%                     | 100% |
| Number of significant compliance incidents (excluding commercial bribery)                           | cases     | 0                        | 0    |
| Number of material weaknesses in internal control                                                   | No.       | 0                        | 0    |
| Number of annual internal audits/special audits                                                     | times     | Routine audits completed | 6    |
| Litigation cases or administrative penalties resulting from commercial bribery or corrupt practices | cases     | 0                        | 0    |
| Litigation or major administrative penalties resulting from unfair competition                      | Cases     | 0                        | 0    |
| Signing rate of employee integrity pledges                                                          | %         | 100%                     | 100% |
| Data Security and Privacy                                                                           |           |                          |      |
| Coverage rate of information security and privacy protection training                               | %         | 100%                     | 100% |
| Number of information security drills                                                               | times     | 31                       | 32   |
| Data breaches (enter 0 if none)                                                                     | incidents | 0                        | 0    |
| Data security-related regulatory penalties                                                          | Incidents | 0                        | 0    |
| Operations                                                                                          |           |                          |      |
| Product Quality and Safety                                                                          |           |                          |      |
| Major product recalls resulting from critical quality issues                                        | items     | 0                        | 0    |
| Quality training coverage rate                                                                      | %         | 100%                     | 100% |
| Financial Yield Target                                                                              | %         | 93%                      | 94%  |
| Financial yield for 2024                                                                            | %         | 93%                      | 93%  |
| Product recall rate (Number of defective products recalled / Number of products shipped)            | %         | 0                        | 0    |
| Number of customer complaints regarding hazardous substances                                        | times     | 0                        | 0    |

| Indicators                                                                                                        | Unit      | 2024 | 2025             |
|-------------------------------------------------------------------------------------------------------------------|-----------|------|------------------|
| Number of supplier-supplied items exceeding HSF limits                                                            | Items     | 0    | 0                |
| Product R&D and Innovation                                                                                        |           |      |                  |
| Total number of valid patents obtained                                                                            | items     | \    | 25               |
| New patents granted in the year                                                                                   | patents   | \    | 2                |
| Incidents of intellectual property infringement or infringement against the company                               | cases     | 0    | 0                |
| Supply Chain Management                                                                                           |           |      |                  |
| Total number of suppliers                                                                                         | suppliers | 713  | 735              |
| China (including Hong Kong, Macau and Taiwan)                                                                     | companies | 658  | 672              |
| Overseas                                                                                                          | companies | 55   | 63               |
| Number of suppliers certified under quality management systems                                                    | companies | 434  | 420              |
| Number of suppliers certified under the Occupational Health and Safety Management System                          | companies | 69   | 67               |
| Number of suppliers certified under the Environmental Management System                                           | companies | 177  | 168              |
| Number of suppliers certified by third-party social and environmental responsibility audits such as RBA and SEDEX | companies | 23   | 15               |
| Number of suppliers certified under the IECQ QC 080000 Hazardous Substances Process Management System             | companies | 12   | 12               |
| Number of suppliers certified under the Responsible Minerals Due Diligence scheme                                 | companies | 77   | 66               |
| Percentage of suppliers covered by responsible minerals due diligence                                             | %         | 11%  | 100%             |
| Number of suppliers with signed quality assurance agreements                                                      | companies | 713  | 219 <sup>3</sup> |
| Proportion of suppliers with signed quality assurance agreements                                                  | %         | 100% | 100%             |
| Number of suppliers who have signed integrity pledges/integrity agreements                                        | companies | 713  | 735              |
| Number of suppliers who have signed a pledge not to use conflict minerals                                         | companies | 713  | 219              |
| Number of suppliers subject to economic, social or environmental sanctions                                        | companies | 0    | 0                |
| Number of suppliers trained annually                                                                              | companies | 48   | 65               |
| Customer service management                                                                                       |           |      |                  |
| Incidents of non-compliance regarding product information and labelling                                           | Incidents | 0    | 0                |
| Incidents of non-compliance regarding marketing                                                                   | Incidents | 0    | 0                |
| Customer privacy and data breaches                                                                                | Incidents | 0    | 0                |

<sup>3</sup> Raw material suppliers sign new quality agreements

| Indicators                                        | Unit           | 2024          | 2025          |
|---------------------------------------------------|----------------|---------------|---------------|
| Customer complaint resolution rate                | %              | 100%          | 100%          |
| Customer complaint resolution rate                | %              | 100%          | 100%          |
| Customer satisfaction                             | %              | 96%           | 95%           |
| Environment                                       |                |               |               |
| Climate Change Response                           |                |               |               |
| Direct greenhouse gas emissions (Scope 1)         | t CO2eq        | 1,933.23      | 6,291.65      |
| Indirect greenhouse gas emissions (Scope 2)       | t CO2eq t      | 143,261.03    | 128,067.94    |
| Other indirect greenhouse gas emissions (Scope 3) | t CO2eq        | 73,917.04     | 77,798.50     |
| Total GHG Emissions                               | t CO2eq        | 219,114.30    | 212,158.09    |
| Solar/PV consumption                              | kWh            | 1,134,707.00  | 1,691,169.00  |
| Purchasing green electricity                      | kilowatt-hours | 30,000,000.00 | 89,935,000.00 |
| Environmental compliance management               |                |               |               |
| Total environmental expenditure                   | 10,000 yuan    | 5,797.23      | 5,686.60      |
| Environmental pollution incidents for the year    | incidents      | 0             | 0             |
| Compliance rate for 'three wastes' emissions      | %              | 100%          | 100%          |
| Compliance rate for hazardous waste disposal      | %              | 100%          | 100%          |
| Exhaust emissions                                 |                |               |               |
| Volatile Organic Compounds (VOCs) emissions       | tonnes         | 1.87          | 1.91          |
| Nitrogen oxides (NOx) emissions                   | tonnes         | 0.75          | 2.58          |
| Sulphur oxides (SOx) emissions                    | tonnes         | 0             | 0.20          |
| Particulate matter (PM) emissions                 | tonnes         | 0             | 0.00          |
| Wastewater discharge                              |                |               |               |
| Chemical Oxygen Demand (COD) emissions            | tonnes         | 51.73         | 68.1          |
| Ammonia nitrogen emissions                        | tonnes         | 15.33         | 25.96         |
| Waste discharge                                   |                |               |               |
| Non-hazardous waste generated                     | tonnes         | 5,192.71      | 6,119.17      |

| Indicators                                                           | Unit         | 2024           | 2025           |
|----------------------------------------------------------------------|--------------|----------------|----------------|
| Amount of non-hazardous waste recycled                               | tonnes       | 5,192.71       | 6,119.17       |
| Volume of hazardous waste generated                                  | tonnes       | 13,299.51      | 15,475.03      |
| Amount of hazardous waste recycled                                   | tonnes       | 12,584.13      | 14,182.47      |
| Wastewater discharge                                                 |              |                |                |
| Total water withdrawal (A+B+C)                                       | tonnes       | /              | 3,342,885.73   |
| ①A Municipal water abstraction                                       | tonnes       | 2,964,633.00   | 3,342,885.73   |
| ② B Surface water abstraction                                        | tonnes       | 0              | 0              |
| ③C Groundwater abstraction                                           | tonnes       | 0              | 0              |
| Total discharge (A+B+C)                                              | tonnes       | 2,166,481.00   | 2,405,424.99   |
| ① A Industrial wastewater discharge                                  | tonnes       | 2,147,897.00   | 2,380,587.99   |
| ② Volume of domestic wastewater discharged                           | tonnes       | 18,584.00      | 24,837.00      |
| ③C Other                                                             | tonnes       | /              | 0              |
| Total water consumption: Total water intake – Total water discharge  | tonnes       | /              | 937,460.74     |
| Recirculated water volume                                            | tonnes       | 114,984.00     | 117,200.00     |
| Energy consumption                                                   |              |                |                |
| Petrol                                                               | tonnes       | 19.71          | 14.95          |
| Diesel                                                               | tonnes       | 12.66          | 17.70          |
| Natural gas                                                          | cubic meters | 258,484.00     | 499,872.00     |
| Purchased electricity, excluding green electricity                   |              | 273,421,807.00 | 296,577,239.08 |
| Resource Utilization                                                 |              |                |                |
| Total packaging materials used for finished products                 | tonnes       | /              | 770,699        |
| Of which, the amount of recyclable/recycled packaging materials used | tonnes       | /              | 761,921        |
| Social Responsibility                                                |              |                |                |
| Occupational Health and Safety                                       |              |                |                |
| Health and Safety Investment                                         | 10,000 yuan  | 1,145.65       | 1,281.70       |
| Health and Safety Training Coverage                                  | %            | 100.00         | 100.00         |
| Number of participants in health and safety training                 | Attendance   | 68,428.00      | 59,824.00      |
| Workplace accidents in the year                                      | incidents    | /              | 5.00           |

| Indicators                                                                       | Unit                                                          | 2024   | 2025   |
|----------------------------------------------------------------------------------|---------------------------------------------------------------|--------|--------|
| Workers' compensation insurance coverage rate                                    | %                                                             | /      | 100.00 |
| Amount spent on employees' work-related injury insurance                         | 10,000 yuan                                                   | /      | 283.51 |
| Employee health check coverage rate                                              | %                                                             | 100.00 | 100.00 |
| Number of work-related injuries                                                  | %                                                             | 6.00   | 5.00   |
| Work-related injury rate                                                         | %                                                             | /      | 0.11   |
| Number of employees with occupational diseases                                   | persons                                                       | 0      | 0      |
| Incidence rate of occupational diseases among employees                          | %                                                             | 0      | 0      |
| Number of employees who died in the course of their work                         | persons                                                       | 0      | 0      |
| Working days lost due to work-related injuries                                   | working days                                                  | 211.00 | 148.00 |
| Human capital and talent attraction                                              |                                                               |        |        |
| Employment contract signing rate                                                 | /                                                             | 100%   | 100%   |
| Social insurance coverage rate                                                   | /                                                             | 100%   | 100%   |
| Return-to-work rate after parental leave                                         | /                                                             | 100%   | 100%   |
| Average number of days of paid annual leave per person                           | days                                                          | 14.50  | 15.00  |
| Total number of employee discrimination incidents                                | cases                                                         | 0      | 0      |
| Proportion of employees covered by trade unions/collective bargaining agreements | %                                                             | 100%   | 100%   |
| Significant labor and human rights incidents                                     | Incidents                                                     | 0      | 0      |
| Employee Composition                                                             |                                                               |        |        |
| Total number of employees                                                        | people                                                        | 3,919  | 4961   |
| Newly recruited staff                                                            | Number of new employees recruited during the reporting period | people | 4,988  |
|                                                                                  | Number of newly recruited recent graduates                    | people | 30     |
|                                                                                  | Number of local hires                                         | people | 348    |
| Number of employees by gender                                                    | Male employees                                                | people | 2,205  |
|                                                                                  | Female employees                                              | people | 1,714  |
| Number of employees by age                                                       | Number of employees aged 30 and under                         | people | 672    |
|                                                                                  | Number of employees aged 30–50                                | people | 3,043  |
|                                                                                  | Number of employees aged 51 and over                          | people | 204    |
| Number of employees by management level                                          | Number of senior managers                                     | people | 36     |

| Indicators                                         | Unit                                                          | 2024      | 2025       |
|----------------------------------------------------|---------------------------------------------------------------|-----------|------------|
| Number of employees by management level            | Number of middle managers                                     | people    | 255        |
|                                                    | Number of front-line staff                                    | people    | 3,628      |
| Number of employees by educational attainment      | Number of employees with a college diploma or lower           | people    | 3,414      |
|                                                    | Number of employees with a bachelor's degree                  | people    | 479        |
|                                                    | Number of employees with a postgraduate degree/ MBA or higher | people    | 26         |
| Number of employees by region                      | Employees in China (including Hong Kong, Macau and Taiwan)    | people    | 3,880      |
|                                                    | Overseas employees                                            | people    | 39         |
| Number of employees from ethnic minority groups    | people                                                        | 362       | 623        |
| Number of employees with disabilities              | people                                                        | 46        | 43         |
| Staff turnover                                     |                                                               |           |            |
| Total number of departures                         | people                                                        | 1,670     | 1,676      |
| Employee turnover by gender                        | Male employees                                                | people    | 1,066      |
|                                                    | Female employees                                              | people    | 604        |
| Number of employees who left, by age               | Employees aged 30 and under                                   | people    | 661        |
|                                                    | Employees aged 30–50                                          | people    | 981        |
|                                                    | Employees aged 51 and over                                    | people    | 28         |
| Employee training and development                  |                                                               |           |            |
| Total expenditure on staff training                | 10,000 yuan                                                   | 28.15     | 20.64      |
| Total number of training participants for the year | Attendance                                                    | 23,085.00 | 33,321.00  |
| Total training hours for staff                     | hours                                                         | 76,775.00 | 107,751.50 |
| Training coverage rate                             | %                                                             | 100%      | 99.05%     |
| Training coverage rate for male employees          | %                                                             | 100%      | 98.79%     |
| Training coverage rate for female employees        | %                                                             | 100%      | 99.46%     |
| Training coverage rate for senior staff            | %                                                             | 100%      | 100.00%    |
| Training coverage rate for middle management       | %                                                             | 100%      | 99.70%     |
| Training coverage rate for front-line staff        | %                                                             | 100%      | 99.00%     |
| Average annual training hours per employee         | hours                                                         | 19.59     | 21.70      |
| Average training duration per male employee        | hours                                                         | 2.90      | 25.2       |

| Indicators                                                     | Unit   | 2024   | 2025   |
|----------------------------------------------------------------|--------|--------|--------|
| Average training duration per female employee                  | hours  | 2.63   | 16.6   |
| Average training duration per senior staff member              | hours  | 2.36   | 66     |
| Average training duration per middle-management employee       | hours  | 1.99   | 58.07  |
| Average training duration per frontline employee               | hours  | 2.96   | 19.6   |
| Total number of course views on the online training platform   | views  | 11,846 | 23,476 |
| Total viewing time for courses on the online training platform | hours  | 8,984  | 41,107 |
| Employee health check coverage rate                            | %      | 1      | 1      |
| Employee satisfaction                                          | points | 79     | 81.2   |
| Number of employees receiving support                          | people | 7      | 1      |

## Indicator Index

### GRI Content Index

|                                  |                                                                                                                                                                        |
|----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Statement of Use                 | [Zhuhai Multek Group] has reported the information cited in this GRI content index for the period [1 January to 31 December 2025] with reference to the GRI Standards. |
| GRI Standards used               | GRI 1: Foundation 2021                                                                                                                                                 |
| Applicable GRI Industry Standard | No applicable industry standard is currently available.                                                                                                                |

| GRI Standards                   | Disclosure items                                                     | Location                                            |
|---------------------------------|----------------------------------------------------------------------|-----------------------------------------------------|
| GRI 2: General Disclosures 2021 | 2-1 Organizational Details                                           | About this Report, About Zhuhai Multek              |
|                                 | 2-2 Entities included in the organization’s sustainability reporting | About this Report                                   |
|                                 | 2-3 Reporting Period, Frequency and Contact                          | About this Report                                   |
|                                 | 2-4 Restatement of Information                                       | Key Performance                                     |
|                                 | 2-6 Activities, Value Chains and Other Business Relationships        | About Zhuhai Multek                                 |
|                                 | 2-7 Employees                                                        | 4.2 Human Capital and Talent Attraction             |
|                                 | 2-8 Non-employee Workers                                             | 2.3 Supply Chain Management                         |
|                                 | 2-9 Governance Structure and Composition                             | 1.1 Corporate Governance                            |
|                                 | 2-10 Nomination and Selection of the Highest Governance Body         | Sustainability Management, 1.1 Corporate Governance |
|                                 |                                                                      |                                                     |

| GRI Standards                   | Disclosure items                                                         | Location                                                           |
|---------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------|
| GRI 2: General Disclosures 2021 | 2-11 Chair of the Highest Governance Body                                | Sustainability Management, 1.1 Corporate Governance                |
|                                 | 2-12 Role of the highest governance body in managing impacts             | Sustainability Management, 1.1 Corporate Governance                |
|                                 | 2-13 Delegation of responsibility for managing impacts                   | Sustainability Management, 1.1 Corporate Governance                |
|                                 | 2-14 The Role of the Highest Governance Body in Sustainability Reporting | Sustainability Management, 1.1 Corporate Governance                |
|                                 | 2-15 Conflicts of Interest                                               | 1.3 Business Ethics                                                |
|                                 | 2-16 Communication on Key Issues                                         | Stakeholder Communication                                          |
|                                 | 2-17 Collective knowledge of the highest governance body                 | Sustainability Management, 1.1 Corporate Governance                |
|                                 | 2-22 Sustainability Strategy Statement                                   | Our Sustainability                                                 |
|                                 | 2-23 Policy Commitment                                                   | Our Sustainability                                                 |
|                                 | 2-24 Embedding Policy Commitments                                        | Our Sustainability                                                 |
|                                 | 2-25 Procedures for addressing adverse impacts                           | Our Sustainability                                                 |
|                                 | 2-26 Mechanisms for Seeking Advice and Raising Concerns                  | Our Sustainability                                                 |
|                                 | 2-27 Legal and Regulatory Compliance                                     | Our Sustainability                                                 |
|                                 | 2-28 Membership of Associations                                          | Our Sustainability                                                 |
|                                 | 2-29 Approach to Stakeholder Engagement                                  | Our Sustainability                                                 |
| GRI 3: Material Issues 2021     | 2-30 Collective Bargaining Agreements                                    | Stakeholder Communication, 4.2 Human Capital and Talent Attraction |
|                                 | 3-1 Process for determining material topics                              | Our Sustainability                                                 |
|                                 | 3-2 List of Material Issues                                              | Our Sustainability                                                 |
| GRI 101: Biodiversity 2024      | 3-3 Management of Material Issues                                        | Our Sustainability                                                 |
|                                 | 101-1 Policies to prevent and reverse biodiversity loss                  | 3.4 Ecosystem and Biodiversity Protection                          |
|                                 | 101-2 Management of impacts on biodiversity                              |                                                                    |
|                                 | 101-3 Access and Benefit-Sharing                                         |                                                                    |
|                                 | 101-4 Identification of Biodiversity Impacts                             |                                                                    |
|                                 | 101-5 Geographical Areas Affected by Biodiversity                        |                                                                    |
|                                 | 101-6 Direct drivers of biodiversity loss                                |                                                                    |
|                                 | 101-7 Changes in the Status of Biodiversity                              |                                                                    |
|                                 | 101-8 Ecosystem services                                                 |                                                                    |

| GRI Standards                           | Disclosure items                                                                              | Location                                          |
|-----------------------------------------|-----------------------------------------------------------------------------------------------|---------------------------------------------------|
| GRI 102: Climate Change 2025            | 102-1 Climate Change Mitigation Transition Plan                                               | 3.1 Climate Change Response                       |
|                                         | 102-2 Climate Change Adaptation Plan                                                          |                                                   |
|                                         | 102-3 Just Transition                                                                         |                                                   |
|                                         | 102-4 Greenhouse Gas Emission Reduction Targets and Progress                                  |                                                   |
|                                         | 102-5 Scope 1 Greenhouse Gas Emissions                                                        |                                                   |
|                                         | 102-6 Scope 2 Greenhouse Gas Emissions                                                        |                                                   |
|                                         | 102-7 Scope 3 Greenhouse Gas Emissions                                                        |                                                   |
|                                         | 102-8 Greenhouse gas emissions intensity                                                      |                                                   |
|                                         | 102-9 Greenhouse gas removals in the value chain                                              |                                                   |
|                                         | 102-10 Carbon credits                                                                         |                                                   |
| GRI 103: Energy 2025                    | 103-1 Energy policies and commitments                                                         | 3.3 Resource Utilization and the Circular Economy |
|                                         | 103-2 Energy consumption and self-generated electricity within the organization               |                                                   |
|                                         | 103-3 Upstream and downstream energy consumption                                              |                                                   |
|                                         | 103-4 Energy Intensity                                                                        |                                                   |
|                                         | 103-5 Reduction in Energy Consumption                                                         |                                                   |
| GRI 204: Procurement Practices 2016     | 204-1 Proportion of procurement expenditure on local suppliers                                | 2.3 Supply Chain Management                       |
| GRI 205: Anti-corruption 2016           | 205-1 Operations where corruption risk assessments have been carried out                      | 1.3 Business Ethics, 2.3 Supply Chain Management  |
|                                         | 205-2 Communication and training on anti-corruption policies and procedures                   | 1.3 Business Ethics, 2.3 Supply Chain Management  |
|                                         | 205-3 Confirmed incidents of corruption and actions taken                                     | 1.3 Business Ethics, 2.3 Supply Chain Management  |
| GRI 206: Anti-competitive Behavior 2016 | 206-1 Legal proceedings regarding anti-competitive Behavior, antitrust and monopoly practices | 1.3 Business Ethics                               |
| GRI 207: Taxation 2019                  | 207-1 Tax policy                                                                              | 1.2 Compliance and risk management                |
|                                         | 207-2 Tax governance, controls and risk management                                            | 1.2 Compliance and Risk Management                |
|                                         | 207-3 Stakeholder Engagement and Addressing Tax-Related Concerns                              | 1.2 Compliance and Risk Management                |
| GRI 301: Materials 2016                 | 301-1 Materials used by weight or volume                                                      | 3.3 Resource Utilization and Economic Circulation |
|                                         | 301-2 Recycled Inputs Used                                                                    | 3.3 Resource Utilization and Economic Circulation |
|                                         | 301-3 Recycled products and packaging materials                                               | 3.3 Resource Utilization and Economic Circulation |

| GRI Standards                      | Disclosure items                                                                      | Location                                          |
|------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------|
| GRI 302: Energy 2016               | 302-1 Energy consumption within the organization                                      | 3.3 Resource Utilization and Economic Circulation |
|                                    | 302-2 External energy consumption                                                     |                                                   |
|                                    | 302-3 Energy Intensity                                                                |                                                   |
|                                    | 302-4 Reduction in Energy Consumption                                                 |                                                   |
|                                    | 302-5 Reduction in Energy Demand for Products and Services                            |                                                   |
| GRI 303: Water and Wastewater 2018 | 303-1 Interactions with water as a shared resource                                    | 3.3 Resource Utilization and Economic Circulation |
|                                    | 303-2 Management of impacts associated with water discharge                           |                                                   |
|                                    | 303-3 Water withdrawal                                                                |                                                   |
|                                    | 303-4 Water discharge                                                                 |                                                   |
|                                    | 303-5 Water consumption                                                               |                                                   |
| GRI 305: Emissions 2016            | 305-1 Direct (Scope 1) greenhouse gas emissions                                       | 3.1 Climate Change Response                       |
|                                    | 305-2 Energy-related indirect (Scope 2) greenhouse gas emissions                      |                                                   |
|                                    | 305-3 Other indirect (Scope 3) greenhouse gas emissions                               |                                                   |
|                                    | 305-4 Greenhouse gas emissions intensity                                              |                                                   |
|                                    | 305-5 Greenhouse gas emission reductions                                              |                                                   |
|                                    | 305-6 Emissions of Ozone-Depleting Substances (ODS)                                   | Key Performance Indicators                        |
|                                    | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | Key Performance Indicators                        |
| GRI 306: Effluent and Waste 2016   | 306-3 Significant spills                                                              | 3.2 Environmental Compliance Management           |
| GRI 306: Waste 2020                | 306-1 Waste generation and significant waste-related impacts                          |                                                   |
|                                    | 306-2 Management of significant waste-related impacts                                 |                                                   |
|                                    | 306-3 Waste Generation                                                                |                                                   |
|                                    | 306-4 Waste diverted from disposal                                                    |                                                   |
|                                    | 306-5 Waste Sent for Direct Disposal                                                  |                                                   |

| GRI Standards                                                         | Disclosure items                                                                                                  | Location                                 |
|-----------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|------------------------------------------|
| <b>GRI 308: Environmental Assessment of Suppliers 2016</b>            | 308-1 New suppliers screened using environmental criteria                                                         | 2.3 Supply Chain Management              |
|                                                                       | 308-2 Adverse environmental impacts in the supply chain and actions taken                                         | 2.3 Supply Chain Management              |
| <b>GRI 401: Employment 2016</b>                                       | 401-1 New hire rate and employee turnover rate                                                                    | 4.2 Human Capital and Talent Acquisition |
|                                                                       | 401-2 Benefits provided to full-time employees but not to temporary or part-time employees                        | 4.2 Human Capital and Talent Attraction  |
|                                                                       | 401-3 Parental leave                                                                                              | 4.2 Human Capital and Talent Attraction  |
| <b>GRI 402: labor-Management Relations 2016</b>                       | 401-2 Benefits provided to full-time employees but not to temporary or part-time employees                        | 4.2 Human Capital and Talent Attraction  |
| <b>GRI 403: Occupational Health and Safety 2018</b>                   | 403-1 Occupational Health and Safety Management System                                                            | 4.1 Occupational Health and Safety       |
|                                                                       | 403-2 Hazard identification, risk assessment and incident investigation                                           |                                          |
|                                                                       | 403-3 Occupational health services                                                                                |                                          |
|                                                                       | 403-4 Worker Participation, Consultation and Communication on Occupational Health and Safety                      |                                          |
|                                                                       | 403-5 Occupational Health and Safety Training for Workers                                                         |                                          |
|                                                                       | 403-6 Promotion of worker health                                                                                  |                                          |
|                                                                       | 403-7 Prevention and Mitigation of Occupational Health and Safety Impacts Directly Related to Business Operations |                                          |
|                                                                       | 403-8 Workers covered by the occupational health and safety management system                                     |                                          |
|                                                                       | 403-9 Work-related injuries                                                                                       |                                          |
|                                                                       | 403-10 Work-related health issues                                                                                 |                                          |
| <b>GRI 404: Training and Education 2016</b>                           | 404-1 Average number of training hours per employee per year                                                      | 4.3 Employee Training and Development    |
|                                                                       | 404-2 Programs for upgrading employee skills and transition assistance programs                                   | 4.3 Employee Training and Development    |
|                                                                       | 404-3 Percentage of employees receiving regular performance and career development reviews                        | 4.3 Employee Training and Development    |
| <b>GRI 405: Diversity and Equal Opportunities 2016</b>                | 405-1 Diversity of governance bodies and workforce                                                                | 4.2 Human Capital and Talent Attraction  |
|                                                                       | 405-2 Ratio of basic salary and remuneration between women and men                                                | 4.2 Human Capital and Talent Attraction  |
| <b>GRI 406: Anti-discrimination 2016</b>                              | 406-1 Incidents of discrimination and corrective actions taken                                                    | 4.2 Human Capital and Talent Attraction  |
| <b>GRI 407: Freedom of Association and Collective Bargaining 2016</b> | 407-1 Operations and suppliers where freedom of association and the right to collective bargaining may be at risk | 4.2 Human Capital and Talent Attraction  |

| GRI Standards                                       | Disclosure items                                                                                   | Location                                         |
|-----------------------------------------------------|----------------------------------------------------------------------------------------------------|--------------------------------------------------|
| <b>GRI 408: Child labor 2016</b>                    | 408-1 Operations and suppliers where there is a risk of significant incidents of child labor       | 4.2 Human Capital and Talent Attraction          |
| <b>GRI 409: Forced or Compulsory labor 2016</b>     | 409-1 Operations and suppliers at risk of material incidents of forced or compulsory labor         | 4.2 Human Capital and Talent Attraction          |
| <b>GRI 413: Local Communities 2016</b>              | 413-1 Sites with local community engagement, impact assessments and development plans              | 4.4 Social Contribution and Community Engagement |
|                                                     | 413-2 Sites with significant actual and potential negative impacts on local communities            | 4.4 Social Contribution and Community Engagement |
| <b>GRI 414: Social Assessment of Suppliers 2016</b> | 414-1 New suppliers screened against social criteria                                               | 2.3 Supply Chain Management                      |
|                                                     | 414-2 Adverse social impacts in the supply chain and actions taken                                 | 2.3 Supply Chain Management                      |
| <b>GRI 416: Customer Health and Safety 2016</b>     | 416-1 Assessment of health and safety impacts by product and service category                      | 2.1 Product Quality and Safety                   |
|                                                     | 416-2 Incidents of non-compliance regarding the health and safety impacts of products and services | 2.1 Product Quality and Safety                   |
| <b>GRI 417: Marketing and Labelling 2016</b>        | 417-1 Requirements for product and service information and labelling                               | 2.4 Customer Service Management                  |
|                                                     | 417-2 Incidents of non-compliance relating to product and service information and labelling        | 2.4 Customer Service Management                  |
|                                                     | 417-3 Incidents of non-compliance relating to marketing communications                             | 2.4 Customer Service Management                  |
| <b>GRI 418: Customer Privacy 2016</b>               | 417-3 Incidents of non-compliance relating to marketing communications                             | 2.4 Customer Service Management                  |

### GREENHOUSE GAS VERIFICATION STATEMENT

Certificate No.: 04126GHGA20266

The 2025 Greenhouse Gas Inventory Report of

**Responsible party: Multek China Limited**

(Issue date: June 9, 2026; Time period: January 1, 2025- December 31, 2025)

has been verified in accordance with ISO 14064-3:2019 with the materiality and the level of assurance satisfied.

**Verification Criteria:** ISO 14064-1:2018  
**Verification:** ISO/IEC 17029:2019; ISO 14065:2020; ISO 14064-3:2019;  
**Programmes:** IAF MD6:2023; ISO 14066:2023  
**Boundary(ies):** Verified greenhouse gas statement:  
The 2025 Greenhouse Gas Inventory Report of Multek China Limited  
Organizational boundaries:  
All facilities under the operational control and related to greenhouse gas emissions and removals of Multek China Limited, which located at the Building 5, No. 2021, Zhufeng Road, XinQing Science & Technology Industrial Park, Jing An Town, Doumen, Zhuhai City, Guangdong, China, 519180  
Scope of business and activities:  
Production and sales of PCB  
Time period:  
January 1, 2025- December 31, 2025  
GHG Category(ies):  
Category 1 Category 2 Category 3  
Category 4 Category 5 Category 6  
**Total emissions:** 39,897.38 tCO<sub>2</sub>e (Market-based grid emission factor)  
52,266.07 tCO<sub>2</sub>e (Location-based grid emission factor)  
**Type of entity:** Third-party  
**Issue date:** June 25, 2026  
**Commissioned by:** Multek Industries Limited  
Details of verification objectives, level of assurance, materiality threshold, and intended users of the GHG statement, etc. are provided in Appendix A; details of sub-category emissions are provided in Appendix B.  
These appendices form an integral part of this verification statement.

General manager

CTI Certification Co., LTD.  
Zone A 8F CTI Building, No.4 Liu Xian San Road, Xi'an Street, Bao'an District, Shenzhen, Guangdong Province, China.  
This certificate is available on our website (www.cti-cert.com)

### APPENDIX A TO THE GREENHOUSE GAS VERIFICATION STATEMENT

Certificate No.: 04126GHGA20266

**Description of the verification:** CTI verified the inventory of Greenhouse gas emissions in the year 2025 of Multek China Limited according to ISO 14064-3:2019.

**Scope:** General Manufacturing (02)

**Verification objectives:** a) Evaluate whether the GHG inventory report meets the requirements of ISO 14064-1:2018  
b) Evaluate the consistency and completeness of the GHG inventory report  
c) Verify the correctness and reasonableness of the GHG accounting and reporting  
d) Evaluate the GHG-related management controls at the organization level

**Level of assurance:** Reasonable

**Materiality threshold:** 5%

**Intended users of the GHG statement:** Stakeholders involved in the business activities

**Nature of data and information supporting the GHG statement:** Historical facts

**GHGs included:** CO<sub>2</sub> CH<sub>4</sub> N<sub>2</sub>O HFCs PFCs SF<sub>6</sub> NF<sub>3</sub> Other

**Category 1 Emissions:** 866.41 tCO<sub>2</sub>e

**Category 2 Emissions:** 21,610.99 tCO<sub>2</sub>e (Market-based grid emission factor)  
33,979.67 tCO<sub>2</sub>e (Location-based grid emission factor)

**Category 3 Emissions:** 379.62 tCO<sub>2</sub>e

**Category 4 Emissions:** 17,040.36 tCO<sub>2</sub>e

**Total Emissions:** 39,897.38 tCO<sub>2</sub>e (Market-based grid emission factor)  
52,266.06 tCO<sub>2</sub>e (Location-based grid emission factor)

General manager

CTI Certification Co., LTD.  
Zone A 8F CTI Building, No.4 Liu Xian San Road, Xi'an Street, Bao'an District, Shenzhen, Guangdong Province, China.  
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### GREENHOUSE GAS VERIFICATION STATEMENT

Certificate No.: 04126GHGA20265

The 2025 Greenhouse Gas Inventory Report of

**Responsible party: Multek Industries Limited**

(Issue date: June 10, 2026; Time period: January 1, 2025- December 31, 2025)

has been verified in accordance with ISO 14064-3:2019 with the materiality and the level of assurance satisfied.

**Verification Criteria:** ISO 14064-1:2018  
**Verification:** ISO/IEC 17029:2019; ISO 14065:2020; ISO 14064-3:2019;  
**Programmes:** IAF MD6:2023; ISO 14066:2023  
**Boundary(ies):** Verified greenhouse gas statement:  
The 2025 Greenhouse Gas Inventory Report of Multek Industries Limited  
Organizational boundaries:  
All facilities under the operational control and related to greenhouse gas emissions and removals of Multek Industries Limited, which located at the No.2 XinTang Road, XinQing Science&Technology Industrial Park, JingAn Town, Doumen, Zhuhai City, Guangdong, China, 519180  
Scope of business and activities:  
Manufacture of rigid printed board  
Time period:  
January 1, 2025- December 31, 2025  
GHG Category(ies):  
Category 1 Category 2 Category 3  
Category 4 Category 5 Category 6  
**Total emissions:** 191,014.80 tCO<sub>2</sub>e (Location-based grid emission factor)  
172,260.71 tCO<sub>2</sub>e (Market-based grid emission factor)  
**Type of entity:** Third-party  
**Issue date:** June 25, 2026  
**Commissioned by:** Multek Industries Limited  
Details of verification objectives, level of assurance, materiality threshold, and intended users of the GHG statement, etc. are provided in Appendix A; details of sub-category emissions are provided in Appendix B.  
These appendices form an integral part of this verification statement.

General manager

CTI Certification Co., LTD.  
Zone A 8F CTI Building, No.4 Liu Xian San Road, Xi'an Street, Bao'an District, Shenzhen, Guangdong Province, China.  
This certificate is available on our website (www.cti-cert.com)

### APPENDIX A TO THE GREENHOUSE GAS VERIFICATION STATEMENT

Certificate No.: 04126GHGA20265

**Description of the verification:** CTI verified the inventory of Greenhouse gas emissions in the year 2025 of Multek Industries Limited according to ISO 14064-3:2019.

**Scope:** General Manufacturing (02)

**Verification objectives:** a) Evaluate whether the GHG inventory report meets the requirements of ISO 14064-1:2018  
b) Evaluate the consistency and completeness of the GHG inventory report  
c) Verify the correctness and reasonableness of the GHG accounting and reporting  
d) Evaluate the GHG-related management controls at the organization level

**Level of assurance:** Reasonable

**Materiality threshold:** 5%

**Intended users of the GHG statement:** Stakeholders involved in the business activities

**Nature of data and information supporting the GHG statement:** Historical facts

**GHGs included:** CO<sub>2</sub> CH<sub>4</sub> N<sub>2</sub>O HFCs PFCs SF<sub>6</sub> NF<sub>3</sub> Other

**Category 1 Emissions:** 5,425.24 tCO<sub>2</sub>e

**Category 2 Emissions:** 125,211.04 tCO<sub>2</sub>e (Location-based grid emission factor)  
106,456.95 tCO<sub>2</sub>e (Market-based grid emission factor)

**Category 3 Emissions:** 1,509.34 tCO<sub>2</sub>e

**Category 4 Emissions:** 58,869.18 tCO<sub>2</sub>e

**Total Emissions:** 191,014.80 tCO<sub>2</sub>e (Location-based grid emission factor)  
172,260.71 tCO<sub>2</sub>e (Market-based grid emission factor)

General manager

CTI Certification Co., LTD.  
Zone A 8F CTI Building, No.4 Liu Xian San Road, Xi'an Street, Bao'an District, Shenzhen, Guangdong Province, China.  
This certificate is available on our website (www.cti-cert.com)

### APPENDIX B TO THE GREENHOUSE GAS VERIFICATION STATEMENT

Certificate No.: 04126GHGA20266

Sub-category emissions information contained in this statement

| Category Description                                                                                                                                          | Quantified | Emissions(tCO <sub>2</sub> e)                                |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|--------------------------------------------------------------|
| <b>Category 1: Direct GHG emissions and removals</b>                                                                                                          |            | <b>866.41</b>                                                |
| 1.1 Direct emissions from stationary combustion                                                                                                               | Yes        | 539.67                                                       |
| 1.2 Direct emissions from mobile combustion                                                                                                                   | Yes        | 18.55                                                        |
| 1.3 Direct process emissions and removals from industrial processes                                                                                           | Yes        | 0.46                                                         |
| 1.4 Direct fugitive emissions from the release of GHGs in anthropogenic systems                                                                               | Yes        | 397.74                                                       |
| 1.5 Direct emissions and removals from land use, land use change and forestry (LULUCF)                                                                        | NA         | NA                                                           |
| <b>Category 2: Indirect GHG emissions from imported energy</b>                                                                                                |            | <b>21610.99 (Market-based)<br/>33979.67 (Location-based)</b> |
| 2.1 Indirect emissions from imported electricity (Location-based)                                                                                             | Yes        | 21610.99                                                     |
| 2.1 Indirect emissions from imported electricity (Market-based)                                                                                               | Yes        | 33979.67                                                     |
| 2.2 Indirect emissions from imported energy                                                                                                                   | NA         | NA                                                           |
| <b>Category 3: Indirect GHG emissions from transportation</b>                                                                                                 |            | <b>379.62</b>                                                |
| 3.1 Emissions from upstream transport and distribution for goods                                                                                              | Yes        | 142.36                                                       |
| 3.2 Emissions from downstream transport and distribution for goods                                                                                            | Yes        | 70.84                                                        |
| 3.3 Emissions from employee commuting                                                                                                                         | Yes        | 126.35                                                       |
| 3.4 Emissions from client and visitor transport                                                                                                               | No         | /                                                            |
| 3.5 Emissions from business travel                                                                                                                            | Yes        | 40.07                                                        |
| <b>Category 4: Indirect GHG emissions from products used by organization</b>                                                                                  |            | <b>17040.36</b>                                              |
| 4.1 Emissions from purchased goods                                                                                                                            | Yes        | 14324.20                                                     |
| 4.2 Emissions from capital goods                                                                                                                              | Yes        | 2215.19                                                      |
| 4.3 Emissions from the disposal of solid and liquid waste                                                                                                     | Yes        | 461.93                                                       |
| 4.4 Emissions from the use of assets                                                                                                                          | NA         | NA                                                           |
| 4.5 Emissions from the use of services that are not described in the above subcategories include consulting, cleaning, maintenance, mail delivery, bank, etc. | Yes        | 29.05                                                        |
| <b>Total (Market-based grid emission factor)</b>                                                                                                              |            | <b>39897.38</b>                                              |
| <b>Total (Location-based grid emission factor)</b>                                                                                                            |            | <b>52266.07</b>                                              |

General manager

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### APPENDIX B TO THE GREENHOUSE GAS VERIFICATION STATEMENT

Certificate No.: 04126GHGA20265

Sub-category emissions information contained in this statement

| Category Description                                                                                                                                          | Quantified | Emissions(tCO <sub>2</sub> e)                                   |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-----------------------------------------------------------------|
| <b>Category 1: Direct GHG emissions and removals</b>                                                                                                          |            | <b>6485.34</b>                                                  |
| 1.1 Direct emissions from stationary combustion                                                                                                               | Yes        | 398.26                                                          |
| 1.2 Direct emissions from mobile combustion                                                                                                                   | Yes        | 68.78                                                           |
| 1.3 Direct process emissions and removals from industrial processes                                                                                           | Yes        | 7.65                                                            |
| 1.4 Direct fugitive emissions from the release of GHGs in anthropogenic systems                                                                               | Yes        | 4,758.55                                                        |
| 1.5 Direct emissions and removals from land use, land use change and forestry (LULUCF)                                                                        | NA         | NA                                                              |
| <b>Category 2: Indirect GHG emissions from imported energy</b>                                                                                                |            | <b>125211.04 (Location-based)<br/>106,456.95 (Market-based)</b> |
| 2.1 Indirect emissions from imported electricity (Location-based)                                                                                             | Yes        | 125,211.04                                                      |
| 2.1 Indirect emissions from imported electricity (Market-based)                                                                                               | Yes        | 106,456.95                                                      |
| 2.2 Indirect emissions from imported energy                                                                                                                   | NA         | NA                                                              |
| <b>Category 3: Indirect GHG emissions from transportation</b>                                                                                                 |            | <b>1,509.34</b>                                                 |
| 3.1 Emissions from upstream transport and distribution for goods                                                                                              | Yes        | 614.26                                                          |
| 3.2 Emissions from downstream transport and distribution for goods                                                                                            | Yes        | 152.00                                                          |
| 3.3 Emissions from employee commuting                                                                                                                         | Yes        | 564.68                                                          |
| 3.4 Emissions from client and visitor transport                                                                                                               | No         | /                                                               |
| 3.5 Emissions from business travel                                                                                                                            | Yes        | 178.29                                                          |
| <b>Category 4: Indirect GHG emissions from products used by organization</b>                                                                                  |            | <b>58,869.18</b>                                                |
| 4.1 Emissions from purchased goods                                                                                                                            | Yes        | 52,358.04                                                       |
| 4.2 Emissions from capital goods                                                                                                                              | Yes        | 3,977.35                                                        |
| 4.3 Emissions from the disposal of solid and liquid waste                                                                                                     | Yes        | 2,442.65                                                        |
| 4.4 Emissions from the use of assets                                                                                                                          | NA         | NA                                                              |
| 4.5 Emissions from the use of services that are not described in the above subcategories include consulting, cleaning, maintenance, mail delivery, bank, etc. | Yes        | 91.14                                                           |
| <b>Total (Location-based grid emission factor)</b>                                                                                                            |            | <b>191,014.80</b>                                               |
| <b>Total (Market-based grid emission factor)</b>                                                                                                              |            | <b>172,260.71</b>                                               |

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