

2025

Environmental, Social and Governance (ESG) Report



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About this Report

This is the 2025 Sustainability Report published by Shenzhen Sunway Communication Co., Ltd. Adhering to the reporting principles of materiality, quantifiability, balance, and consistency, this report focuses on disclosing Sunway Communication's management strategies, practical achievements, performance indicators, and future plans in the field of sustainable development. It is designed to facilitate effective communication with all stakeholders and systematically address their expectations and concerns.

Reporting Scope

This is an annual report covering the actual business scope of Shenzhen Sunway Communication Co., Ltd. and its some subsidiaries from January 1, 2025, to December 31, 2025, which is consistent with the scope of the annual report released by the company.

The reporting scope of performance indicators in this report covers the main business of Shenzhen Sunway Communication Co., Ltd. Among them, the scope of economic performance indicators includes all entities included in the scope of the company's consolidated financial statements. The scope of environmental and social performance indicators includes ten entities: Shenzhen Sunway Communication Co., Ltd., Sunway Chuangke Communication Technology (Beijing) Co., Ltd., Weishi Technology Co., Ltd., Shenzhen Weishi Acoustics Co., Ltd., Shenzhen Alex Connector Co., Ltd., Shenzhen Element Technology Co., Ltd., Sunway Communication (Jiangsu) Co., Ltd., Jiangsu Sunway I-auto Interconnect Tech Co., Ltd., Jiangsu Sunway Sensing Materials Technology Co., Ltd., and Sunway Communication Viet Nam Co., Ltd. To enhance report comparability and forward-looking, some contents are extended, and any inconsistencies will be explained in the specific content.

For ease of reading and presentation, companies included within the scope of this sustainability report will be referred to by their abbreviations. The full names of the companies included in the reporting scope and their corresponding abbreviations are detailed in the table below.

Unless otherwise stated, this report uses CNY as the currency unit.

Companies and their abbreviations included in the scope of this year's sustainability report

No.	Companies included in the scope of this year's sustainability report	Company Name
1	Shenzhen Sunway Communication Co., Ltd.	Shenzhen Sunway
2	Sunway Chuangke Communication Technology (Beijing) Co., Ltd.	Sunway Chuangke
3	Weishi Technology Co., Ltd.	Weishi Technology
4	Shenzhen Weishi Acoustics Co., Ltd.	Weishi Acoustics
5	Sunway Communication (Jiangsu) Co., Ltd.	Jiangsu Sunway
6	Shenzhen Alex Connector Co., Ltd.	Alex
7	Shenzhen Element Technology Co., Ltd.	Element
8	Jiangsu Sunway I-auto Interconnect Tech Co., Ltd.	TBU
9	Jiangsu Sunway Sensing Materials Technology Co., Ltd.	Sensing Materials
10	Sunway Communication Viet Nam Co., Ltd.	Vietnam Sunway
Note	All companies included in the scope of this year's sustainability report	Sunway Communication, the company

Basis for Preparation

This report is based on the actual situation of Shenzhen Sunway Communication Co., Ltd. and prepared with reference to the following standards and documents.

Reference standards and documents of this report

No.	Name of Standards and Documents
1	GRI Standards
2	《China Corporate Sustainability Reporting Guideline (CASS-ESG6.0) 》
3	《Self-Regulatory Guidelines No. 11 for Companies Listed on Shenzhen Stock Exchange——Information Disclosure Assessment》
4	《Shenzhen Stock Exchange Listed Company Social Responsibility Guidelines》
5	《Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange——Sustainability Report (For Trial Implementation)》
6	International Sustainability Standards Board (ISSB)-IFRS S2: Accompanying Guidance on Climate-related Disclosures
7	《Self-Regulatory Guidance No. 3 for Companies Listed on the ChiNext Market of Shenzhen Stock Exchange——Preparation of Sustainability Report》

This report was finally formed through the process of identifying key stakeholders, analyzing and prioritizing material sustainability topics, determining the reporting boundaries, and systematically completing data collection, aggregation, sorting, and review.

Reliability Statement

The materials used in the report are all from the company and its subsidiaries, and we are responsible for the truthfulness, accuracy, and completeness of the report content.

Report Access

In order to practice the concepts of low carbon, environmental protection, and sustainable development, this report is released in a purely electronic format. The address for browsing and downloading the report is:

Shenzhen Sunway Communication Co., Ltd. (www.sz-sunway.com)

Shenzhen Stock Exchange (www.szse.cn)

CNINFO website (www.cninfo.com.cn)

For more information beyond this report, please refer to the company's annual report.

Message from the Chairman

In 2025, the economic structure accelerated its transformation, industrial upgrading continued to deepen, and green, low-carbon, and high-quality development became the main themes of the era. Facing new development opportunities and industry requirements, Sunway Communication has always taken "Honesty" as its anchor, staying true to its business aspirations and bravely shoulder its mission of the times. We promoted sustainable development through steady operation and built a solid long-term foundation amidst risks and challenges to achieve "living with quality".

Sunway Communication attaches great importance to the construction of a sustainable development governance system. In 2025, the Board of Directors of the company established the Strategy and Sustainability Committee to coordinate the advancement of ESG information disclosure. We deeply integrated sustainable development into company strategy and daily operations, safeguarding long-term steady development with a comprehensive governance structure.

Technological innovation is the lifeline of high-quality corporate development. As a leading global provider of RF (radio frequency) technology solutions, the company has continuously deepened its expertise in core areas such as polymer materials, ceramic materials, magnetic materials, and thermal management materials since 2019. We have achieved comprehensive independent control over foundational materials, formulation systems, and advanced equipment. The company has made significant breakthroughs in chip-level thermal interface materials, becoming a Mainland Chinese enterprise capable of mass-supplying chip thermal components to major North American clients. By realizing domestic self-sufficiency, we support the high-quality development of the national manufacturing industry with hard-core technology, actively practicing both technological innovation and "Tech for Good". In 2025, Sunway Communication was invited to attend the China Industrial Transfer Conference, co-hosted by the Ministry of Industry and Information Technology (MIIT) and the People's Government of Hunan Province, showcasing the innovative strength of China's RF technology to the industry.

Key talent is the primary resource for sustainable enterprise development. In 2025, Sunway Communication continued to deepen the construction of its internal talent training platform—Sunway Academy. Adhering to the philosophy of "empowering talent, assisting business, and inheriting organization," we built five major training systems based on "combining training with practice and being result-oriented." All training projects focus on business pain points and integrate cutting-edge methods with internal practices. By promoting the transformation of learning outcomes into performance improvement and behavioral change, we continuously enhanced talent vitality and stimulated organizational momentum.

Green and low-carbon development is an important foundation for high-quality enterprise development. Sunway Communication actively grasps the green development trend, continuously deepening the layout and application of clean energy. Through diverse methods such as self-built photovoltaic projects and the purchase of green electricity and green certificates, we steadily advanced the low-carbon transformation of the energy structure. Currently, the Shenzhen plant has achieved 100% green electricity coverage, the Jiangsu plant relies on self-built photovoltaics to achieve self-generation and self-consumption of clean energy, and Weishi Technology and Vietnam Sunway bases practice low-carbon operations through green electricity and green certificate procurement. In 2025, the company was awarded the national Green Factory certification, and our green development achievements received authoritative recognition.

Looking back at 2025, Sunway Communication maintained its resolve amidst uncertainty and moved forward steadily in the wave of change. Looking ahead, we will continue to base ourselves on "Honesty," reach far with innovation, and practice with responsibility. We will integrate ESG concepts throughout the development process, deepening core technologies, cultivating talent advantages, and adhering to green and low-carbon development. Together with customers, partners, and all employees, we will navigate through cycles with long-termism, respond to the era's expectations with high-quality development, and contribute Sunway Communication's strength to industrial upgrading, social progress, and a sustainable future for humanity!

Peng Hao
Shenzhen Sunway Communication Co., Ltd.
Chairman & General Manager

Feature: Cultural Empowerment, Synergistic Progress

Sunway Communication always insists on promoting corporate culture creation from a strategic height, building a multi-dimensional cultural communication and philosophy system. We regularly launch cultural columns such as "CEO on Culture," "Fortnightly Talk," and internal journals to promote the transmission of core corporate values to every employee and their integration into the entire process of team operation and development, providing solid support for the company's long-term sustainable development.

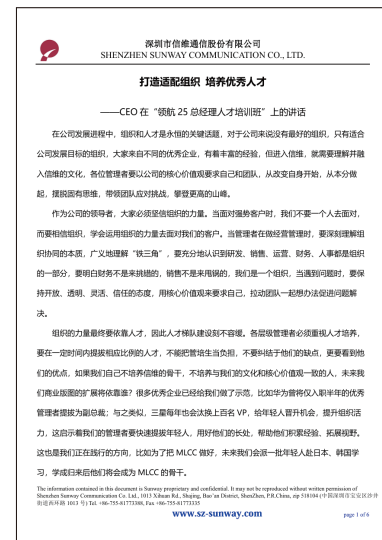
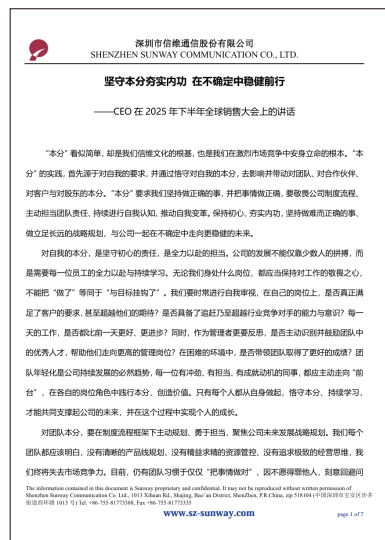
In 2025, Sunway Communication continued to deepen corporate culture communication, focusing on the landing of philosophies and the building of consensus, publishing a total of 7 chapters in the "CEO on Culture" series. This series revolves around management's business philosophy, organizational development strategy, and social responsibility, conveying strategic directions and development visions through pragmatic expressions to guide employees in unifying cognition and building a synergistic force.

The series has distinct themes, clearly demonstrating the company's firm direction toward pursuing high-quality and sustainable development from multiple levels such as business management and responsibility. In "Adhering to Honesty, Consolidating Internal Strength, and Moving Forward Steadily Amidst Uncertainty," the CEO emphasized the core connotation of "Honesty," advocating for employees to practice the "Five Honesty" criteria: staying true to original intentions and upholding bottom lines for oneself; being responsible, collaborative, and building synergy for the team; being honest, win-win, and abiding by contracts for partners; thinking from the perspective of and creating value for customers; and operating prudently to protect rights for shareholders. This aims to achieve resonance between individual growth and enterprise development, laying a solid foundation for high-quality sustainable development.

Facing intensified market competition and growth challenges, the company released "Sailing for Change: Starting a New Journey of High-Quality Sustainable Development—CEO on Marketing Organization Reform," insisting on breaking through with change. By optimizing the organizational structure and resolving development bottlenecks, we promoted high-quality transformation and development. Regarding talent construction, the CEO pointed out in "Building an Adaptive Organization and Cultivating Outstanding Talents—CEO's Speech at the 'Pilot 25 General Manager Talent Training Program'" that the core of organizational sustainable development lies in talent. Relying on Sunway Academy, the company built a learning and growth platform for employees, helping them continuously improve and grow rapidly in their positions to create a talent team that matches enterprise development.

"Fortnightly Talk" published 14 issues throughout the year, closely following the core concepts of "CEO on Culture." It promptly publicized corporate culture activities, promoting the integration of core values such as honesty, change, and talent cultivation into daily work, facilitating the effective landing of cultural philosophies.

Corporate culture is an important guarantee for steady enterprise development. In the future, Sunway Communication will continue to deepen corporate culture creation, enrich communication carriers, and strengthen the practice of philosophies, using culture to unite people and empower operations, leading the company on the path of high-quality sustainable development.



About Sunway Communication

Introduction to Sunway Communication

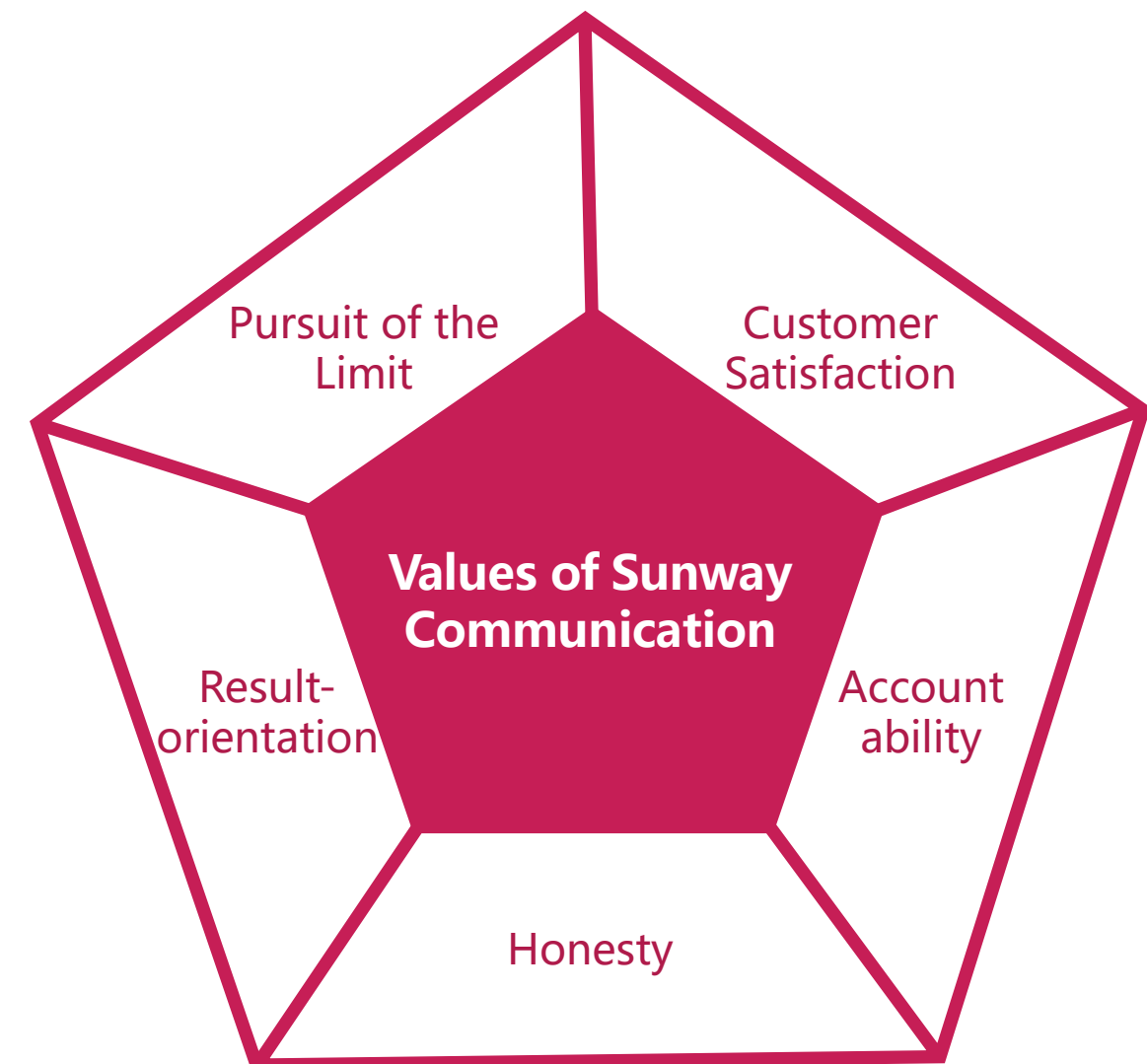
Sunway Communication has been established on April 27, 2006 and being listed on the Shenzhen Stock Exchange in November 2010 (stock code: 300136). The company develops and produces various electronic components and modules related to RF. In 2012, Sunway had acquired the world-renowned antenna manufacturer Laird Technologies (Beijing) Co., Ltd, expanded globally and built a customer foundation that included the world's premier smartphone OEMs and supply chain partners. Today, Sunway's business map has spread across 7 countries and 17 regional offices, completing the development of local reach around the world. As of the end of 2025, the company had a total of 10,000+ employees, operating income of 8.91 billion CNY (app. 1.27 billion USD), and a total of 5,498 patent applications filed. In 2025, the company's R&D investment accounted for 7.11% of its operating revenue, we continuously introduce state-of-the-art technologies to increase our competitiveness to satisfy the demanding requirements of our global customers. In the future, Sunway's mission is continue to research in basic materials and technologies, to develop innovative products and reliable solutions in order to create value for our customers.

Main Business

Sunway Communication mainly produces various electronic components and modules related to RF, such as antenna modules, wireless charging modules, high-frequency and high-speed connectors and cables, high-end MLCCs, acoustics and more. Product applications include consumer electronics (smartphones, tablets, PCs, smart wearable etc.), commercial satellites, smart vehicles, IoT/smart home, AI servers and data centers, low-altitude flight, and humanoid robots. Our advanced research centers around the world focus on developing cutting-edge technologies to ensure robust growth in the future.

Sunway maintains its market leadership in antennas, wireless charging, and EMC/EMI solutions, while deepening product penetration across its customer base. Concurrently, the company is expanding its portfolio to include high-precision connectors, LCP modules/mm-Wave antennas, automotive connectivity products, and high-end MLCC. By increasing investments in commercial satellite, smart vehicles, and smart home applications, Sunway is successfully transitioning from a focus on consumer electronics to a diversified strategy encompassing 'Consumer Electronics + Commercial Satellite + Smart Automotive'.

Corporate Culture



Development History

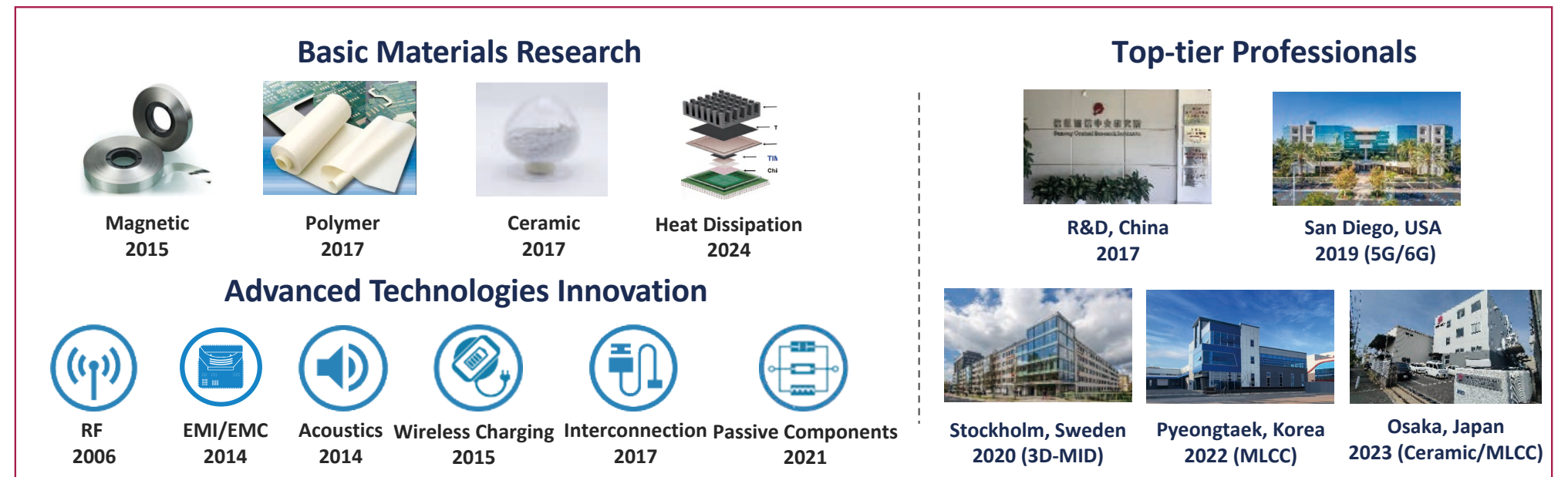


Apr. 2006 Founded in Shenzhen

Nov. 2010 IPO in Shenzhen

2006-2010
Start-up

Continuous Innovation on Products and Technologies

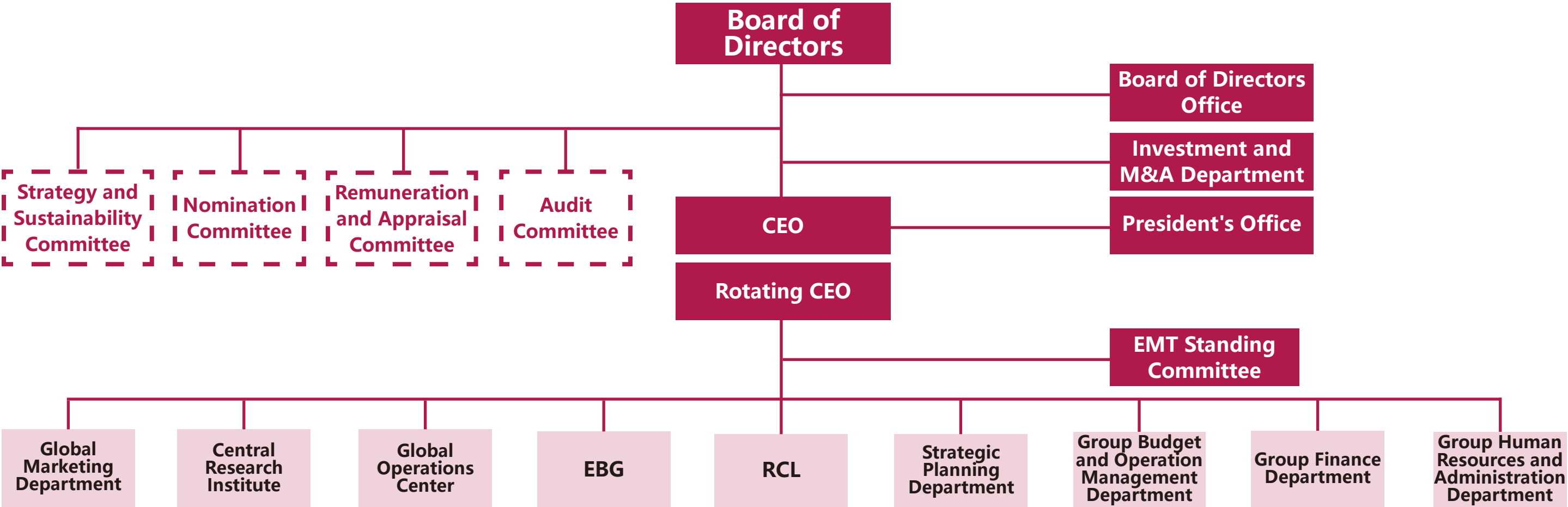


Global Layout of Supply Capabilities



2010 ~
Innovation and Globalization

Organizational Structure



Organizational Structure of Sunway Communication

Awards and Recognition

The awards and recognitions received by the company in 2025 are shown below.

Awards and Recognitions of Sunway Communication in 2025

No.	Awards and Recognition	Issuing Authority
1	National Green Factory	Ministry of Industry and Information Technology
2	Shenzhen Green Factory	Industry and Information Technology Bureau of Shenzhen Municipality
3	Manufacturing Single Champion Enterprise	Ministry of Industry and Information Technology
4	Caring Enterprise Assisting Du'an Revitalization and Demonstrating Responsibility	Du'an Yao Autonomous County Committee of the CPC, People's Government of Du'an Yao Autonomous County
5	Enterprise with Outstanding Contribution to Industrial Development	Shenzhen Bao'an District Shajing Chamber of Commerce

Sustainability Strategy and Management

Sustainability Strategy and Philosophy

Sunway Communication steadfastly upholds its mission: "Dedicated to creating trustworthy, innovative products and solutions through research into foundational materials and fundamental technologies, thereby creating value for our customers." We systematically drive and solidly advance our efforts across the three major dimensions of Environmental, Social, and Governance (ESG). By fully implementing our sustainable development strategy, we continuously demonstrate Sunway Communication's brand influence and corporate responsibility amidst the global wave of sustainability.

Sustainability Management Structure

Sunway Communication attaches great importance to the construction of a sustainable development system. To further improve the management mechanism and coordinate the advancement of various works, Sunway Communication has established an ESG governance structure, integrating ESG management responsibilities to improve the level of ESG governance and enhance the company's sustainable development capabilities. As the highest operational decision-making body of the company, the Board of Directors is responsible for reviewing the company's ESG strategic planning, identifying the impact and risks of environmental, social, and corporate governance on the company's business model, technology research and development, and financial status; and is responsible for reviewing the company's annual ESG report, coordinating and promoting the daily management and organizational implementation of ESG work.

In 2025, Sunway Communication established the Strategy and Sustainability Committee of the Board of Directors and formulated the "Working Rules of the Strategy and Sustainability Committee of the Board of Directors" in accordance with the "Company Law of the People's Republic of China", "Code of Corporate Governance for Listed Companies", "Articles of Association of Shenzhen Sunway Communication Co., Ltd." (hereinafter referred to as "Articles of Association") and other relevant regulations. The Strategy and Sustainability Committee is a specialized working body under the Board of Directors, mainly responsible for researching and making recommendations on the company's medium- and long-term development strategies, major investment decisions, etc.

Sustainability Management Structure of Sunway Communication



Governance and Operational Rules of the Strategy and Sustainability Committee

Governance Structure	Composed of company directors, including the Chairman; One chairman of the committee, served by the Chairman of the company; Establish an ESG working group to assist the committee in specific task implementation.
Scope of Responsibilities	ESG Coordination: Research the company's sustainable development (ESG) strategic planning, expected goals, and policies, and propose relevant planning and policy suggestions; review the company's ESG-related reports and propose report optimization suggestions; Strategic Research: Research the company's medium- and long-term developmentstrategic planning and propose relevant planning suggestions; Investment and Financing Judgment: Research and make recommendations on major investment and financing plans that require approval or review by the Board of Directors according to the "Articles of Association"; Capital Analysis: Research and make recommendations on major capital operations and asset management projects that require approval or review by the Board of Directors according to the "Articles of Association"; Major Judgment: Research and make recommendations on other major matters affecting the company's development; Implementation Supervision: Inspect the implementation of all the above matters; Authorized Undertaking: Handle other relevant matters as authorized by the Board of Directors;

Scope of Responsibilities	Attribution of Authority and Responsibility: Responsible to the Board of Directors, and the proposed relevant proposals are submitted to the Board of Directors for review and decision.
Operating Mechanism	Meeting System: Hold at least 1 regular meeting every year, and temporary meetings can be held as needed with 7 days' notice; Meeting Form: Can be held in the form of on-site meetings or communication; Professional Support: Hire intermediary agencies to provide support when necessary; Meeting Minutes: Committee members attending the meeting shall sign the meeting minutes, which are kept by the Secretary of the Board of Directors of the company; Proposal Submission: Passed proposals shall be submitted to the Board of Directors of the company in writing; Record Confidentiality: Participating committee members must keep the meeting content confidential.

Materiality Assessment

Stakeholder Identification and Engagement

Sunway Communication always adheres to the concept of coordinated development of stakeholders, fully respects the reasonable demands of all stakeholders, attaches great importance to the significance of their opinions and suggestions to the company's sustainable development, and integrates stakeholder demands into the whole process of the company's strategic planning and operation management.

During the reporting period, Sunway Communication combined its own development strategy and core business characteristics, fully referred to the advanced practical experience of the global industry, and systematically sorted out and scientifically evaluated to screen out stakeholder groups that may or have had a significant impact on the company's operation and development and highly match the core concerns of stakeholders, mainly covering core groups such as shareholders and investors, suppliers and partners, and customers and consumers. To ensure the timeliness, effectiveness, and convenience of stakeholder engagement, the company, based on the needs characteristics and communication habits of different

stakeholder groups, constructs and continuously improves diversified and multi-level communication channels and interaction mechanisms, ensuring that the demands of all parties are fully listened to, effectively transmitted, and reasonably responded to, achieving the win-win development of the company and stakeholders.

Sunway Communication Stakeholder Engagement Channels and Key Topics

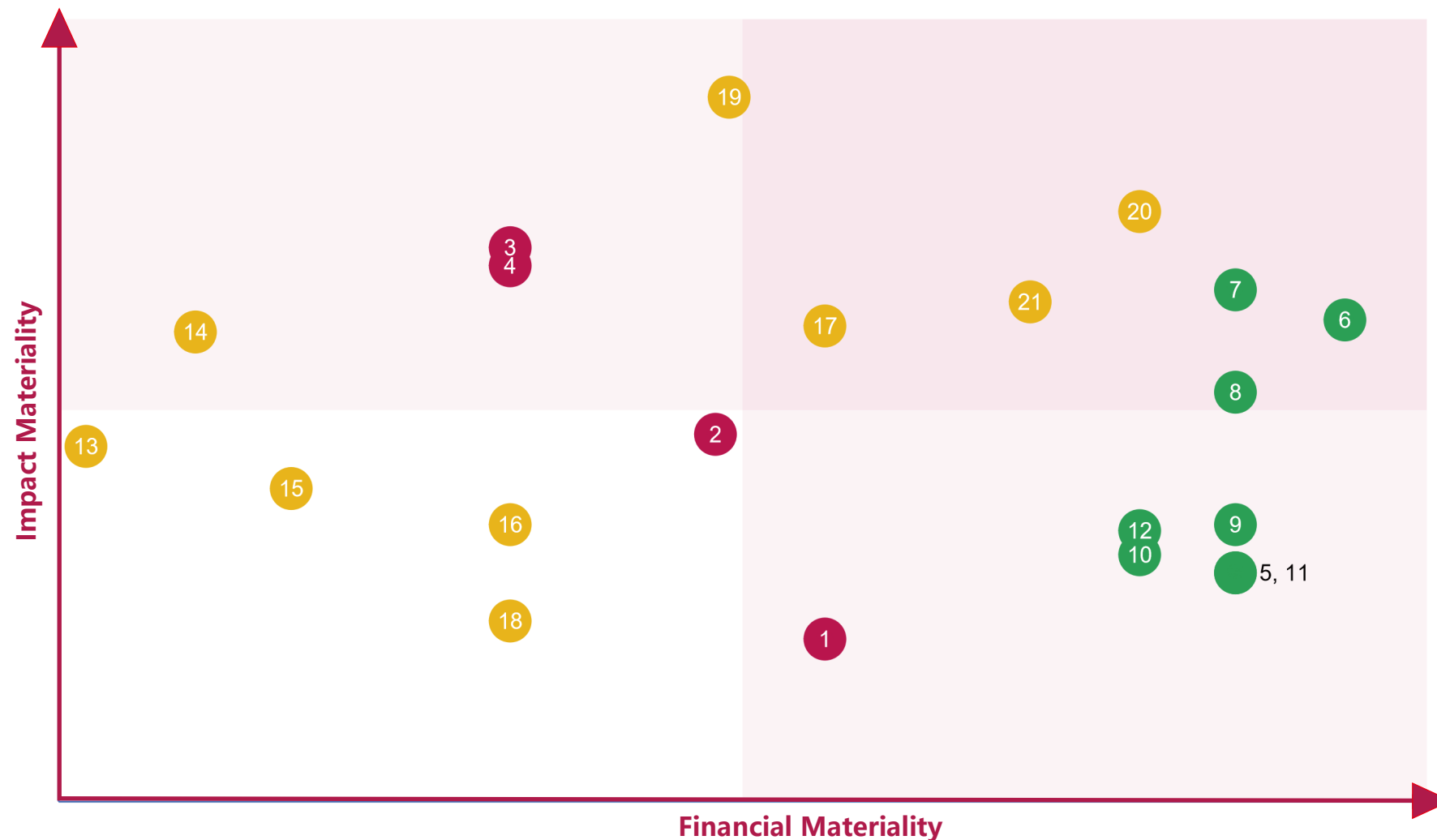
Stakeholders	Communication Channels	Expectations and Demands
Government and Regulatory Authorities	Regular Communication and Feedback Accept Supervision Participate in Relevant Meetings	Compliant Operation Tax Payment According to Law Drive Employment Economic Development
Shareholders and Investors	Shareholders' Meeting Information Disclosure Performance Briefing Investor Communication Platform	Protect Shareholders' Rights and Interests Equal Treatment Information Transparency Steady Operation
Suppliers and Partners	Supplier Communication and Training On-site Communication	Equal Treatment Fulfill Contracts in Good Faith Win-win Cooperation
Customers and Consumers	Information Disclosure Complaints and Return Visits Daily Communication and Visits	High-quality Customer Service Guarantee Safety and Quality of Products and Services Protect Customer Privacy
Employees	Employee Training Employee Satisfaction Survey Bulletin Board, Company Intranet	Employee Remuneration Employee Development Health and Safety Humanistic Care
Community	Information Disclosure Community Participation Resident Complaint Handling	Community Development Emission Management
Media	Media Interviews Performance Briefing	Information Transparency Good Cooperation Equal Treatment

Analysis of Material Topics

To more accurately respond to stakeholder demands, the company strictly follows the requirements of the "Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange-Sustainability Report (For Trial Implementation)", combines the dual dimensions of financial materiality and impact materiality, integrates industry characteristics and development realities, and systematically conducts the identification and materiality assessment of sustainable development topics.

Through sorting out and evaluation, 21 material topics were finally determined. At the same time, combined with research and feedback from stakeholders such as customers, consumers, employees, suppliers, and partners, the Sunway Communication 2025 Material Topics Matrix was formed, providing a scientific basis for subsequent sustainable development management and report preparation.

2025 Material Topics Matrix of Sunway Communication



● Governance

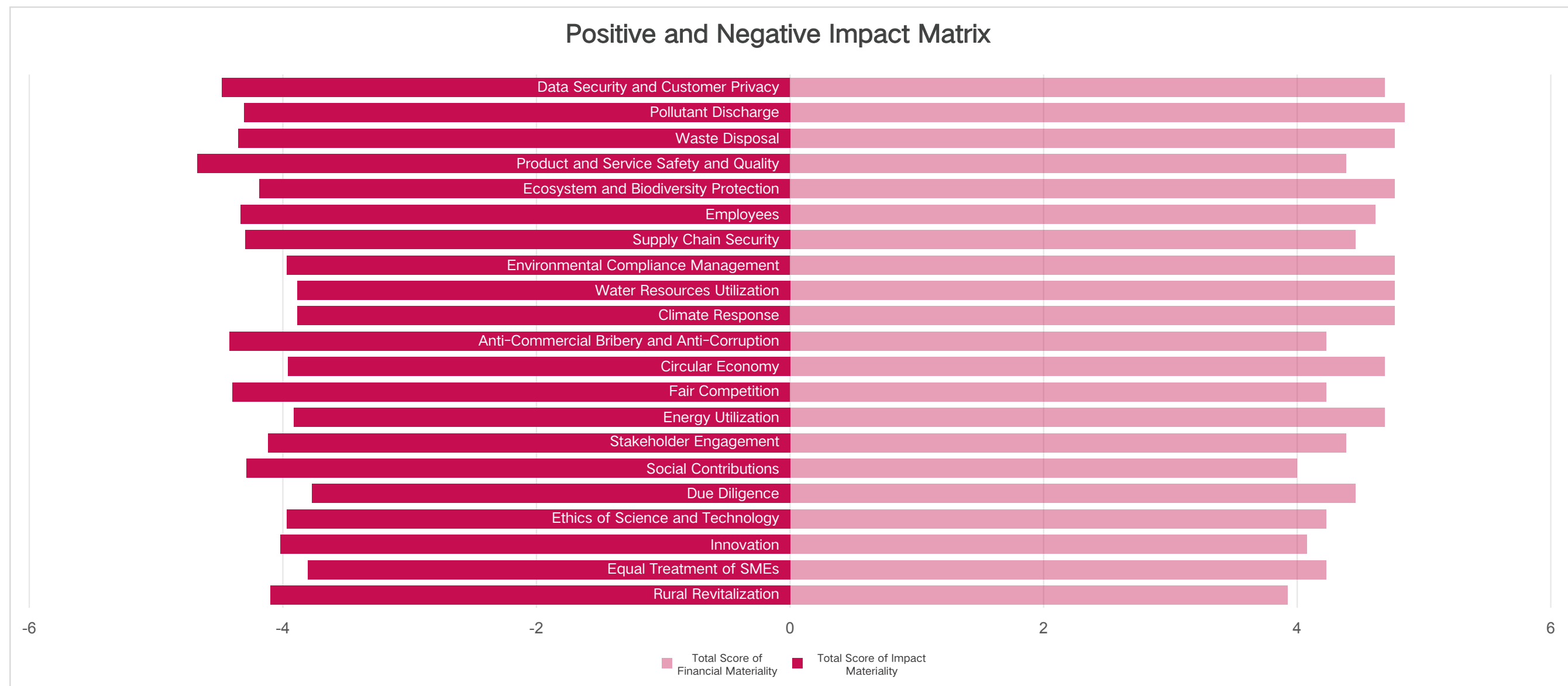
- 1 Due Diligence
- 2 Stakeholder Engagement
- 3 Anti-commercial Bribery and Anti-corruption
- 4 Fair Competition

● Environment

- 5 Climate Response
- 6 Pollutant Discharge
- 7 Waste Disposal
- 8 Ecosystem and Biodiversity Protection
- 9 Environmental Compliance Management
- 10 Energy Utilization
- 11 Water Resources Utilization
- 12 Circular Economy

● Society

- 13 Rural Revitalization
- 14 Social Contributions
- 15 Innovation
- 16 Ethics of Science and Technology
- 17 Supply Chain Security
- 18 Equal Treatment of SMEs
- 19 Product and Service Safety and Quality
- 20 Data Security and Customer Privacy
- 21 Employees



Topic Dual Materiality Analysis Results

Positive and Negative Impact Analysis of Material Topics

Sunway Communication refers to the latest disclosure standards at home and abroad, and combines industry development trends and the company's operating realities to comprehensively evaluate the potential impact directions and boundaries of the 21 material topics.

Positive and Negative Impact Assessment of Material Topics

No.	Topic	Impact Assessment		Impact Boundary			
		Positive	Negative	Upstream Suppliers	Headquarters	Branches and Subsidiaries	Downstream Products and Services
1	Data Security and Customer Privacy	Strengthening data security can improve the level of compliance and customer trust, enhance the stickiness of supply chain cooperation, reduce cooperation risks, and assist in enhancing brand image and market competitiveness.	If data leakage and privacy compliance are inadequate, it will face regulatory penalties, customer claims, and reputation damage, affecting supply chain cooperation and order stability.	√	√	√	√
2	Pollutant Discharge	Standardizing pollutant discharge can meet environmental compliance requirements, reduce environmental risks, enhance the image of green manufacturing, and increase downstream customer cooperation recognition.	Excessive emissions will face administrative penalties and production suspension for rectification, causing economic losses and brand reputation decline, and affecting supply chain access qualifications.		√	√	
3	Waste Disposal	Improving the standardized management level of waste, reducing hidden dangers of environmental pollution, meeting customer green supply chain requirements, and assisting circular economy and sustainable development.	Improper disposal can easily trigger environmental protection penalties, ecological pollution, and brand reputation damage, affecting supply chain access and continuous operation.		√	√	
4	Product and Service Safety and Quality	High quality and high safety can enhance customer trust, stabilize supply chain cooperation, and improve market competitiveness and brand reputation.	Quality defects or safety issues will trigger recalls, claims, and compliance risks, seriously affecting customer cooperation and corporate reputation.	√	√	√	√
5	Ecosystem and Biodiversity Protection	Strengthening biodiversity protection can improve the level of environmental compliance, establish a responsible corporate image, and meet international customers and ESG-related requirements.	If inadequate control causes ecological damage, it will face compliance risks, public opinion criticism, and restricted supply chain cooperation, affecting long-term development.		√	√	√
6	Employees	Protecting employee rights and interests can enhance employee belongingness and work efficiency, reduce the employee turnover rate, stabilize the production team, and enhance corporate cohesion and sustainable operation capabilities.	If employment is non-compliant and occupational health protection is insufficient, it will face regulatory penalties, employee complaints, and a decline in production efficiency, damaging corporate reputation.		√	√	
7	Supply Chain Security	Enhancing supply chain security mitigates the risk of supply disruptions, ensures production continuity, and boosts both customer trust and the resilience of the industrial chain.	Out-of-control supply chains can easily trigger quality, compliance, and delivery risks, affect production order and customer cooperation, and cause economic and reputation losses.	√	√	√	

Positive and Negative Impact Assessment of Material Topics

No.	Topic	Impact Assessment		Impact Boundary			
		Positive	Negative	Upstream Suppliers	Headquarters	Branches and Subsidiaries	Downstream Products and Services
8	Environmental Compliance Management	Improving environmental compliance can reduce the risk of violations, meet customer and regulatory requirements, enhance the image of the green supply chain, and support the company's steady operation.	Environmental non-compliance will face penalties, rectifications, and even production suspension, damaging reputation and customer cooperation, and affecting sustainable operation.	√	√	√	
9	Water Resources Utilization	Efficient water use can reduce operating costs, meet environmental protection and customer green supply chain requirements, and enhance the sustainable development level of the company.	Excessive water use or improper management will lead to resource waste, increased costs, and hidden dangers of compliance risks and failure of customer audits.	√	√	√	
10	Climate Response	Strengthening climate action helps reduce carbon compliance risks, meet international customer ESG audits, enhance green competitiveness, and assist long-term sustainable development.	Insufficient carbon management will face policy control, rising costs, and restricted supply chains, exacerbating production and operation risks, and affecting market access.	√	√	√	
11	Anti-commercial Bribery and Anti-corruption	Strengthening anti-corruption compliance can enhance corporate reputation and customer trust, reduce legal and reputation risks, and ensure long-term and stable cooperation in the supply chain.	The occurrence of corruption and bribery behaviors will face legal sanctions, economic penalties, and brand setbacks, seriously affecting market access and continuous operation.	√	√	√	√
12	Circular Economy	Developing circular economy can reduce raw material costs, meet customer green supply chain and ESG evaluation requirements, and enhance sustainable competitiveness.	Insufficient advancement will lead to resource waste, increased environmental protection pressure, inability to meet downstream low-carbon requirements, and affect customer cooperation and market access.	√	√	√	√
13	Fair Competition	Adhering to fair competition can establish an image of compliance and integrity, win customer and regulatory recognition, reduce operating risks, and ensure the longterm stable development of the company.	The occurrence of unfair competition behaviors will face legal penalties, brand damage, affect customer cooperation and industry reputation, and restrict continuous operation.	√	√	√	√
14	Energy Utilization	Efficient energy utilization can reduce operating costs, meet environmental protection and customer low-carbon requirements, and enhance green manufacturing levels and sustainable competitiveness.	Excessive energy use and lack of management will result in high energy consumption and increased costs, facing compliance and customer audit risks, and affecting corporate efficiency.		√	√	

Positive and Negative Impact Assessment of Material Topics

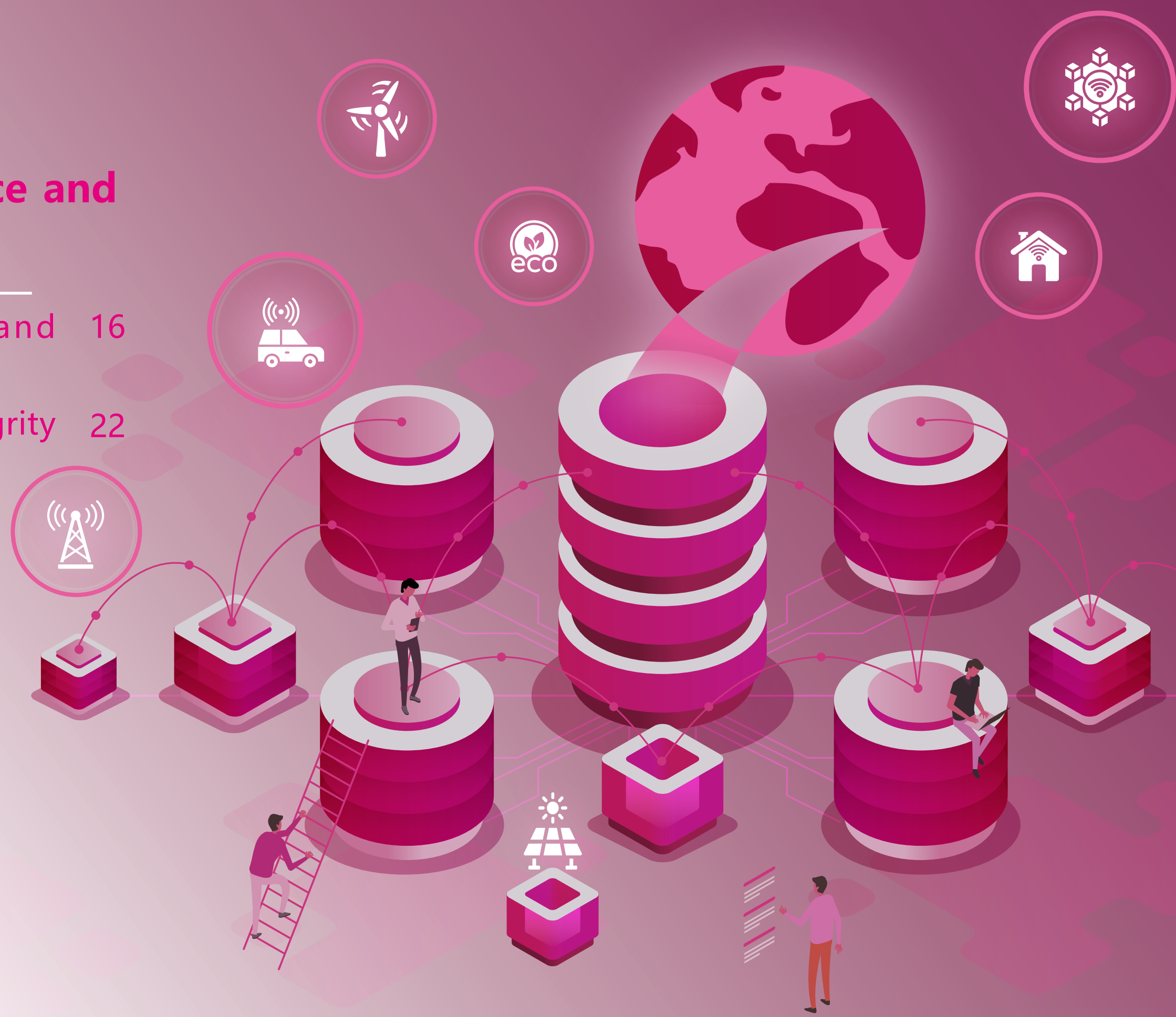
No.	Topic	Impact Assessment		Impact Boundary			
		Positive	Negative	Upstream Suppliers	Headquarters	Branches and Subsidiaries	Downstream Products and Services
15	Stakeholder Engagement	Efficient communication can accurately match demands, resolve potential contradictions, enhance the recognition of stakeholders, and enhance corporate credibility and supply chain synergy capabilities.	Poor communication easily leads to disjointed demands and misunderstandings, triggering complaints or public opinion risks, and affecting brand image and stakeholder cooperation relations.	√	√	√	√
16	Social Contributions	Strengthening social contributions can enhance corporate brand reputation and public recognition, enhance customer and employee loyalty, assist in upgrading supply chain cooperation, and establish a responsible corporate image.	If social contributions are merely formal and do not fit industry characteristics, they are prone to trigger public questioning, weaken brand credibility, and indirectly affect market cooperation and corporate reputation.		√	√	
17	Due Diligence	Improving due diligence can proactively identify and avoid potential risks, improve decision-making quality, enhance supply chain resilience, and meet customer and regulatory compliance audit requirements.	The lack of due diligence easily triggers cooperation risks, compliance disputes, and brand crises, leading to project failures, economic losses, and seriously affecting corporate market reputation and sustainable development.	√	√	√	√
18	Ethics of Science and Technology	Adhering to the ethics of science and technology can enhance technological credibility and brand image, meet customer and regulatory requirements, reduce innovation risks, and enhance long-term sustainable competitiveness.	Inadequate management of the ethics of science and technology easily triggers compliance risks, public questioning, and trust crises, affecting customer cooperation and corporate reputation.		√	√	√
19	Innovation	Continuous innovation can enhance core competitiveness, expand high-end market and customer cooperation, and improve profitability and sustainable development capabilities.	Insufficient innovation investment and lagging technological iteration will lead to a decline in product competitiveness, making it difficult to meet customer needs, and facing the risk of shrinking market share.		√	√	√
20	Equal Treatment of SMEs	Equal cooperation can broaden supply chain channels, stimulate collaborative innovation vitality, enhance supply chain resilience, and at the same time establish a good industry reputation, obtaining positive recognition from customers and regulators.	If cooperation is unfair, it is prone to trigger complaints and legal risks, limit the diversity of the supply chain resource pool, weaken the anti-risk capabilities of the industrial chain, and subsequently affect the continuous and stable operation of the company.	√	√	√	
21	Rural Revitalization	Participating in rural revitalization can enhance social image and brand reputation, increase stakeholder recognition, assist in building harmonious social relations, and improve ESG performance.	Insufficient attention or lack of action will weaken the effectiveness of social responsibility, reduce social evaluation and public goodwill, and is not conducive to an image of longterm sustainable development.	√	√	√	√

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Accessible Governance and Steady Development

Improving Governance and 16
Strengthening Risk Control

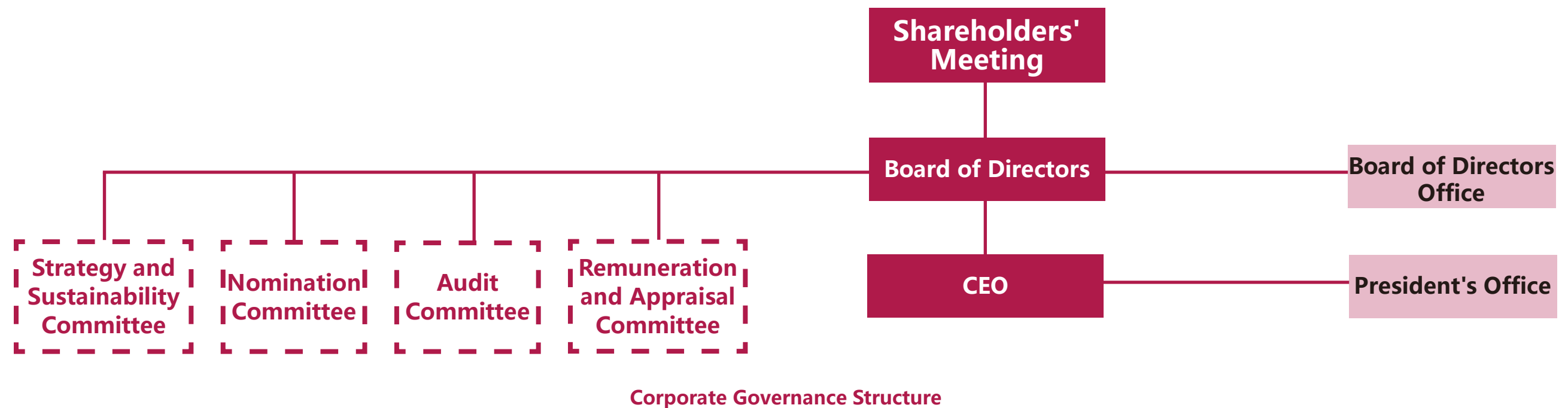
Abiding by Principles, Integrity 22
and Compliance



Improving Governance and Strengthening Risk Control

Governance

Standardized governance is the cornerstone of corporate operations. Sunway Communication is committed to building an effective, complete, and transparent internal governance structure, establishing a governance system composed of the Shareholders' Meeting, the Board of Directors and its specialized committees, and senior management, formulating comprehensive rules of procedure, and forming a scientific, clear, operation mechanism with defined responsibilities and effective checks and balances.



As the highest authority of the company, the Shareholders' Meeting exercises decision-making power over major matters of the company according to law in the corporate governance process. The Shareholders' Meeting is mainly responsible for electing and replacing directors who are not employee representatives; reviewing and approving the report of the Board of Directors; reviewing the company's profit distribution plan and loss recovery plan; and reviewing and making decisions on major matters such as company merger, division, dissolution, liquidation, or change of corporate form. At the same time, the Shareholders' Meeting is responsible for reviewing matters such as amending the company's articles of association, hiring, or replacing the accounting firm that issues audit opinions for the company's periodic reports according to law, ensuring that the company's major operational decisions are carried out under standardized procedures, and safeguarding the compliance of corporate governance from the institutional level.

As the strategic decision-making core of the company, the Board of Directors is responsible to the Shareholders' Meeting, ensuring the normal holding of the Shareholders' Meeting and the exercise of powers according to law. The Board of Directors is mainly responsible for convening the Shareholders' Meeting and reporting its work to the Shareholders' Meeting, executing relevant resolutions of the Shareholders' Meeting; deciding on the company's business plans and investment plans; and managing matters such as the company's information disclosure. At the same time, the Board of Directors is responsible for deciding on the setup of the company's internal management organizations, appointing or dismissing the company's senior management personnel according to law, safeguarding the standardized operation of the corporate governance structure, and continuously improving governance effectiveness.

Since September 5, 2025, upon review by the company's Shareholders' Meeting, the company no longer has a Board of Supervisors, and the Audit Committee under the Board of Directors legally exercises the duties of the Board of Supervisors and supervisors stipulated in the "Company Law".

The Board of Directors has four specialized committees: the Strategy and Sustainability Committee, the Nomination Committee, the Audit Committee, and the Remuneration and Appraisal Committee. Each committee performs its respective duties, jointly playing the roles of decision-making and supervision, and safeguarding the smooth operation of corporate governance.

Duties of Specialized Committees

Committee Name	Governance Duties
Strategy and Sustainability Committee	• Research and make recommendations on the company's medium- and long-term development strategic planning; • Research and make recommendations on the company's sustainable development strategic planning, expected goals, and policies, and review ESG reports; • Research and make recommendations on other major matters affecting the company's development; • Fulfill other duties stipulated by laws, regulations, and regulatory requirements.
Remuneration and Appraisal Committee	• Responsible for the formulation of appraisal and remuneration policies for directors and senior management personnel; • Make recommendations to the Board of Directors on remuneration and incentive plans; • Make recommendations on the shareholding arrangements of directors and senior management personnel in subsidiaries; • Fulfill other duties stipulated by laws, regulations, and regulatory requirements.
Nomination Committee	• Draft selection criteria and procedures for directors and senior management personnel; • Select and review candidates for directors and senior management personnel and their qualifications; • Make recommendations to the Board of Directors on the appointment and dismissal of directors and senior management personnel; • Fulfill other duties stipulated by laws, regulations, and regulatory requirements.
Audit Committee	• Responsible for the selection, engagement, supervision, and communication of external audit institutions; • Responsible for the management of the company's internal financial reports and financial principals; • Supervise internal controls and review changes in accounting policies; • Legally exercise the duties of the Board of Supervisors and supervisors stipulated in the "Company Law"; • Fulfill other duties stipulated by laws, regulations, and regulatory requirements.

Strategy

Sunway Communication attaches great importance to the strategic significance of the company's compliant governance in its long-term development. In operational decision-making and governance practice, the company always adheres to the bottom line of compliant operation, taking legal compliance and steady operation as important prerequisites for strategic planning and business development, and pays full attention to changes in the regulatory environment and potential risk impacts in the decision-making process. The company takes the reasonable concerns of shareholders and other stakeholders as important considerations, comprehensively evaluates the impacts, risks, and opportunities that business activities may bring, and strives to safeguard the legitimate rights and interests of all parties while ensuring the company's long-term value creation capability. As the strategic decision-making core of the company, the Board of Directors reviews and decides on the company's major operational and development matters within its scope of responsibilities and promotes the implementation of relevant strategies. The company continuously improves its governance system and risk prevention and control mechanisms, promoting its own steady and sustainable development.

Risk and Opportunity Management

Combining its own business characteristics, Sunway Communication identifies and analyzes the potential risks and opportunities of compliance management, tax management, risk management, due diligence and investor rights protection, and continuously improves relevant management measures within the framework of corporate governance and internal management to enhance the company's risk response capability.

Risks, Opportunities, and Countermeasures Related to Corporate Governance

Category	Risks	Opportunities	Countermeasures
Compliance Management	Compliance requirements vary across regions. If the company's compliance management fails to cover multi-regional standards, it may lead to restricted market business and face the risk of revenue decline and customer loss.	Establishing a sound compliance management system helps the company reduce the risk of penalties or disputes caused by violations in information disclosure, contract performance, investor communication, and daily operations.	The company continuously monitors external regulatory changes, incorporates compliance requirements into operation management and decisionmaking considerations, and promotes the effective implementation of compliance management at different business and regional levels.
Tax Management	Lack of compliant tax management may lead to an increase in tax compliance risks and adversely affect the company's operating costs, financial status, and reputation.	Standardizing tax management and internal collaboration helps the company improve the standardization and transparency of tax processing, reduce potential tax risks, and support the steady development of operational activities.	Under the existing governance and financial management system, the relevant functional departments carry out tax management according to their duties and report to the management to ensure that tax matters are advanced orderly within the company's internal management framework.
Risk Management	The lack of sound risk identification and response management mechanisms may increase emergency response costs and negatively impact the company's operations.	Establishing and operating an effective risk management process helps the company systematically identify potential risks in operations, supply chains, and external environmental changes, formulate response plans in advance, and reduce the impact of emergencies on business advancement and resource allocation.	The company continuously advances the work related to risk identification, assessment, and response, integrates risk management into the operation management process, and enhances the proactive identification and comprehensive response capabilities for potential risks.
Due Diligence	Lack of due diligence or allowing companies to make cooperation or investment decisions based on erroneous information will trigger subsequent legal disputes and economic losses, and instead exacerbate operational risks.	Conducting due diligence matched with business reality helps the company identify potential risks and opportunities, supporting steady decision-making and risk-controllable business expansion.	In the process of corporate decision-making and business development, carry out necessary information verification and assessment work combined with the actual situation, and use due diligence as an important reference supporting decisions.
Protection of Investors' Rights and Interests	Insufficient information disclosure or inadequate investor communication may trigger regulatory attention, reduce investor trust, and subsequently negatively impact the company's operations and capital operations.	Strengthening investor rights protection and standardizing information disclosure and effective investor communication help to enhance capital market recognition of the company, supporting the company's financing activities and long-term operational stability.	The company continuously strengthens communication and exchanges with investors, responds to investor concerns under the premise of compliance with laws, regulations, and regulatory requirements, and safeguards the legitimate rights and interests of investors.

Indicators and Targets

Topic	Targets	Progress in 2025
Compliance Management	Strengthen the implementation of compliance management requirements and reduce compliance risks caused by violations of laws, regulations, or regulatory requirements.	No administrative penalties or regulatory inquiries due to major violations occurred during the reporting period.
Tax Management	Strengthen tax risk management and avoid major tax dispute events.	No major tax dispute events occurred during the reporting period.
Risk Management	Continuously improve risk identification and response mechanisms, and enhance the prevention and response capabilities for major operational risks and emergencies.	No major operational risk events occurred during the reporting period.
Protection of Investors' Rights and Interests	Strengthen the standardization and transparency of information disclosure, and continuously enhance the effectiveness of communication with investors.	- During the reporting period, the company promptly answered about 500 investor consultation calls; - During the reporting period, replied to investor questions 288 times on the Shenzhen Stock Exchange Interactive Easy Platform; - Disclosed 4 investor relations activity record forms during the reporting period.

Corporate Governance

Governance System

Sunway Communication strictly complies with laws and regulations such as the "Company Law of the People's Republic of China", "Securities Law of the People's Republic of China", "Rules Governing the Listing of Shares on the ChiNext Market of Shenzhen Stock Exchange", and "Code of Corporate Governance for Listed Companies", has formulated internal rules such as the "Articles of Association", and clarified the powers and obligations of shareholders, directors, supervisors, and senior management personnel. During the reporting period, the operations of the three meetings were legal and compliant.

Duty Performance of the Three Meetings of Sunway Communication in 2025

Meeting Name	Number of Meetings Held	Number of ESG-related Proposals	Director/Supervisor Attendance Rate
Shareholders' Meeting	3	0	100%
Meetings of the Board of Supervisors	2	0	100%
Meetings of the Board of Directors	6	1	100%

The company's Board of Directors has established four specialized committees: the Audit Committee, the Remuneration and Appraisal Committee, the Nomination Committee, and the Strategy and Sustainability Committee. Each specialized committee performs relevant functions within its scope of functions in accordance with the "Articles of Association" and the working rules of each committee, jointly supporting the scientific decision-making and standardized operation of the Board of Directors.

Duty Performance of Specialized Committees of Sunway Communication in 2025

Committee Name	Number of Members	Chairman of the Committee	Independent Directors (Persons)	Proportion of Independent Directors
Audit Committee	3	Independent Director	2	66.67%
Remuneration and Appraisal Committee	3	Independent Director	2	66.67%
Nomination Committee	3	Independent Director	2	66.67%
Strategy and Sustainability Committee	5	Chairman	1	20.00%

Board Diversity

The company's Board of Directors is composed of 9 directors, possessing various professional backgrounds such as business administration, accounting, law, and technology research and development, and has rich experience in operation management, risk compliance management, and corporate financial management. Among them, the Board of Directors includes 3 independent directors, accounting for 33.33% of the board members. The independent directors act as conveners of the Audit Committee, the Remuneration and Appraisal Committee, and the Nomination Committee, fulfilling their duties faithfully, and playing active roles in each specialized committee.

Information of Board Members of Sunway Communication in 2025

No.	Name of Director	Director Category	Gender	Age	Education
1	Peng Hao	Chairman	Male	58	Bachelor's Degree
2	Yu Chengcheng	Director	Male	61	Master's Degree
3	Mao Dadong	Employee Director	Male	52	Bachelor's Degree
4	Zhou Jinjun	Director	Male	43	Bachelor's Degree
5	Peng Yufei	Director	Male	27	Bachelor's Degree
6	Shan Lili	Director	Female	50	Master's Degree
7	Li Li	Independent Director	Female	46	Bachelor's Degree
8	Li Tianming	Independent Director	Male	55	Master's Degree
9	Xia Jun	Independent Director	Male	55	Doctor's Degree

Board Remuneration and Performance

The company formulated the "Remuneration Management System for Directors, Supervisors and Senior Management Personnel" stipulating that the remuneration standards for directors and senior management personnel shall be determined by referring to the remuneration levels of directors and senior management personnel of listed companies in the same domestic industry and combining the company's actual operating conditions.

The company's Remuneration and Appraisal Committee is composed of 3 directors, including 2 independent directors. As the guidance and management body for the formulation and appraisal of the remuneration of the company's directors and senior management personnel, this committee is responsible for formulating the remuneration standards and plans for directors and senior management personnel; reviewing whether directors and senior management personnel are fulfilling their duties; and supervising the implementation of the remuneration system for directors and senior management personnel.

The allowance standard for members of the company's Board of Directors is CNY 200,000/year. Directors (including independent directors) who do not hold positions within the company and do not undertake operation and management functions only receive allowances from the company and do not receive separate remuneration. Directors who hold positions or undertake operation and management functions within the company shall, in addition to receiving allowances, receive corresponding remuneration based on their specific positions in the company and according to the company's relevant remuneration and performance appraisal systems.

The remuneration composition of the company's senior management personnel includes basic remuneration, performance remuneration, and other remuneration in compliance with the company's relevant remuneration regulations. Basic remuneration is determined according to the main scope, responsibilities, and importance of the senior management personnel's positions, as well as the remuneration levels of relevant positions in other relevant enterprises. Performance remuneration is based on the company's performance evaluation standards, procedures, main evaluation system, rewards and punishments, and annual target performance fund, linked to the company's annual operating performance, and distributed at year-end based on the annual appraisal results of the Remuneration and Appraisal Committee of the company's Board of Directors.

Risk Management

Sunway Communication attaches great importance to corporate risk management and is committed to building a risk management system that covers all businesses and processes. To achieve the company's goals and strategies, the company has formulated internal rules such as the "Risk and Opportunity Control Procedure", implemented risk management responsibilities, established a whole-process supervision risk mechanism, and achieved a closed loop of risk management. The general manager is responsible for providing the resources required for risk management measures; identifying, analyzing, and confirming internal and external factors affecting the company's development; and approving the planning and related matters of responding to risks and opportunities. The system department is responsible for establishing and maintaining the risk and opportunity control procedures; periodically organizing and implementing the review of risks and opportunities; supervising the completion of measures taken in the risk and opportunity assessment; and preparing the "Risk and Opportunity Assessment Analysis Form" based on the completion and effectiveness of corresponding measures. Each business department is responsible for the process risk and opportunity assessment involved in its department, formulating corresponding measures to avoid or reduce risks, and implementing the execution and supervision of relevant measures.

In terms of risk and opportunity identification, the company takes into consideration internal factors, external factors, the needs and expectations of stakeholders, and the risks and opportunities brought by change management. Among them, internal factors include the company's overall performance, resource factors, values and corporate culture, personnel's knowledge and capabilities, company operation factors (such as delivery capability, customer satisfaction, etc.), and company operation policies. External factors include international, domestic, regional, and local laws and regulations related to the company's products and services, technological factors, market competitiveness, political environmental factors, social factors, emergency factors, and natural environmental factors. The needs and expectations of stakeholders include customers, external providers providing products and services, end users, internal shareholders and employees of the company, government regulatory agencies, and non-governmental organizations.

The company conducts risk analysis through a combination of qualitative and quantitative methods, prioritizing risks based on factors such as the likelihood of occurrence, degree of impact, and persistence, and compiles the analysis results into the "Risk and Opportunity Assessment Analysis Form". Risk and opportunity managers are assumed by department heads, and a risk and opportunity evaluation group for each relevant functional department is formed by management, department supervisors, and key business personnel to carry out the implementation of risk and opportunity analysis and assessment, while formulating and implementing corresponding risk and opportunity countermeasures.

In terms of risk response, the company formulates risk response strategies, including risk acceptance, risk reduction, and risk avoidance, based on risk analysis results and risk tolerance, weighing risks against returns. The company comprehensively utilizes these strategies and adjusts them in a timely manner according to its development stage and business expansion to achieve effective risk control.

Compliance Management

Sunway Communication adheres to the concept of "governing the enterprise by systems, controllable risks" and has built a compliance management structure covering the entire value chain. The company has established an internal audit department responsible for implementing full-cycle audit supervision over the business activities of Sunway Communication and its subsidiaries, including financial standardization, major investment compliance, and employee integrity risk prevention and control. The audit department is responsible to the Board of Directors and the Audit Committee, and regularly reports on the progress of its work to them. At the

same time, guided by the "Internal Control Process Manual of Sunway Group" and using the "Management System for Subsidiaries and Branches" and internal management systems of various business departments as frameworks, the company implements the construction of the compliance system into specific departments.

Tax Management

Sunway Communication strictly complies with national laws, regulations, and policies such as the "Law of the People's Republic of China on the Administration of Tax Collection" and the "Enterprise Income Tax Law of the People's Republic of China", clarifies the internal tax processing procedures, division of responsibilities, and approval authority, and has built a complete tax management organizational system. The Audit Committee of the Board of Directors reviews the financial information and related disclosure matters in the company's financial accounting reports and periodic reports in accordance with the "Articles of Association" and the "Working Rules of the Audit Committee", and implements supervision over financial information, internal controls, and their disclosures related to tax matters. Under the authorization of the Board of Directors, senior management coordinates the company's financial management-related work. The group's tax management work is organized and implemented by the Group Finance Department and managed and coordinated uniformly by the Group Chief Financial Officer (CFO). The finance departments of various branches and subsidiaries are specifically responsible for the tax management work of their own units and report to the group in accordance with regulations. The company reviews and makes necessary updates to its tax management system annually to adapt to changes in tax regulations and the development of the company's business.

During the reporting period,
the company **did not** experience any tax violation events.

Protection of Investors' Rights and Interests

Investor Relations Management

Sunway Communication strictly implements the "Guidelines for Investor Relations Management of Listed Companies", formulates the "Information Disclosure Management System", establishes a series of investor relations management processes, continuously optimizes the content and methods of investor communication, and strengthens the organization and implementation of investor relations management. The company has built a multi-channel and multi-method investor communication platform and actively conducts investor communication work. During the reporting period, the company published a total of 102 relevant documents such as periodic reports, temporary announcements, and investor relations record forms on the designated information disclosure website of the China Securities Regulatory Commission, promptly answered about 500 investor consultation calls, and replied to investor questions 288 times on the Shenzhen Stock Exchange Interactive Easy Platform. At the same time, the company held multiple investor reception activities, including on-site investor research activities, investor conference calls, and online performance briefings, and organized and participated in the annual collective performance briefing themed "Riding the Wind and Sailing Far to a Broad New World" held by the Shenzhen Stock Exchange.

Furthermore, Sunway Communication publicly discloses its social responsibility commitments on its official website. The company proactively addresses stakeholder expectations regarding its ESG goals and sustainability initiatives, deepening investors' understanding of its ESG practices, thereby improving the transparency of information disclosure and strengthening investor trust.



During the reporting period,

The company published a total of **102** relevant documents such as periodic reports, temporary announcements, and investor relations record forms on the designated information disclosure website of the China Securities Regulatory Commission, promptly answered about **500** investor consultation calls, and replied to investor questions **288** times on the Shenzhen Stock Exchange Interactive Easy Platform.

Protection of Rights and Interests of Small and Medium Shareholders

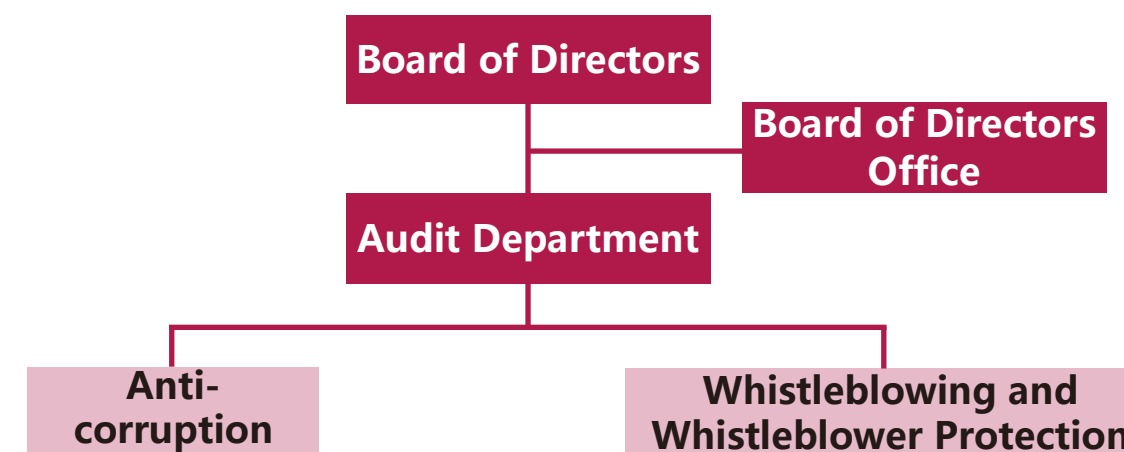
The company is committed to protecting the legitimate rights and interests of shareholders, especially the equal status enjoyed by small and medium shareholders. Sunway Communication explicitly states in the "Articles of Association" that when the Shareholders' Meeting reviews profit distribution plans, it should actively communicate and interact with small and medium shareholders through multiple channels, fully listen to their opinions and demands, and promptly respond to issues of concern to them. Independent directors may solicit opinions from small and medium shareholders to propose dividend plans and submit them directly to the Board of Directors for review. At the same time, independent directors have the right to issue review opinions on profit distribution policy adjustment proposals that may damage the rights and interests of small and medium shareholders.

Abiding by Principles, Integrity and Compliance

Governance

Sunway Communication has established a complete anti-commercial bribery and anti-corruption organizational structure and adopts a zero-tolerance attitude toward any acts that seriously violate commercial ethics. The Board of Directors assumes comprehensive leadership responsibility for matters related to anti-corruption and coordinates the management of related work. The Board of Directors Office leads the Audit Department to carry out specific anti-commercial bribery and anti-corruption work. The Audit Department is responsible for specifically implementing integrity supervision

and related work arrangements, and upon discovering or receiving reports involving integrity issues, promptly reports to the Board of Directors and organizes investigations and verification work. At the same time, the company's departments, business units, and subsidiaries conduct risk identification on key positions for integrity risks and key business behaviors in combination with their own actual business operations, strengthening risk focus on key areas. The company continuously promotes anti-corruption and integrity management to be carried out orderly and transparently at the organizational level.



Commercial Ethics Governance Structure of Sunway Communication in 2025

Strategy

Sunway Communication attaches great importance to the role of integrity and compliance in its sustainable development, integrates anti-commercial bribery and anti-corruption requirements into daily operation management and commercial activities, continuously promotes honest operations, and maintains fair and just market principles. The company is committed to creating an honest, safe, and positive corporate cultural atmosphere, guiding employees to loyally safeguard corporate interests, be devoted to their duties, work with integrity, and form a fair, just, open, and transparent working environment.

At the same time, the company pays attention to the integrity risks of commercial partners in business dealings, irregularly conducts clue inspections and collections among suppliers, cooperators, and other commercial partners, strengthens the supervision and management of anti-commercial bribery and anti-corruption matters, and enhances the identification and prevention of potential risks. By combining internal creation of incorruptible culture with external integrity cooperation management, the company continuously improves the execution of compliance management in its business activities to support steady development.

Risk and Opportunity Management

Risks, Opportunities, and Countermeasures Related to Commercial Ethics

Topic	Risks	Opportunities	Countermeasures
Anti-commercial Bribery and Anti-corruption	If commercial bribery or corruption cases occur, in addition to facing heavy fines from regulatory authorities, the company must also bear the recovery of funds involved and the confiscation of illegal gains; at the same time, production suspensions for rectification and customer loss during the case investigation period will directly lead to a sharp decline in revenue and tight cash flow.	Strengthening anti-commercial bribery and anti-corruption management helps reduce compliance risks, maintain the company's trust foundation among customers, partners, and the capital market, and support long-term stable business operations.	The company establishes and improves the anti-corruption governance structure and supervision mechanism, strengthens the identification of integrity risks in key positions and key business links, and conducts compliance supervision on commercial partners to continuously improve the level of full-process integrity control.
Fair Competition	If improper competition behaviors are involved, it may trigger regulatory investigations, legal disputes, or a decline in market trust, affecting the company's business development and reputation.	Fair competition drives enterprises to focus on technological innovation and product differentiation, avoiding inventory backlogs caused by price wars; it reduces impairment losses of slow-moving products, improves inventory turnover rates, ensures the efficient use of R&D funds, and enhances asset profitability.	The company adheres to fair and just market principles, improves the compliance management system and code of conduct requirements, strengthens internal supervision and risk prevention and control, and maintains a benign competitive order.
Whistleblowing and Whistleblower Protection	Brand crises triggered by whistleblowing events can lead to the loss of core customers and the cancellation of orders, causing a decline in revenue and pushing up financing costs; in addition, the company needs to pay high public relations expenses to repair its brand image, further compressing profit margins.	Compliance risks exposed in advance by the whistleblowing mechanism can help enterprises make timely rectifications and avoid high fines from regulatory authorities; this reduces losses such as order cancellations and customer claims caused by violations, stabilizing corporate cash flow.	The company establishes a standardized whistleblowing acceptance and investigation mechanism, clarifies disposal processes and decision-making procedures, ensures unobstructed whistleblowing channels, and strengthens whistleblower protection.

Indicators and Targets

Topic	Targets	Progress in 2025
Anti-commercial Bribery and Anti-corruption	Continuously strengthen integrity requirements, prevent corruption and commercial bribery, and maintain a standardized and honest operating environment for the company.	- The total number of employees receiving anti-commercial bribery and anti-corruption training reached 560; - The total number of management personnel receiving anti-commercial bribery and anti-corruption training reached 250; - No major corruption or commercial bribery events occurred.
Fair Competition	Adhere to the principle of fair competition, standardize market behaviors, and reduce legal and reputation risks caused by unfair competition behaviors.	No major violations related to unfair competition occurred.
Whistleblowing and Whistleblower Protection	Improve the whistleblowing and feedback mechanism, ensure unobstructed whistleblowing channels, protect the legitimate rights and interests of whistleblowers, and enhance the effectiveness of internal supervision.	No major adverse impact events caused by improper handling of whistleblowing occurred.

Anti-commercial Bribery and Anti-corruption

Sunway Communication strictly complies with anti-corruption and anti-fraud laws and regulations such as the "Criminal Law of the People's Republic of China" and the "Provisions on Prohibiting Commercial Bribery Behaviors". The company has established a sound integrity management system, including the "Sunway Communication Integrity Code" and the "Employee Handbook", providing comprehensive behavioral guidelines and risk prevention and control guidance.

The company explicitly requires all employees to comply with the laws and regulations of China and the countries related to business activities when conducting various corporate business operations, strictly prohibiting all acts of demanding bribes, accepting bribes, and offering bribes, and strictly complying with the company's integrity code of conduct. Some sensitive departments, positions, and all executives at the manager level and above must sign the "Employee Integrity Agreement" upon onboarding, and the company will conduct necessary publicity during their onboarding training. When engaging in economic business dealings with stakeholders, the stakeholders must sign an "Integrity Cooperation Commitment" or add comprehensive integrity clauses to the contract.

In addition, all departments, business units, and subsidiaries of the company are required to conduct risk identification on key positions for integrity risks and key business behaviors, formulate specific integrity management details, and strengthen the prevention and control of potential risks.

During the reporting period,
the company **did not** experience any corruption or commercial
bribery events.

Fair Competition

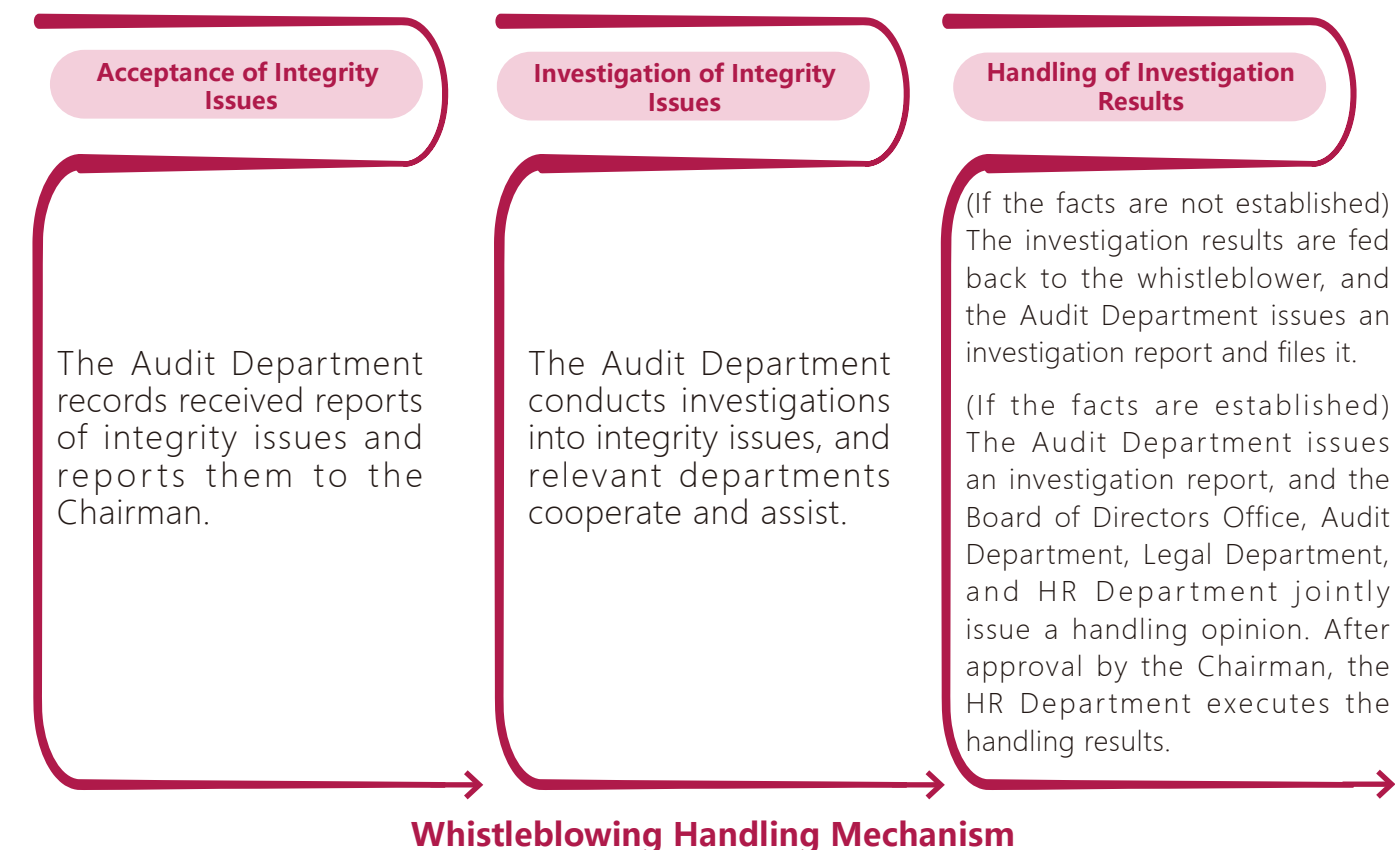
Sunway Communication strictly complies with applicable laws and regulations such as the "Law of the People's Republic of China on Fair Competition" and the "Anti-Monopoly Law of the People's Republic of China", resolutely eliminates any unfair competition and monopolistic behaviors, and actively maintains market order and a fair competition environment. The company promises not to offer, grant, promise, or receive bribes or other forms of benefits provided

to obtain illegal or improper advantages. The company focuses on the authenticity, accuracy, and completeness of information during product promotion and brand communication, avoiding misleading publicity. By standardizing market behaviors, the company is committed to maintaining a healthy and orderly market environment and protecting the legitimate rights and interests of customers and partners.

During the reporting period,
the company **did not** involve in any legal proceedings related to
monopolistic practices or unfair competition.

Whistleblowing and Whistleblower Protection

Sunway Communication has established a complete whistleblowing system and unobstructed whistleblowing channels to effectively prevent and punish improper behaviors discovered by the company. The company has formulated the "Sunway Communication Integrity Code" and the "Management System for Whistleblower Protection", and the company's Audit Department is responsible for investigating all received whistleblowing information.



The company has built diversified whistleblowing channels to ensure unobstructed whistleblowing information. Internal employees or external stakeholders can report behaviors or events that violate professional ethics. The company encourages real-name reporting to enhance credibility and handling efficiency, but also accepts anonymous reporting and ensures strict confidentiality of the whistleblower's information.

Whistleblowing Channels of Sunway Communication

Whistleblowing Email: Tousu@sz-sunway.com

Whistleblowing Mail Address: Board of Directors Office, North 2nd Floor, Building A, SDGI Information Port, Nanshan District, Shenzhen, Guangdong Province.

Audit Department Postal Code: 518052

Whistleblowing Phone: 0755-36615880-8852

To ensure the effective communication of whistleblowing information, all whistleblowing calls are simultaneously answered and recorded by two audit and legal personnel, and the whistleblowing email is logged into and reviewed daily by the Audit Department.

During the reporting period,

the company received and processed a total of **12** external whistleblowing items and **26** internal whistleblowing items. All related whistleblowing items were verified and processed according to established procedures, and **no** major violations or systemic risk events occurred.

Creation of Incorruptible Culture

Sunway Communication continuously creates an integrity, safe, and positive corporate culture, guiding employees to safeguard corporate interests, be devoted to their duties, and work with integrity. The company strengthens employees' awareness of integrity and compliance through various methods to ensure they deeply understand and comply with the "Employee Handbook" and "Employee Integrity Agreement".

In addition, the company conveys integrity culture knowledge to directors, management personnel, and employees through integrity education and training, legal newsletter emails, and other methods.

During the reporting period,

the company's signing rate of the "Employee Integrity Agreement" in 2025 reached **100%**;

As of the end of the reporting period, the total number of employees receiving anti-commercial bribery and anti-corruption training reached **560**;

The total number of management personnel receiving anti-commercial bribery and anti-corruption training reached **250**.



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Consolidating the Foundation and Cultivating the Environment

Governance

The company has established a three-level environmental management structure covering "Top Management - Management Representative - Responsible Departments" to form a governance system with clear rights and responsibilities and coordinated linkages. As the top management, the Board of Directors is the ultimate responsible entity for environmental management and is fully responsible for the effectiveness of the environmental management system. It coordinates top-level design and implementation of environmental governance by formulating environmental management policies consistent with the strategic direction, promoting the application of process approaches and risk-based thinking, ensuring resource supply, and promoting full participation. The management representative is appointed by the Board of Directors to coordinate the establishment, implementation, and improvement of the environmental management system in accordance with ISO 14001 and other standards, supervise the achievement of environmental goals, report operations to the Board of Directors, and coordinate internal and external environmental management matters. Each responsible department clearly defines its duties and authority in environmental management, implements environmental requirements throughout the product lifecycle and business processes, is responsible for product environmental compliance control and corrective action execution, and works synergistically to promote key environmental management tasks such as pollution emission reduction and resource conservation, ensuring the effective operation and continuous optimization of the environmental management system.

Strategy

The company's environmental management strategy is closely embedded in the overall development strategy, taking the system management policy as the core guide, focusing on environmental risk prevention and control and green development opportunities. Based on process approaches and risk-based thinking, the company systematically identifies and responds to various environmental risks and green development opportunities, fully integrates environmental requirements into the product lifecycle and business operations, and relies on technological innovation to improve environmental performance and reduce compliance risks. On this basis, the company formulates measurable environmental goals based on the environmental management policy, ensures the implementation of goals through mechanisms such as process owner accountability and cross-departmental coordination, and continuously reviews the effectiveness and efficiency of the environmental management process to drive strategic adjustment and continuous improvement, promoting the iterative upgrade of the environmental management system to help the company achieve its strategic goals of green, low-carbon, and sustainable development.

System Management Policy

Enhance R&D capabilities, forge excellent quality; adhere to technological innovation, meet harmless environmental protection; comply with laws and regulations, reduce pollutant discharge; assume social responsibilities, ensure occupational health;

Utilize scientific methods to achieve information security; eliminate resource waste, use clean energy; reduce greenhouse gas emissions, adhere to green development; uphold continuous improvement, enhance customer satisfaction.

Risk and Opportunity Management

Relying on the company's overall risk management standard framework and the relevant requirements of the "Control Procedure for Environmental Factor Identification and Evaluation", the company regularly carries out the identification and evaluation of environmental factors in the full process of activities, products, and services, clarifies significant environmental factors based on evaluation results, and implements standardized and normalized control over various environmental factors by formulating targeted countermeasures to ensure that environmental management and overall risk management are advanced synergistically.

List of Risks and Opportunities

Related Topics	Risk Description	Opportunity Description	Degree of Impact	Impact Period	Countermeasures
Environmental Compliance Management	Violating environmental protection laws, regulations, and industry standards, facing risks such as administrative penalties, production restrictions, and brand reputation damage.	Improve the compliance management level, match regulatory guidance, enhance stakeholder trust, reduce compliance costs, and lay the foundation for green transformation.	Medium	Medium-term	Establish and improve the environmental compliance management system, dynamically track updates to domestic and foreign environmental regulations and standards; Strengthen compliance control and self-inspection and self correction to ensure that all operational activities meet environmental protection requirements.
Environmental Emergency Management	Sudden environmental events (such as pollutant leakage, sudden pollution) trigger environmental damage, economic losses, and reputation crises.	Improve the emergency management system, enhance risk resistance capabilities, demonstrate corporate responsibility, and reduce the negative impact of emergencies.	Medium	Medium-term	Perfect the environmental emergency management system, clarify emergency disposal processes and responsibility division; conduct regular emergency drills to enhance emergency response and disposal capabilities.
Environmental Capacity Investment	Insufficient professional capabilities of environmental practitioners lead to inadequate implementation of environmental management, rising compliance risks, and insufficient application of environmental technologies.	Enhance the team's environmental professional quality, promote the quality and efficiency of environmental management, assist in the landing of green technologies, and support sustainable development.	Medium	Long-term	Formulate a normalized training plan for environmental protection personnel, covering core contents such as compliance management and emergency response; Establish a training assessment mechanism to ensure training effectiveness and enhance the team's professional capabilities.
Ecosystem and Biodiversity Protection	Operational activities affect the surrounding ecosystem and biodiversity, facing regulatory pressure, public opinion questioning, and reputation loss.	Practice ecological protection responsibilities, align with global green development trends, enhance brand image, and explore eco-friendly development opportunities.	Medium	Long-term	Optimize operational processes and reduce the impact of production activities on the surrounding ecosystems and biodiversity; Actively participate in ecological protection-related initiatives and fulfill corporate ecological and social responsibilities.

The company conducted a systematic risk and opportunity assessment on four core environmental topics: environmental compliance management, environmental emergency management, environmental capacity investment, and ecosystem and biodiversity protection, forming a clear list of risks and opportunities.

From the Risk Dimension

Environmental compliance management faces the risk of violating environmental protection laws, regulations, and industry standards, which may lead to administrative penalties, production restrictions, and brand reputation damage; environmental emergency management has hidden dangers of sudden environmental events (such as pollutant leakage, sudden pollution) triggering environmental damage, economic losses, and reputation crises; insufficient environmental capacity investment may lead to inadequate implementation of environmental management, rising compliance risks, and insufficient application of environmental technologies; ecological protection faces the impact of operational activities on the surrounding ecosystem and biodiversity, thereby generating regulatory pressure and public opinion questioning. The impact degrees of the above risks are all medium, with the impact periods of environmental compliance and emergency management risks concentrated in the medium term, while impacts related to environmental capacity investment and ecological protection show long-term characteristics.

From the Opportunity Dimension

Each topic contains room for sustainable development. Environmental compliance management can improve the company's compliance management level, align with regulatory guidance, enhance stakeholder trust, and lay the foundation for green transformation; environmental emergency management can improve the emergency system, demonstrate corporate responsibility, and reduce the negative impact of emergencies; environmental capacity investment can enhance the team's environmental professional quality, promote the quality and efficiency of environmental management, and help implement green technologies; ecological protection aligns with global green development trends, helps enhance brand image, and uncovers eco-friendly development opportunities.

In response to the above risks and opportunities, the company has formulated targeted countermeasures. In environmental compliance management, the company ensures all operational activities meet environmental protection requirements by establishing and improving the environmental compliance management system, dynamically tracking updates to domestic and foreign environmental regulations and standards, and strengthening compliance control and self-inspection. In environmental emergency management, the company enhances emergency response and disposal capabilities by perfecting the environmental emergency management system, clarifying emergency disposal processes and responsibility division, and conducting regular emergency drills. In environmental capacity investment, the company ensures training effectiveness and improves the team's professional capabilities by formulating a normalized training plan for environmental personnel covering core contents like compliance management and emergency response, and establishing a training assessment mechanism. In ecosystem and biodiversity protection, the company systematically reduces the impact of production activities on the surrounding ecosystems and biodiversity by optimizing operational processes, actively participates in ecological protection-related initiatives, and earnestly fulfills corporate ecological and social responsibilities.

Indicators and Targets

The company focuses on four major environmental topics: environmental compliance, environmental emergency management, environmental capacity investment, and ecological protection. Taking environmental risk prevention as the core and compliant operations as the bottom line, it sets targeted management indicators and improvement targets for each topic to clarify the quantitative standards and advancement direction of environmental management work.

Related Topics	Targets and Indicators	Progress in 2025
Environmental Compliance Management	- Obtain ISO 14001 system certification; - Strictly comply with environmental-related laws and regulations to ensure compliance management.	- All operating locations of the company have passed ISO 14001 system certification, with a coverage rate of 100%; - The company had 0 environmental violation events and received no administrative penalties.
Environmental Emergency Management	Comprehensively achieve environmental emergency event control to ensure the safety of personnel's lives.	- The company held 42 emergency drills annually; - A total of 14,006 person-times participated in emergency drills; 0 incidents caused by environmental emergency-related events occurred.
Environmental Capacity Investment	- Improve personnel's environmental literacy and build a solid talent foundation; - Set up special environmental protection funds to continuously improve environmental protection capabilities.	- The company held 33 environmental protection trainings annually, with a total training investment of CNY 11,600; - A total of 1,111 person-times participated in environmental protection training; - The company's total annual environmental protection investment was CNY 21,118,609.84.
Ecosystem and Biodiversity Protection	Comply with laws and regulations to protect the ecology.	The passing rate of ecological environment impact assessment reached 100%.

Environmental Compliance Management

Sunway Communication strictly complies with laws and regulations at its operating locations, such as the "Environmental Protection Law of the People's Republic of China", the "Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution", the "Law of the People's Republic of China on the Prevention and Control of Water Pollution", the "Work Safety Law of the People's Republic of China", and the "Cleaner Production Promotion Law of the People's Republic of China". Since 2006, the company has deeply integrated the concept of green development into its development strategy, established and continuously operated the ISO 14001 environmental management system, and has maintained certification for 19 consecutive years, building a solid foundation for environmental management. Relying on this system, the company strictly implements waste disposal control requirements, actively introduces low waste disposal technologies, continuously optimizes environmental management mechanisms, and is committed to realizing our commitment to environmental protection. In addition, the company established the IECQ QC080000 hazardous substance management system and has maintained certification for 18 consecutive years, implementing full-process hazardous substance control from the source of product production to ensure the green and environmentally friendly attributes of products and reduce potential impacts on the environment and human health. The company closely aligns with the latest domestic and foreign environmental management requirements, established the ISO 14064 greenhouse gas management system, achieved standardized and precise accounting of greenhouse gas emissions, actively responds to global climate governance initiatives, and fulfills low-carbon development responsibilities.

During the reporting period,

all production bases of the company have passed the ISO 14001 environmental management system certification, with an ISO 14001 coverage rate of **100%**; the company received **no** environmental violation fines and had **no** environmental violation events.

Environmental Identification and Evaluation Process

Stage	Core Content
Identification	In accordance with laws, regulations, and stakeholder requirements, we consider three operating conditions (normal, abnormal, and emergency) and three timeframes (past, present, and future). Utilizing methods such as process flowcharting and on-site assessments, we comprehensively identify eight categories of environmental aspects to formulate the "List of Environmental Factor Identification and Evaluation".
Evaluation	Adopting a combination of qualitative and quantitative methods, qualitative direct determination of illegal situations, major potential hazards, etc., as significant environmental factors; quantitatively determine significant environmental factors and priority levels through a multi-factor scoring method, outputting the "Significant Environmental Factor Registration Form".
Update	Regularly conduct identification in December every year, and immediately update in special cases such as new projects, product/process changes, and regulation updates to ensure the timeliness of environmental factor identification.
Control	General environmental factors are controlled through procedural documents and daily supervision; significant environmental factors are controlled by layering targets and indicators, operational controls, emergency responses, etc., and advanced according to priority levels such as urgent priority and high priority. New environmental protection facilities must pass completion acceptance before use.



Shenzhen Sunway



Sunway Chuangke



Weishi Technology



Vietnam Sunway

ISO 14001 Certificates of Sunway Communication

To ensure environmental compliance, the company has established the "Control Procedure for Environmental Factor Identification and Evaluation", clarifying the division of responsibilities among various departments. Through systematic identification, scientific evaluation, dynamic updates, and graded control, it comprehensively covers environmental factors across the entire process of company activities, products, and services, ensuring effective supervision of significant environmental factors, reducing adverse environmental impacts, and guaranteeing compliant and orderly environmental management.



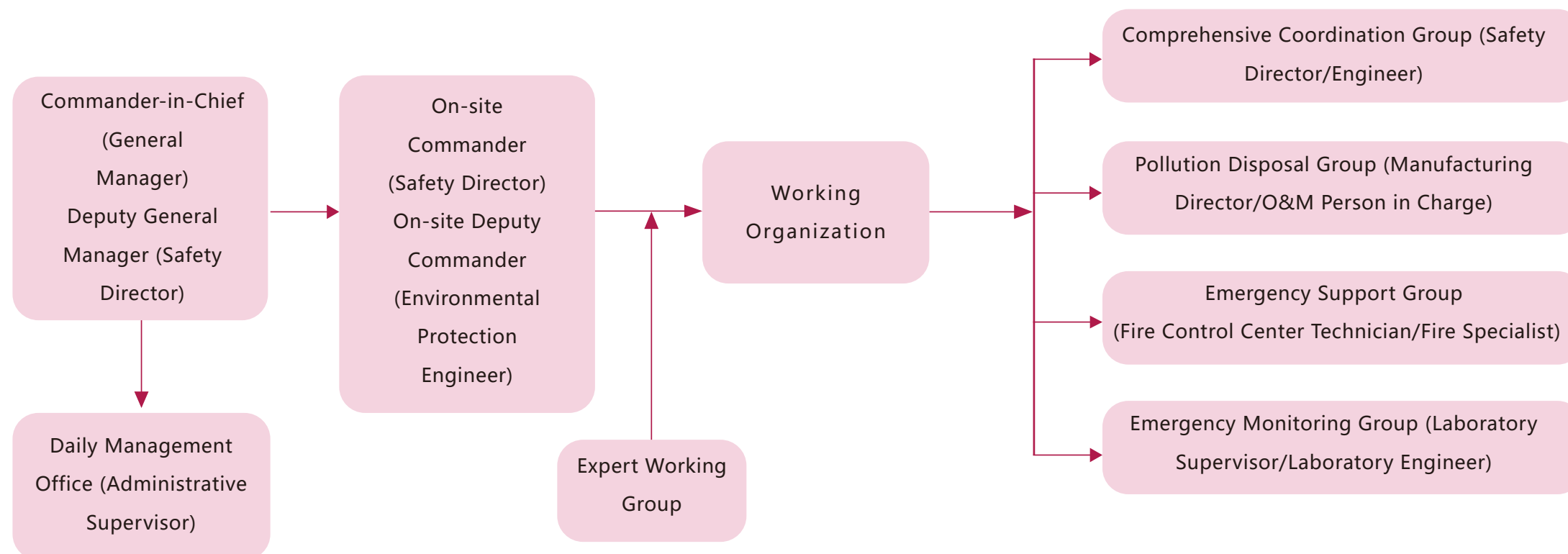
Environmental Emergency Management

Sunway Communication firmly fulfills the main responsibility of environmental risk prevention and control, taking "prevention first, rapid response, and effective resolution" as the core, continuously perfecting the environmental incident risk prevention system, strengthening the monitoring and control of environmental incident hazard sources, focusing on preventing, promptly controlling, and eliminating hidden environmental safety risks, and steadily improving the prevention and control capabilities for sudden environmental events.

The company strictly relies on laws and regulations such as the "Measures for the Management of Emergency Plans for Sudden Events by the General Office of the State Council" and "National Emergency Plan for Sudden Environmental Events", as well as the requirements of local environmental authorities. Combined with the actual operations of various production bases, it formulates a series of standardized documents such as "Emergency Preparation and Response Control Procedure" and "Emergency Plan for Sudden Environmental Events", building a compliant, comprehensive, and actionable emergency management system.

The company establishes an emergency rescue headquarters for sudden environmental events, with the General Manager serving as the Commander-in-Chief and the Safety Department coordinating the company-wide emergency rescue command and execution. The command system implements an AB role system to ensure immediate backup when the primary role is absent; upon receiving information on a sudden environmental event, commanders rush to the incident site immediately to perform their duties, coordinating the rescue and disposal work to ensure efficient and orderly emergency responses.

The company adheres to the principles of classified management and precise policy implementation, aiming at the environmental pollution and ecological impacts that may be caused by different pollution sources. It fully leverages the professional advantages of various departments to formulate differentiated preventive actions, maximizing the avoidance or reduction of sudden environmental events, minimizing their medium- and long-term adverse impacts, and fully protecting ecological and environmental safety, as well as the lives and properties of employees and nearby residents.



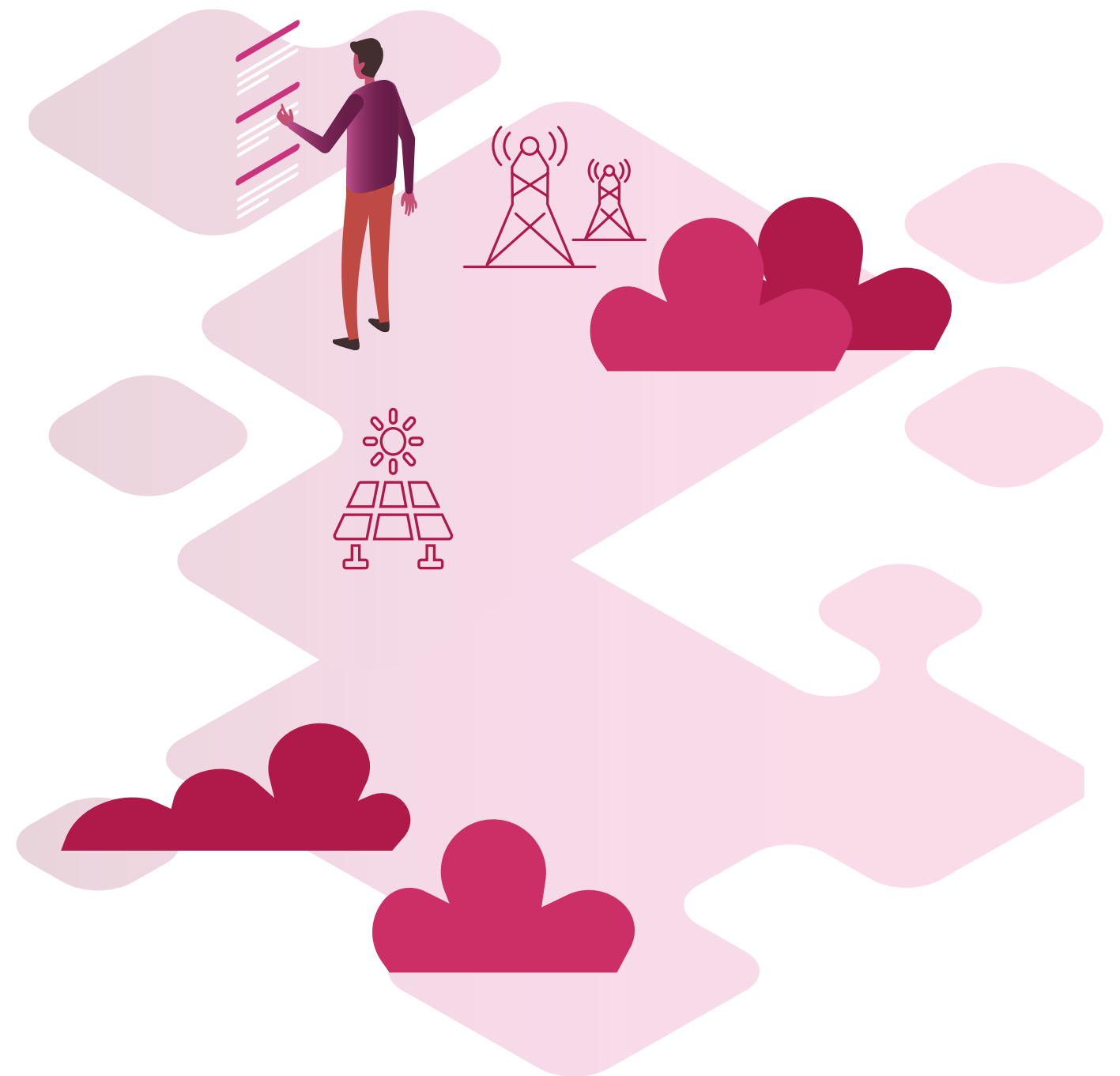
Organizational Rescue Structure Chart for Sudden Environmental Emergency Events

During the reporting period,

the company organized **42** environmental emergency drills, with a total of **14,006** person-times participating, and a total drill time of **75,075** person-hours, achieving a drill completion rate of **100%**. To date, the company has not experienced any damages to personnel lives or corporate properties caused by environmental emergency-related events.

Environmental Emergency Drills of Sunway Communication in 2025

Company Name	Person-times	Person-hours	Sessions	Drill Completion Rate
Shenzhen Sunway	6,862	27,354	9	100%
Jiangsu Sunway	3,549	42,588	14	100%
Weishi Technology	1,875	3,760	5	100%
Vietnam Sunway	420	86.5	3	100%
Sunway Chuangke	1,300	1,286.5	11	100%



Case 2025 Jiangsu Sunway - Environmental Emergency Drill

On May 13, 2025, Jiangsu Sunway carried out specialized training and drills for emergency response to environmental pollution incidents caused by hazardous waste transfer leaks. Trainees were relevant personnel from the environmental protection and safety groups. The training provided systematic explanations on environmental emergency plans, emergency handling methods for sudden environmental events, emergency drill processes and precautions, and standards for storing and using emergency supplies. Simultaneously, practical drills were conducted simulating a real scenario of hazardous waste transfer leakage in the sewage station area, covering key links throughout the entire process such as incident reporting, emergency response, on-site response, and emergency termination. Through a combination of learning and practicing, the training consolidated employees' theoretical foundation for emergency response, enhanced practical response capabilities, and built a solid practical foundation for preventing sudden environmental risks.



Case 2025 Sunway Chuangke - Chemical and Hazardous Waste Leakage Emergency Drill

On April 24, 2025, the EHS Department of Sunway Chuangke organized personnel from relevant positions such as warehouses and electroplating lines to conduct chemical and hazardous waste leakage emergency drills, simulating an emergency scenario where sulfuric acid was dropped and leaked during transportation, causing personnel injuries. The drill lasted 20 minutes in total. During the drill, on-site personnel promptly reported the danger, the Commander-in-Chief quickly activated the emergency plan, and various teams orderly completed response tasks such as treating the injured, setting up on-site cordons, containing the leak, testing water and soil quality, and removing hazardous waste. The overall response of this drill was fast, with sufficient supplies and orderly response, fully reflecting the people-oriented response principle.



Environmental Capacity Investment

Environmental protection capability is one of the company's core competitiveness throughout the development cycle, and it is also a key strategic support for practicing the green development concept and balancing commercial and social values. The company strengthens personnel capability building through normalized environmental protection training, precisely invests in environmental protection technology upgrades and facility iterations with special funds, and uses a dual-drive approach to consolidate environmental protection capabilities and steadily promote the green production transformation.

Personnel Capability Building

The company adheres to the core concept of "talent empowering green development, professionalism building a solid environmental protection foundation" and positions the capability building of environmental practitioners as a core support link of the environmental management system. The company regularly carries out special environmental protection training annually, covering core modules such as in-depth interpretation and practical application of environmental protection laws and regulations, standardized pollutant discharge control, application and practice of advanced energy-saving and emission-reduction technologies, emergency response processes and practices for sudden environmental events, and the operation and maintenance of environmental management systems, balancing theoretical system construction and practical skill refinement. The training aims to comprehensively enhance the professional literacy, compliance awareness, and performance capabilities of environmental practitioners, ensuring they keep up with policy and regulation updates and industry technology trends in the environmental field, and strengthening capabilities in environmental risk prediction and early warning, compliance control, and efficient issue response, thereby providing solid talent support for the company's environmental compliance operations, green production transformation, and the steady implementation of sustainable development strategies.

During the reporting period,

the company organized **33** environmental protection-related trainings, with a total of **1,111** person-times participating, a total training time of **2,424** person-hours, achieving a training completion rate of **100%**, and an environmental protection training investment of CNY **11,600**.

Environmental Protection Trainings of Sunway Communication in 2025

Company Name	Person-times	Person-hours	Sessions	Training Completion Rate
Shenzhen Sunway	799	936	13	100%
Jiangsu Sunway	294	1,176	12	100%
Vietnam Sunway	10	160	2	100%
Sunway Chuangke	8	152	6	100%




Case
2025 Shenzhen Sunway - Environmental Protection Law Popularization Training

To comprehensively build a solid compliance defense line and deeply implement the requirements of ecological environment laws and regulations, Shenzhen Sunway organized and carried out environmental protection law popularization training on February 27, 2025. The training focused on systematically explaining core contents such as the newly revised Environmental Protection Law, Solid Waste Management Measures, and emission standards, aiming to strengthen ecological environment legal awareness, clarify the boundaries of environmental protection responsibilities of various departments, and improve risk identification and compliance response capabilities.


Case
2025 Vietnam Sunway - Environmental Awareness Training

On January 13, 2025, employees from positions such as cleaning, technology, administration, warehouse management, and security attended a special environmental awareness training in the company's No. 2 meeting room. Closely integrating with practical environmental work of the positions, this training set up multiple core learning contents. It explained full-process waste management requirements such as waste classification identification guides and standardized collection, classification, transportation, and treatment, clarified standards for using and equipping labor protection supplies, and publicized relevant contents of the environmental accident emergency plan.


Case 2025 Weishi Technology - Environmental Knowledge Training

This environmental knowledge training focused on the standard requirements related to ecological environment protection, concentrating on the key points of environmental control in the whole process of production operations. It explained norms for ecological environment maintenance in factory areas, daily operation and maintenance requirements for environmental protection facilities, methods for identifying and preventing various environmental risks during production, and clarified the key points of environmental duty fulfillment for each position and on-site operation environmental norms. Through systematic knowledge explanations, it helped participants comprehensively consolidate their professional environmental foundations, strengthen their proactive responsibility awareness for environmental protection, and improve practical environmental operation and risk prevention capabilities on the job.



Special Fund Support

The company attaches great importance to the guarantee and efficient use of special environmental protection funds, regarding it as the core support for empowering green transformation and strengthening environmental management. Financial investments are precisely focused on three core environmental areas: energy-saving renovation, pollution discharge upgrading, and green production processes. Through precise and targeted investments, the company has achieved remarkable results in key areas such as energy consumption optimization, pollution emission reduction, and resource recycling, laying a solid foundation for environmental compliance operations. In the future, the company will further increase investment in special environmental protection funds, focus on the application of cutting-edge environmental technologies and the synergistic construction of green industrial chains, and provide solid financial guarantees for the deep implementation of sustainable development strategies.

During the reporting period, the company's total environmental protection investment amounted to CNY **21,118,609.84**.



Environmental Protection Investment of Sunway Communication in 2025

Company Name	Amount (CNY)	Proportion of Total Environmental Protection Investment to Respective Operating Revenue (%)
Shenzhen Sunway	12,250,000.00	0.25
Jiangsu Sunway	6,530,000.00	3.00
Weishi Technology	920,000.00	0.10
Vietnam Sunway	186,039.84	0.03
Sunway Chuangke	1,232,570.00	0.33

Ecosystem and Biodiversity Protection

The company continuously pays attention to ecosystem and biodiversity protection, strictly complies with applicable laws, regulations, and policies such as the "Forest Law of the People's Republic of China", the "Law of the People's Republic of China on the Protection of Wildlife", the "Biosecurity Law of the People's Republic of China", and the "Opinions on Further Strengthening Biodiversity Protection", and fulfills the UN "Convention on Biological Diversity". During the reporting period, none of the company's production bases and operating sites globally were located in global or national statutory ecological protection areas or important ecosystem areas such as water conservation, soil conservation, biodiversity protection, and water and soil loss areas.

To solidly implement the main responsibility of ecological protection and improve the level of environmental compliance management, the company strictly complies with the "Monitoring and Measurement Control Procedure" to regularly conduct systematic monitoring and measurement on key environmental impact links such as waste gas emissions, wastewater emissions, and hazardous waste disposal. It compares and evaluates the monitoring results with environmental targets/indicators, environmental laws and regulations, and industry standards, and promptly investigates and

optimizes them. In the early stages of new construction and reconstruction projects, the company fully predicts the potential impact of the projects on surrounding animals, plants, and ecosystems, strictly follows the requirements of local regulations, standardizes the development of ecological environmental impact assessments, and prepares environmental impact reports to reduce adverse impacts from the source.

During the reporting period,

the passing rate of the ecological environment impact assessment for all construction projects of the company reached **100%**, all obtaining permits from local environmental protection authorities. The construction and operation of the projects have not caused any adverse impacts on regional biodiversity and ecological environments.

Climate Response and Risk Management

Governance

Sunway Communication attaches great importance to the profound impact of its own business activities on global climate change, incorporates climate risk management into the corporate core governance framework, and builds a top-down climate governance system with the Board of Directors as the highest decision-making body to coordinate and advance the whole-process management of climate change. The company's Board of Directors is responsible for the top-level decision-making and directional control of climate-related strategies; the Strategy and Sustainability Committee, as a specialized agency under the Board of Directors, takes the lead in researching climate-related medium- and long-term development strategies and issuing professional suggestions, coordinates the guarantee of various resources, supervises the strategic implementation by the sustainable development special working group, and regularly reports the work results to the Board of Directors. The sustainable development special working group is responsible for disaggregating climate-related strategies to respective responsible departments, tracking and supervising the execution progress, focusing on the advancement of key tasks, and regularly feeding back to the Strategy and Sustainability Committee.

The company dynamically tracks climate-related policies and regulations, promptly conducts professional interpretations and special personnel training, to ensure that the climate strategy aligns with domestic and foreign green development guidance and regulatory requirements, consolidating the foundation of climate governance compliance and forward-looking layout.

Strategy

The company closely aligns with the global climate change development trend and the overall goal of the national "Dual Carbon" strategy, officially releasing the "Sunway 2030 Carbon Neutrality" strategy. It actively benchmarks against international climate governance standards, relying on the Carbon Disclosure Project (CDP) and the Science Based Targets initiative (SBTi), taking low-carbon technological innovation breakthroughs and clean energy structure optimization and upgrading as core grips. It systematically formulates scientific, specific, and actionable technological routes for low-carbon development, and steadily promotes the low-carbon transformation of the entire chain.



In terms of low-carbon technological innovation, the company continuously optimizes the entire production process of products, vigorously promotes green and low-carbon manufacturing technologies, and prioritizes raw materials with low carbon, environmental protection, and low environmental loads to reduce the carbon footprint of products over their entire life cycles from the source of design and production.

In terms of clean energy structure, the company actively deploys renewable energy projects such as distributed photovoltaics, and steadily increases the proportion of clean energy consumption through diversified measures such as large-scale procurement of green electricity and self-built distributed photovoltaic power stations, accelerating the construction of a clean, low-carbon, safe, and efficient modern energy system.

In November 2025, Shenzhen Sunway officially joined the National Blue Carbon Trading Alliance, incorporating it into the implementation layout of the "Sunway 2030 Carbon Neutrality" strategy. Taking the establishment of market trust and unified rules as its core mission, the alliance brings together multiple resources from government, industry, academia, research, capital, and society, acting as a diversified empowerment platform in the blue carbon field; the alliance acts as a bond with common goals and industry standards, breaking down market barriers through collective actions, promoting the market-oriented and monetized transformation of blue carbon ecological values, and providing important platform support for the implementation of the company's carbon neutrality strategy.

Risk and Opportunity Management

To systematically identify and judge climate-related risks and opportunities, Sunway Communication relies on climate scenario analysis tools, deeply referring to the Shared Socioeconomic Pathways scenarios in the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report, and conducts rigorous and comprehensive climate-related risk and opportunity identification to systematically evaluate their potential impacts on the company's business operations, financial performance, and long-term development. The company classifies the impacts of climate risks on finance and operations into three levels: high, medium, and low, and formulates differentiated and actionable response strategies aimed at the core characteristics of different levels of risk. Based on industry characteristics and its own operational realities, the company builds a three-dimensional time analysis framework covering short, medium, and long terms to provide a scientific and clear judgment basis for climate-related risk management.



Risk Analysis

Physical Risks and Countermeasures

Risk Type	Risk Name	Risk Description	Operational Impact	Value Chain Impact Level	Degree of Financial Impact	Impact Period	Risk Countermeasures
Acute Risks	Typhoon	The company's operating location in Shenzhen is vulnerable to extreme weather such as typhoons, which may cause power outages, waterlogging, etc., leading to work safety accidents or forced suspension of R&D and production, subsequently resulting in increased operating costs.	Increased operating costs, operational interruption	Own Operations Downstream	Low	Short-term	Establish and improve environmental risk emergency plans, and identify and review potential physical risks annually. We have established comprehensive response mechanisms and emergency supply reserves in factory areas with physical risks, regularly refine response strategies, and have various functional departments jointly ensure production continuity.
	Fire	The company's operating locations in Shenzhen, Changzhou, etc. are vulnerable to fires, which may cause power outages, casualties, equipment damage, etc., leading to work safety accidents or forced suspension of R&D and production, subsequently resulting in increased operating costs.	Increased operating costs, operational interruption	Own Operations	Low	Short-term	
	Extreme Precipitation	Extreme precipitation will impact the production and transportation processes of suppliers in the supply chain, requiring the company to deploy corresponding plans, and operating costs may increase.	Increased operating costs	Upstream Own Operations Downstream	Medium	Short-term	
Chronic Risks	Biological Epidemic	Biological epidemics will impact the production process, and operating costs may increase.	Increased operating costs	Own Operations	Low	Short-term	
	Sea-Level Rise	The company's current main operating locations are in the southern coastal areas of China and the coastal areas of Vietnam, which may be threatened by sea-level rise and damage to operating locations.	Increased operating costs	Own Operations	Medium	Long-term	
	Water Resource Reduction	Global warming will lead to an increase in water resource risks, among which the risks of river floods and flash floods will increase accordingly. The company's production and R&D centers in Shenzhen face certain flood risks. Floods damaging operating locations, factory infrastructure, and related facilities may result in financial damage.	Increased operating costs	Own Operations	Medium	Long-term	

Transition Risks and Countermeasures

Risk Type	Risk Description	Operational Impact	Value Chain Impact Level	Degree of Financial Impact	Impact Period	Risk Countermeasures
Policy and Compliance Risks	Energy efficiency requirements, carbon pricing mechanisms that increase fossil fuel prices, or policies that encourage sustainable land use.	Increased operating costs	Own Operations	Medium	Long-term	Actively formulate and implement low-carbon strategies, develop energy-saving and carbon-reducing projects, and prepare countermeasures in advance.
Market Risks	Choices of consumers and commercial customers shift towards products and services with less climate harm, and if the company's products do not comply, it will reduce market share.	Decreased operating revenue	Own Operations	Medium	Long-term	Conduct ISO 14064 inventory annually.
Technology Risks	Technologies with lower climate impact replace those with greater climate damage, phasing out high-carbon assets.	Increased operating costs	Own Operations	Medium	Long-term	In 2025, the company's R&D investment accounted for 7.11% of operating revenue, continuously introducing excellent talent and enhancing its technological competitiveness.
Reputation Risks	Environmental information disclosure falling below stakeholder expectations may lead to reputation damage and a potential decrease in order volume.	Increased operating costs	Own Operations	Medium	Long-term	Actively communicate and establish a green brand image.

Based on a systematic assessment of climate change scenarios, the company has fully integrated climate-related physical and transition risks into its strategic and operational management system. Against the backdrop of intensified fluctuations in global climate patterns, acute physical risks such as typhoons, fires, extreme precipitation, and biological epidemics occur frequently, and long-term physical risks such as sea-level rise and water shortages continue to accumulate, directly threatening production continuity, supply chain stability, and asset security. Meanwhile, transition risks spanning policy and compliance, markets, technology, and reputation, brought about by stricter "Dual Carbon" policies, low-carbon technological iterations, upgraded market green demands, and heightened environmental information disclosure requirements, also pose new challenges to operating costs and market competitiveness.

In response to acute physical risks such as typhoons, fires, and extreme precipitation, and chronic physical risks such as biological epidemics, sea-level rise, and water shortages, the company establishes and improves environmental risk emergency plans, identifies and reviews potential physical risks annually, and establishes comprehensive response mechanisms and emergency supply reserves in factory areas with physical risks, regularly refining response strategies to have various functional departments synergistically ensure production continuity.

In response to transition risks such as stricter "Dual Carbon" policies, upgraded customer low-carbon demands, technological iterations, and reputation management, the company takes tiered response measures. At the policy and compliance level, actively formulate and implement low-carbon strategies, develop energy-saving and carbon-reducing projects, and prepare countermeasures in advance; at the market level, conduct ISO 14064 carbon inventory annually; at the technology level, the company's R&D investment accounted for 7.11% of operating revenue in 2025, continuously introducing excellent talent and enhancing its technological competitiveness; at the reputation level, actively communicate and establish a green brand image, comprehensively reducing the impacts of various risks.

Overall, the company's existing strategic and operational system has built basic climate resilience, promoting the upgrade of businesses towards low-carbon and resilient directions through tiered risk responses.

Opportunity Analysis

Opportunities and Countermeasures

Opportunity Type	Opportunity Description	Operational Impact	Value Chain Impact Level	Degree of Financial Impact	Impact Period	Opportunity Countermeasures
Energy Efficiency	The growing demand for renewable energy can reduce carbon emissions, enhance corporate sustainable development capabilities by using renewable energy, and also meet customers' needs for green products to enhance market competitiveness.	Reduce operating costs	Own Operations	Medium	Medium-term	Formulate and implement renewable energy use plans, such as purchasing green electricity and investing in renewable energy power generation installations, to gradually increase the proportion of renewable energy in the corporate energy structure.
Products and Services	Climate response drives the innovation of production technologies, such as electronic additive manufacturing and other low-consumption and low-emission green manufacturing modes, which can effectively reduce energy consumption and carbon emissions, meeting low-carbon emission demands.	Increased operating revenue	Own Operations	Medium	Medium-term	Promote green manufacturing processes, such as electronic additive manufacturing, to reduce energy consumption and material waste during production and reduce carbon emissions. Strengthen energy-saving and emission-reduction management in the production process, regularly evaluate and improve production processes, and enhance resource utilization efficiency.

Against the background of continuously deepening global low-carbon transition and climate governance, the company actively grasps the development opportunities brought by climate change, deeply integrates green transformation into its strategic layout, and explores sustainable growth potential from the two dimensions of energy structure optimization and product innovation and upgrading.

In terms of energy efficiency improvement

With the growing market demand for renewable energy, the company effectively reduces carbon emissions by expanding the scale of renewable energy application. This not only enhances its own sustainable development capability but also better meets customers' needs for green products, enhancing market competitiveness. The company formulates and implements renewable energy use plans, gradually increasing the proportion of renewable energy in the corporate energy structure through methods such as purchasing green electricity and investing in renewable energy power generation installations, promoting the transformation of energy consumption towards clean and low-carbon.

In terms of product and service innovation

The technological changes of climate response provide a new direction for production process upgrading. Innovative technologies such as electronic additive manufacturing with low consumption and low emissions not only reduce energy consumption and material waste during production but can also bring operating revenue growth to the company. The company actively promotes green manufacturing processes, taking technological innovation to drive the low-carbonization of the entire product lifecycle, strengthen green synergy in the downstream supply chain, and enhance product market adaptability and added value.

Relying on the energy-saving and emission-reduction management system, the company continuously optimizes resource utilization efficiency through regular evaluation and improvement of production processes, effectively reducing energy consumption and carbon emissions, and better meeting low-carbon emission market and regulatory requirements. Through these opportunity response measures, the company is turning climate transition pressure into development momentum, consolidating and expanding green competitive advantages while improving operational efficiency.

Overall Management of Risks and Opportunities

The company strictly refers to international and domestic core regulatory requirements such as the International Sustainability Standards Board (ISSB)-IFRS S2: Accompanying Guidance on Climate-related Disclosures and the "Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange-Sustainability Report (For Trial Implementation)" to deeply embed climate risk and opportunity control into the company's overall risk management system, business development strategy, and full operation processes. Relying on a top-down, tiered climate governance structure, the company has built a closed-loop control mechanism for the entire process of "identification, assessment, management, and supervision" to systematically prevent climate-related financial impacts and cope with climate risks at the operational level.

① Climate Risk and Opportunity Identification

Focusing on the core links of climate risk and opportunity identification, combining industry development characteristics and its own operational reality, referring to authoritative climate scenarios and short, medium, and long-term three-dimensional time frames, the company built a full-dimensional, multi-level identification system. It mainly focuses on the two core categories of physical risks and transition risks, deeply exploring potential opportunities related to low-carbon transformation and green development, ensuring the comprehensiveness, materiality, and compliance of identification work.

② Climate Risk and Opportunity Assessment

Applying scientific methods combining qualitative analysis and quantitative calculation, comprehensively carrying out climate risk and opportunity assessment, systematically analyzing the potential impacts of various risks and opportunities on the company's operation management, financial status, and long-term development, and defining risk grading standards and control priorities.



③ Climate Risk and Opportunity Management

Based on the core characteristics of various climate risks, formulate differentiated and precise countermeasures. Establish a standardized emergency management mechanism, build a closed-loop management model of "disposal, review, improvement, and enhancement", continuously strengthen the effectiveness of various climate risk controls, actively seize green development opportunities, and improve corporate climate risk resistance and emergency response capabilities.

④ Climate Risk and Opportunity Supervision

Strengthen the supervision and control of climate risks and opportunities, led by the Strategy and Sustainability Committee to coordinate overall planning. Focusing on key links such as core carbon emission control, the implementation of the climate control system, and information disclosure compliance, conduct regular supervisory inspections, process verification, and effectiveness evaluations. This continuously optimizes control processes, improves control accuracy and effectiveness, and ensures that various climate control tasks achieve practical results and compliant disclosures.

Indicators and Targets

The company formulates and strictly implements the "GHG Inventory Management Procedure", standardizing the greenhouse gas accounting process, clarifying accounting boundaries and methods, accurately quantifying the greenhouse gases generated in its full operational processes, using the carbon dioxide equivalent of greenhouse gases as the core indicator and emission reduction target for climate change management. Combined with business scale and development stage, it formulates distinctive emission reduction pathways that conform to its own realities and are both feasible and forward-looking. Specific emission reduction measures can be found in the energy management topic. The company attaches great importance to emission reduction across the entire value chain, relying on greenhouse gas carbon inventories at the Scope 3 value chain level to comprehensively sort out carbon emission nodes in each link, deeply explore emission reduction potential, and actively promote collaborative emission reduction in the upstream and downstream value chains. The company clearly incorporates carbon reduction requirements into the supplier performance evaluation system. During annual supplier system audits and new supplier admission certification processes, it strictly checks suppliers' carbon reduction performance and green development capabilities, thereby incentivizing suppliers to proactively practice low-carbon concepts and actively participate in carbon reduction undertakings to build a green, synergistic supply chain.

The company actively joins the Science Based Targets initiative (SBTi), scientifically setting near-term emission reduction pathways based on the "Paris Agreement" 1.5°C temperature control goal. It has currently formally submitted its near-term emission reduction target commitment and is steadily promoting the implementation of the target. Meanwhile, the company participated in the latest Carbon Disclosure Project (CDP) climate change questionnaire assessment and obtained a B rating.

Sunway Communication's Greenhouse Gas Emissions from 2023 to 2025

Greenhouse Gas Emissions	Unit	2023	2024	2025
Scope 1	tCO ₂ e	4,183.21	3,457.87	7,883.66
Scope 2 (Location-based)	tCO ₂ e	95,521.26	95,015.93	119,393.50
Scope 2 (Market-based)	tCO ₂ e	79,597.89	45,292.62	58,820.95
Total of Scope 1 and Scope 2 (Location-based)	tCO ₂ e	99,704.47	98,473.81	127,277.16
Total of Scope 1 and Scope 2 (Market-based)	tCO ₂ e	83,781.10	48,750.49	66,704.61
Scope 3	tCO ₂ e	110,796.94	132,364.94	728,327.36
Total of Scope 1, Scope 2 (Location-based), and Scope 3	tCO ₂ e	210,501.41	230,838.74	855,604.52
Total of Scope 1, Scope 2 (Market-based), and Scope 3	tCO ₂ e	194,578.04	181,115.43	795,031.97

Note:

1. The greenhouse gases involved in the calculation include carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃).
2. The organizational boundary of the carbon inventory adopts the operational control approach, with the boundary scope including Shenzhen Sunway, Jiangsu Sunway, Sunway Chuangke (Beijing Sunway), Vietnam Sunway, and Weishi Technology. Compared with the past, the organizational boundary for the 2025 carbon inventory added two entities: Weishi Technology and Vietnam Sunway.

Energy Conservation and Low-Carbon Operation

Governance

To systematically promote energy and water resource management and circular economy construction, the company strictly complies with the operating locations' relevant legal and regulatory requirements such as the "Water Law of the People's Republic of China", "Energy Conservation Law of the People's Republic of China", and "Circular Economy Promotion Law of the People's Republic of China". It formulates and implements special procedural documents such as the "Energy and Resource Management Procedure" and builds a three-level management structure of "Headquarters Management - Respective Operating Entity Management - Responsible Departments of Each Factory Area" to achieve vertical closed-loop management of energy and water resources.

The company has established a dedicated ESG working group at its headquarters to coordinate and advance group-wide management of energy, water resources, and the circular economy. This group conducts data analysis on energy consumption across all operating locations and reports to the Strategy and Sustainability Committee. At the business entity level, corresponding administrative departments assume centralized management responsibilities, overseeing the daily management of energy and water resources within their jurisdictions. Furthermore, functional departments at each plant site act as the responsible local units, assuming full accountability for the usage control and daily management of energy and water resources within their respective departments.

Strategy

The company deeply implements the energy and resource management policy of "eliminating resource waste and using clean energy", incorporating energy and resource management into the core strategic system of sustainable corporate development as an important measure for promoting green and low-carbon transition and enhancing developmental resilience. The company focuses on energy-saving technical transformation, water resource recycling and reuse, whole-process green offices, and waste resource recovery as core implementation grips. Based on production and operation realities, it systematically formulates scientific energy-saving and emission-reduction implementation routes, and clarifies control indicators and execution requirements for each stage. Through full-chain, multi-dimensional resource and energy control measures, it continuously optimizes resource utilization efficiency, reduces production and operational energy and water consumption, and steadily achieves the development goal of low resource consumption.

Risk and Opportunity Management

Management of energy and resource-related risks and opportunities is an important part of the company's sustainable development strategy. Combining policy trends, market layout, and industry characteristics, the company identifies and assesses energy and resource risks and opportunities. Ultimately, it sorted out four major categories of energy and resource-related risks: energy price fluctuations and tightened environmental regulations, water shortages and strengthened water withdrawal permit control, insufficient green awareness among all employees and inadequate implementation of office energy-saving measures, and immature recycling technologies and insufficient industrial chain synergy. Furthermore, it identified multiple development opportunities such as upgrading energy-saving technologies and clean energy replacement, water recycling and applying water-saving technologies, green office image, resource recycling, and obtaining policy support. The company takes targeted measures in energy management system construction, water resource control optimization, green office promotion, and circular economy system perfection, effectively responding to risks, actively grasping green transformation opportunities, and achieving efficient resource utilization and low-carbon, sustainable operations.

List of Risks and Opportunities

Related Topics	Risk Description	Opportunity Description	Degree of Impact	Impact Period	Countermeasures
Energy Management	Fluctuations in energy prices and tightened environmental protection regulations may increase energy use costs and compliance risks.	Upgrading energy-saving technologies and replacing with clean energy can reduce operating costs and enhance corporate green competitiveness.	Medium	Long-term	- Improve the energy management system, strengthen compliance control and risk prediction; - Increase energy-saving investment and promote the landing of clean energy replacement.
Water Resource Management	Water shortages and strengthened water withdrawal permit control may affect the continuity of production operations and increase water costs.	Water resource recycling and reuse, and the application of water-saving technologies, can increase the water resources utilization rate and reduce dependence and costs.	Medium	Long-term	- Optimize the water resource control mechanism to enhance water saving and emergency support capabilities; - Advance water resource recycling projects and perfect the water-saving management system.
Green Office	Insufficient green awareness among all employees and inadequate implementation of office energy-saving measures may affect the effectiveness of green transformation.	Promoting a green office can reduce office consumption, convey green concepts, and enhance the corporate brand image.	Low	Medium-term	- Strengthen green office publicity and training, and improve supervision and guidance mechanisms; - Improve green office standards and promote full employee participation in implementation.
Circular Economy	Immature recycling technologies and insufficient industrial chain synergy may lead to low recycling efficiency, increasing compliance and cost pressures.	Resource recycling can increase resource utilization, reduce raw material dependence, align with green development trends, and obtain policy support.	Medium	Long-term	- Improve the circular economy management system and strengthen industrial chain synergy; - Increase investment in recycling technologies and funds, and expand recycling channels.

Indicators and Targets

Related Topics	Targets and Indicators	Progress in 2025
Energy Management	- Improve energy efficiency to promote the low-carbon development of production and operations; - Shenzhen Sunway aims to save 5,000 MWh; - Jiangsu Sunway aims to save energy and reduce costs by CNY 7.70 million.	- The company consumed 28,240.90 tons of standard coal throughout the year; - Clean energy usage was 152,094.31 MWh; - Shenzhen Sunway actually saved 14,223.00 MWh; - Jiangsu Sunway actually saved energy and reduced costs by CNY 8.02 million.
Water Resource Management	- Strengthen the intensive use of water resources to achieve water saving and efficiency enhancement in production and operations; - Shenzhen Sunway aims to save about 5,000 m³ of water; - Jiangsu Sunway aims to save about 50,000 m³ of water.	- The company's annual water withdrawal was 1,107,751 m³, saving 115,515 m³ of water; - Shenzhen Sunway actually saved about 25,515 m³ of water; - Jiangsu Sunway actually saved about 90,000 m³ of water.
Green Office	Promote green office modes to reduce resource consumption and environmental impact in office links.	- Organize employee energy-saving and environmental protection awareness training; - Reduce the use of office paper and office air conditioning electricity.
Circular Economy	Deepen circular economy practices and improve the level of waste resource utilization.	- The amount of waste recycled and reused was 4,120.84 tons; - The total amount of wastewater recycled and reused was 179,585 m³.

Energy Management

Energy Use

Sunway Communication actively practices corporate social responsibility and steadfastly builds a green and low-carbon production operation model. The company strictly complies with energy management-related legal and regulatory requirements such as the "Energy Conservation Law of the People's Republic of China", continuously improves the energy management system, formulates and implements systemic documentation such as the "Energy and Resource Management Procedure", and carries out full-process recording and dynamic tracking control of energy use.

The direct energy categories consumed by the company mainly cover fossil energy such as gasoline, diesel, and natural gas; indirect energy mainly includes purchased electricity and self-generated electricity (photovoltaics).

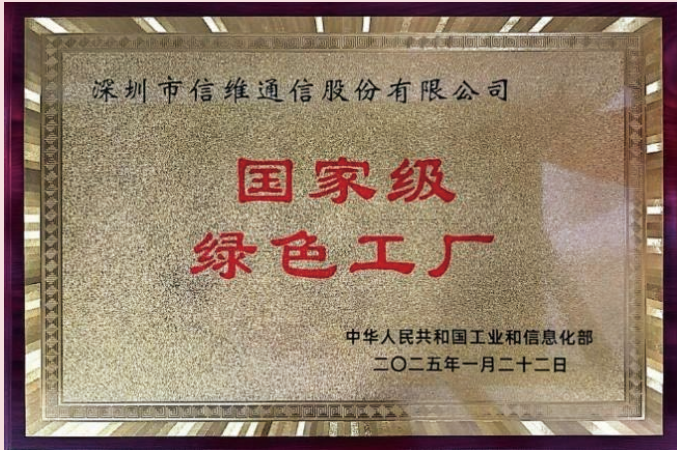
During the reporting period, the company's total energy consumption was **28,240.90** tons of standard coal.

Sunway Communication's Energy Use from 2023 to 2025

Energy Type	Unit	2023	2024	2025
Gasoline	liters	72,160.26	119,679.86	119,826.64
Diesel	liters	24,708.47	29,665.28	26,256.52
Natural Gas	m ³	570,166.00	904,249.00	430,738.20
Electricity	MWh	134,847.38	205,375.58	223,811.31
Total	tons of standard coal	17,439.53	26,609.03	28,240.90

Clean Energy Replacement

Green manufacturing is a requirement for global sustainable development and an inevitable choice for the industry to move towards high-end development. Sunway Communication is committed to promoting the greenization of the entire production process, adopting efficient and clean production technologies and processes, and driving intensive land use, harmless raw material use, clean production, resource-based waste treatment, and low-carbon energy application to build a sustainable smart manufacturing system. During the reporting period, the company was awarded the honorary certificate of "National Green Factory".



Honorary Certificate of "National Green Factory"

To implement the company's energy strategic deployment and actively respond to the national "Dual Carbon" strategic goal, the company has gained profound insights into the strategic opportunities brought by clean energy development, continuously increasing the layout and application of clean energy. Through multiple means such as deploying solar photovoltaic projects and purchasing green electricity and green certificates, the company is steadily promoting clean energy replacement and gradually reducing its reliance on traditional fossil energy. Specific details can be found in the "Energy-saving Transformation" chapter of the energy management topic. Currently, the Shenzhen plant area has achieved 100% green electricity coverage; the Jiangsu plant area relies on self-built photovoltaic projects to achieve self-generation and self-consumption of clean energy; the Yiyang plant area and Vietnam fulfill green energy use commitments by purchasing green electricity or green certificates, promoting the low-carbon transition of the energy structure with differentiated practices. The company translates low-carbon development concepts into concrete actions, continuously promoting energy structure optimization and green transformation, and contributing corporate strength to the realization of the national "Dual Carbon" goal.



During the reporting period,

the company purchased a total of **140,824.3** MWh of green electricity and green certificates through market-based trading, corresponding to a carbon reduction of approximately **74,721.38** tCO₂e; meanwhile, the company's self-generated and self-consumed photovoltaic power reached **11,270.00** MWh, corresponding to a carbon reduction of approximately **5,979.86** tCO₂e; among this, renewable energy consumption accounted for **67.96%** of the company's total electricity consumption.

Sunway Communication's Regional Clean Energy Use in 2025

Company Name	Unit	Clean Energy Type	Data
Shenzhen Sunway	MWh	Green Electricity	85,138.31
Jiangsu Sunway	MWh	Green Electricity	9,647.00
	MWh	Self-generated Photovoltaic Power	11,270.00
Total Green Electricity	MWh		94,785.31
Vietnam Sunway	MWh	Green Certificates	8,439.00
Weishi Technology	MWh	Green Certificates	37,600.00
Total Green Certificates	MWh		46,039.00

Sunway Communication's Regional Energy Saving Targets in 2025

Company Name	Targets	Achievements in 2025
Shenzhen Sunway	Save 5,000 MWh	Actually saved 14,223 MWh
Jiangsu Sunway	Save energy and reduce costs by CNY 7.70 million	Actually achieved energy saving and cost reduction of CNY 8.02 million
Sunway Chuangke (Beijing Sunway)	Improve energy use efficiency	Electricity consumption decreased by 3.77 million kWh compared with last year Natural gas consumption decreased by 27,000m ³ compared with last year

Energy-saving Transformation

The company attaches great importance to the improvement of energy utilization efficiency in the whole operation process. Combining its own production and operation characteristics, it formulates special energy management plans and energy efficiency improvement goals annually, and implements dynamic supervision and control over the execution progress. To ensure the implementation of the energy utilization efficiency goals, the company systematically pushes forward diversified measures such as energy-saving technical transformations and production process optimizations based on actual energy consumption data. At the same time, it uses special environmental protection funds as a stable guarantee to comprehensively tap the potential for energy conservation and carbon reduction, continuously improving energy utilization efficiency and steadily promoting the company's green and low-carbon transformation.

During the reporting period,

the company added **26** new energy-saving transformation projects, and the total electricity expected to be saved through these new projects over the year is **17,067.93** kWh, corresponding to a total of **1,793,109.62** tons of standard coal, equivalent to a reduction of **9,046.42** tCO₂e.

The company's main energy-saving and emission-reduction measures include:


Case
Shenzhen Sunway - Energy-saving Transformation Project

Focusing on key areas such as power supply and distribution, power systems, lighting, and renewable energy, Shenzhen Sunway systematically implemented multi-dimensional energy-saving transformation projects to continuously improve energy utilization efficiency and the level of green development.

1. In terms of power supply and distribution optimization, two low-load transformers were deactivated, and the power supply transformation of the low-voltage distribution cabinet was completed to meet new high-load demands and optimize the power supply and distribution structure and operation efficiency.




Before transformation
 After transformation


Case
Shenzhen Sunway - Energy-saving Transformation Project

2. In terms of power system energy saving, the circulating water pump of the return water station was transformed. To address problems like poor operating conditions and low efficiency of the original circulating pump, highly efficient stainless-steel pumps were installed and the system configuration was optimized, significantly lowering energy consumption; concurrently, the air compressor energy-saving transformation in Plant 1 and Plant 3 was advanced. By replacing old equipment with new ones, the electricity consumption per unit of gas produced and the electromechanical ratio were effectively reduced, enhancing power system energy efficiency.




Before transformation
 After transformation

3. In terms of lighting system upgrading, an energy-saving transformation of industrial and mining lights in the injection workshop was carried out, replacing original high-power-consumption, easily-damaged industrial and mining lights with low-power-consumption, new long-life LED fixtures, achieving improved lighting energy efficiency and lower operation and maintenance costs.

4. In terms of renewable energy application, a rooftop photovoltaic power generation project was implemented in Buildings A and B and Plant 2, expanding green energy supply and optimizing the energy consumption structure via solar photovoltaic generation.






Case Jiangsu Sunway - Energy-saving Transformation Project

Jiangsu Sunway focuses on the core links of production energy use, implementing full-dimensional energy-saving technical transformation projects targeting key energy-using systems like HVAC, air compression, water supply and drainage, power, and lighting. Specific actions include the 1st-floor HVAC room free cooling transformation, the replacement of the 400RT chiller in the 1st-floor HVAC room, and the frequency conversion modification of the air conditioning box in the 8#3F workshop. These efforts optimize HVAC system heat exchange efficiency and frequency adjustment capabilities, reducing cooling system energy consumption; replace Level 3 energy efficiency motors and install energy-saving lighting fixtures on the 1st floor, comprehensively upgrading high-energy-consumption power equipment and lighting systems, and phasing out outdated energy-using equipment.



Replacement of energy saving lighting fixtures on the 1st floor



Replacement of Level 3 energy efficiency motors



Update of 400RT chiller in the HVAC room on the 1st floor



Case Vietnam Sunway - Energy-saving Transformation Project

Vietnam Sunway focuses on lighting energy use to implement energy-saving transformation, completing the energy-saving replacement of 25 pallet lights, and installing automatic induction switches in conjunction. Through the dual measures of hardware upgrades and intelligent control, the lights are turned on and off on-demand, reducing invalid energy consumption, effectively lowering the total lighting energy consumption in the factory area, improving the refined level of energy utilization, and practically implementing the green development goal of saving energy and reducing consumption.

Governance

Water Resource Use

The company strictly complies with the "Water Law of the People's Republic of China" and relevant water resource protection laws and regulations of its operating locations, internally formulating and implementing the "Energy and Resource Management Procedure" and other special water resource management systems. This clarifies the overall policies, control goals, and action plans for water resource management, and continuously standardizes and promotes water resource management throughout the entire chain of the company and its supply chain.

All water used for the company's production and domestic purposes is sourced from municipal water supply systems. Our operating locations do not fall within high water stress areas, and our production and operational activities have not caused any material impact on local water resources due to fluctuations in water withdrawal, consumption, discharge, or storage volumes. The company's water is primarily utilized for production operations and employees' daily needs. During the reporting period, the company's total water withdrawal amounted to 1,107,751.00 m³.

The company attaches great importance to water resource management and information transparency construction, actively participating in the Carbon Disclosure Project (CDP) water security questionnaire completion and rating work, and continuously improving its water resource management level and external recognition. During the reporting period, the company's CDP Water questionnaire rating was B⁻.

Sunway Communication's Water Saving Targets in 2025

Company Name	Water Saving Targets	Progress in 2025	Achievement Status
Shenzhen Sunway	Save 5,000 m ³ of water	Saved 25,515 m ³ of water	
Jiangsu Sunway	Save 50,000 m ³ of water	Saved 90,000 m ³ of water	

Sunway Communication's Water Resource Use from 2023 to 2025

Indicators	Unit	2023	2024	2025
Water Withdrawal	m ³	1,069,783	1,172,187	1,107,751

Water Saving Management

The company attaches great importance to the conservation and efficient use of water resources, actively strengthening full-process water resource control, implementing various water-saving measures tailored to local conditions, strictly controlling water resource consumption during production operations, and resolutely eliminating all forms of water waste. The company actively carries out water-saving publicity and education to cultivate employees' water-saving awareness and create a good atmosphere for full participation in water conservation; it also continuously optimizes the water consumption structure, giving priority to water-saving production processes and equipment, reducing water consumption from the source, promoting technical transformation and process optimization of water-consuming facilities, building a complete water circulation system, and strengthening the recovery and reuse of water resources such as cooling water and condensed water.

During the reporting period, the company completed **6** new water-saving transformation projects, saving a cumulative water volume of **115,515** m³, achieving the intensive and efficient use of water resources with systematic measures.

Sunway Communication's Management Water-saving Measures

Measures	Content of Measures
Water Use Inspection	Conduct regular inspections of water-using equipment and water source pipelines. If water leakage, dripping, overflow, etc. occur, relevant responsible persons will report promptly to prevent water resource waste.
Monitoring of Water Consumption	Count the monthly water consumption, check for abnormal fluctuations, and take targeted measures.
Enhancement of Water-saving Awareness	Use bulletin boards or other methods to promote relevant information on water conservation and educate employees in the company.





Case Jiangsu Sunway - Water-saving Transformation Project

To further improve water resources utilization efficiency and practice green production concepts, the company implemented a reclaimed water reuse transformation project at its sewage station. This project transports standard reclaimed water treated by the sewage station through dedicated pipe networks to the cooling towers in the production area, serving as circulating cooling makeup water to replace tap water. After the implementation of the transformation, the reliance on municipal tap water was effectively reduced, lowering fresh water resource consumption, and simultaneously achieving cascade utilization and closed-loop management of water resources. According to calculations, 28,061 tons of tap water were saved during the reporting period.



Green Office

Under the guidance of the "Dual Carbon" goal and with sustainable development becoming the mainstream of global development, the company actively responds to the national green development strategy and low-carbon development call, deeply integrating green development requirements into all links and full processes of daily office and operation management. It

comprehensively promotes the green office system and effectively fulfills its sustainable development responsibilities through the green transformation of enterprise operations.

To promote the deep implementation of green development concepts and make green, low-carbon development an internal driving force for enterprise development, the company takes the enhancement and behavioral cultivation of energy conservation and environmental protection awareness among all employees as an important grip in constructing the environmental management system. The company regularly organizes series of activities such as environmental protection-themed training and green concept publicity, issuing initiatives to all employees to practice strict economy and a green office, guiding employees to start from daily details such as turning off lights when leaving, printing double-sided, and rationally regulating air conditioning temperatures. This promotes the transformation of green and low-carbon concepts into conscious actions in work and life, continuously cultivates the behavioral habits of a green and low-carbon office for all employees, gathers the collective strength of all employees for green enterprise development, and practices environmental sustainable development concepts with little actions to help build a low-carbon ecological system for society.

Green office measures

- Use energy-saving lighting fixtures and turn off lights when leaving;
- Turn off electrical facilities such as computers and monitors after work;
- Paperless office, fully utilize online office systems, and use paper on both sides;
- Promote video conferences to reduce carbon emissions from business travel;
- Encourage green travel and use public transportation.

Circular Economy

Circular economy is the core path for the industrial sector to achieve green and low-carbon transformation and move towards high-quality development, and it is also an important strategic support for enterprises to achieve sustainable development. As a key area of resource consumption and waste generation, industrial development practicing circular economy can effectively improve the comprehensive utilization efficiency of resources and energy, reduce pollutant discharge and waste disposal from the source, and optimize enterprise production and operation costs. Sunway Communication actively practices the concept of circular economy, deeply implements the spirit of the "Circular economy Promotion Law", and scientifically formulates targets and implementation plans from the three dimensions of waste, wastewater, and packaging materials. We are committed to promoting the reduction, reuse, and resource-based development of resources in all links of production and operations, continuously improving the comprehensive utilization efficiency of resources.

Waste recycling

The company deeply integrates the development concept of circular economy into all links of production operations and full-process waste management. Strictly adhering to the core guiding ideology of "reduction, harmlessness, and reuse", and centering on the three dimensions of waste source reduction, process reuse, and terminal recycling disposal, we build a systematic waste recycling management system, comprehensively promote efficient resource recycling and comprehensive utilization in the production process, and practically improve the comprehensive utilization efficiency of resources.

During the reporting period,

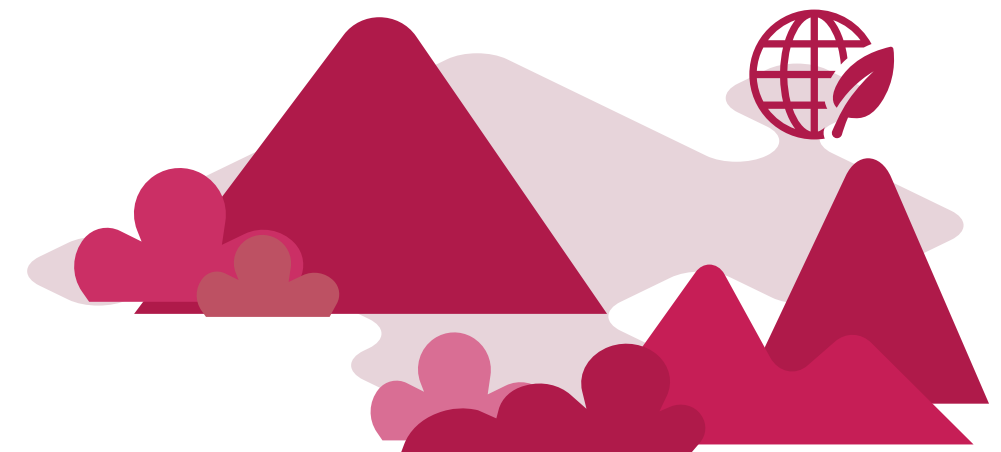
the company's waste recycling work has been implemented and achieved remarkable results, among which the total amount of hazardous waste recovered reached **286.50** tons; the total amount of non-hazardous waste recovered reached **3,834.33** tons.

Wastewater recycling

Adhering to the green development concept, the company takes the efficient recycling of wastewater and the reduction of water resources as its core goals, building a full-process wastewater management system from the three dimensions of source reduction, recycling and reuse, and process control, taking multiple measures to promote wastewater discharge control and optimal utilization of water resources. In terms of source reduction, by optimizing production processes and upgrading equipment configurations, we reduce wastewater generation at the front end of production and lower discharge pressure from the root; in terms of recycling and reuse, we vigorously advance the construction of wastewater recycling projects, build reclaimed water reuse systems, apply advanced technologies to improve wastewater recovery rates, and achieve the recycling and efficient allocation of water resources; in terms of process control, we build an online monitoring and management platform for wastewater discharge, implementing real-time monitoring and full-process control over wastewater discharge, strictly controlling the compliance of all discharge links to ensure that the entire process of wastewater discharge complies with national laws and regulations and relevant industry standards.

During the reporting period,

through the adoption of water resources recycling technology, the company achieved a recycled water volume of **179,585** m³, an increase of **107,997** m³ compared to 2024.





Case

Shenzhen Sunway's Reclaimed Water Reuse System

Shenzhen Sunway adopts the reclaimed water reuse process of "primary membrane treatment system + secondary membrane treatment system + MD membrane concentration system + evaporation system". After the industrial wastewater is treated to meet the standard, it is reused in the production line, and the tail water is evaporated and concentrated before being handed over to qualified third-party units for disposal. In 2025, Shenzhen Sunway recovered and treated 25,515m³ of industrial wastewater.



Packaging material recycling

The company has established a full-process control system for the use of packaging materials, implementing refined management on the procurement, requisition, and use of packaging materials in all links of production and operations, and precisely controlling the overall scale of packaging material use. To further improve the resource utilization efficiency of packaging materials, the company formulated clear phased improvement targets for the recycling rate of packaging materials based on actual production and operations and green development plans, and decomposed the targets to various business departments. During the reporting period, the company steadily advanced various improvement measures and successfully achieved phased results.

Sunway Communication's Packaging Material Recycling in 2025

Company Name	Name of Packaging Material	Recycling/Recovery Data	Unit
Shenzhen Sunway	Tray	80,000	PCS
Jiangsu Sunway	Shipping tray	1,805,950	PCS
	IXPE foam	1,887,533	PCS
Weishi Technology	Turnover tray	50	Tons
Vietnam Sunway	Tray	250,000	PCS
Sunway Chuangke	Packaging boxes and Trays	71.34	Tons



Pollutant Discharge and Ecosystem Protection

Governance

The company attaches great importance to the construction of the pollutant discharge governance system. Targeting six core management matters: wastewater management, exhaust gas management, noise management, waste management, chemical management, and hazardous substance management, we have built a three-level management structure of "Headquarters Management - Respective Operating Entity Management - Responsible Departments of Each Factory Area", establishing an environmental management system with clear rights and responsibilities, layer-by-layer implementation, and closed-loop control, achieving fullprocess vertical and standardized control over the six core management matters.

As the core of the top-level design and overall control of environmental governance, the headquarters management, combined with the actual operation and development of the group, uniformly formulates standardized procedural documents and institutional norms, clarifies the management policies, control objectives, and implementation requirements of the six core management matters, coordinates the construction, optimization, supervision, and assessment of the environmental management system at the group level, and coordinates cross-regional resource allocation.

As a key link connecting the preceding and the following, the management of each operating entity strictly implements the environmental management system requirements of the group headquarters, refines the implementation details of the six core management matters based on local environmental protection regulations and operational realities, coordinates the prevention and control of pollution such as wastewater, exhaust gas, and noise in their jurisdictions, as well as the compliance control of waste, chemicals, and hazardous substances, is responsible for resource allocation, problem rectification, and progress tracking in daily management, effectively transmits headquarters management requirements downward and feeds back the operational status of each factory area upward, ensuring the effective connection between group systems and local realities.

As the specific execution units of pollutant discharge management, the responsible departments of each factory area, according to the dual requirements of the group headquarters and the operating entities, clarify the specific responsible departments and post responsibilities for the six core management matters, implement practical work such as daily monitoring of wastewater, exhaust gas, and noise, classified collection and compliant disposal of waste, full-lifecycle control of chemicals, and full-process screening of hazardous substances, strictly execute various management procedures and operating norms, and carry out daily inspections, hidden danger troubleshooting, and emergency responses, realizing the refined and normalized implementation of the six core management matters.

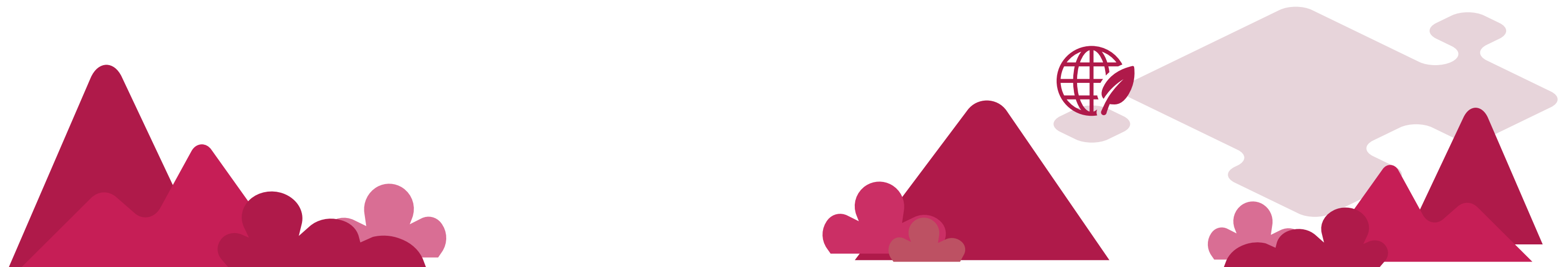
Through the effective operation of the three-level management structure, the company ensures that the rights and responsibilities of the six core management matters are assigned to specific positions and individuals, ensuring that there are no blind spots in the group's environmental control and that the process is fully closed-loop, promoting the standardized and normalized continuous operation of the company's environmental management system, and practically fulfilling the main responsibility of ecological environment protection.

Strategy

The company incorporates the six major environmental topics of wastewater, exhaust gas, noise, waste, chemicals, and hazardous substances management into the core strategy of corporate sustainable development. Guided by compliance first, source control, full-process closed-loop, and continuous improvement, we deeply integrate environmental protection control requirements into the entire process of production and operations. Relying on the standardized system construction of the group headquarters, we build a solid ecological and environmental protection defense line through systematic control measures, promoting the deep integration and synergistic implementation of environmental protection management and production operations. Aiming at the six major environmental topics, the company has established special control systems and implementation mechanisms with different focuses: hazardous substance management adheres to the core goal of zero-in and zero-out of HSF non-conforming products, building a full-process control system covering R&D design, supply chain management, production processes, and finished product shipment; chemical management centers on the principle of full-lifecycle safety control, standardizing operating standards in various links such as procurement, storage and transportation, use, and waste disposal; waste management takes resource utilization, harmlessness, and reduction as core requirements, strictly implementing fullprocess management norms of classified collection, compliant storage, and qualified disposal; wastewater, exhaust gas, and noise management focus on standard-compliant emissions and source emission reduction, establishing a full-process control mechanism of normalized monitoring, environmental protection facility operation and maintenance, and pollution prevention.

Risk and Opportunity Management

Management of pollutant discharge-related risks and opportunities is an important part of the company's sustainable development strategy. Combining policy trends, market layout, and industry characteristics, the company identifies and assesses the risks and opportunities of six core environmental topics: wastewater, exhaust gas, noise, waste, chemicals, and hazardous substances. Ultimately, it sorted out six major categories of pollutant discharge-related risks, such as substandard water quality discharge and tightening environmental regulations, substandard exhaust gas emissions and lagging clean energy replacement, excessive factory boundary noise and increased noise reduction costs, non-standard waste disposal and low recycling efficiency, insufficient full-lifecycle management of chemicals, and excessive hazardous materials and supply chain compliance loopholes. Furthermore, it identified multiple development opportunities such as water-saving technologies and water recycling, exhaust gas treatment upgrading and clean energy replacement, low-noise processes and environmental image enhancement, waste resource utilization and policy support, green chemical replacement and full-lifecycle management, and green harmless material R&D and high-end market expansion. The company takes targeted measures in wastewater control system construction, exhaust gas governance mechanism optimization, noise control measure strengthening, waste classified disposal and waste reduction action promotion, full-lifecycle management of chemicals, and HSF full-process control to effectively build a solid environmental compliance defense line, accurately grasp green development opportunities, and promote the enhancement of the corporate environmental sustainable competitiveness.



List of Risks and Opportunities

Related Topics	Risk Description	Opportunity Description	Degree of Impact	Impact Period	Countermeasures
Wastewater Management	Substandard water quality discharge triggers environmental penalties, tightening environmental regulations increases wastewater treatment costs, and water shortages affect the stability of production water.	The application of water-saving technologies and water recycling technologies can reduce water costs, and wastewater resource utilization can improve resource utilization efficiency, aligning with water-saving and emission reduction policy guidance.	Medium	Long-term	- Improve the wastewater control system and strengthen full-process compliance monitoring and governance; - Advance water recycling transformation and implement the application of water-saving technology upgrades.
Exhaust Gas Management	Substandard exhaust gas emissions trigger environmental rectification, lagging clean energy replacement increases carbon emissions and compliance risks, and improper operation and maintenance of governance facilities affect standard-compliant emissions.	Upgrading exhaust gas treatment technologies can reduce emission concentrations, and green electricity and clean energy replacement can reduce carbon emissions, aligning with air pollution prevention policies and gaining market recognition.	Medium	Long-term	- Improve the exhaust gas governance mechanism and strictly control standard compliant emission management in all links; - Upgrade clean energy applications and optimize exhaust gas treatment processes and facilities.
Noise Management	Excessive factory boundary noise triggers surrounding complaints and environmental penalties, and tightening noise limits in new regulations increases noise reduction transformation costs.	The application of low-noise equipment and noise reduction processes can reduce noise pollution, optimize production layout, improve the environmental quality of the factory area and its surroundings, and establish a good corporate image.	Low	Medium-term	- Strengthen noise control measures and implement normalized compliance monitoring at factory boundaries; - Promote low-noise production equipment and optimize factory production layout and noise reduction design.
Waste Management	Non-standard waste classification and disposal trigger environmental risks, low recycling efficiency increases solid waste treatment costs, and non-compliant hazardous waste disposal triggers severe penalties.	Waste resource utilization can create economic value, and solid waste reduction and compliant disposal align with "Dual Carbon" policies, obtaining green development policy support.	Medium	Long-term	- Improve the waste classified disposal system and strengthen full-process compliance control of hazardous waste; - Deepen solid waste resource utilization and promote waste reduction actions throughout the production process.
Chemical Management	Improper storage and use of chemicals trigger safety and environmental accidents such as leaks and fires, and insufficient compliance of supply chain chemicals brings control risks.	Green chemical replacement can reduce environmental and safety risks, and full-lifecycle chemical management can improve operational efficiency, aligning with green production policy guidance.	High	Long-term	- Improve the full-lifecycle chemical control system and strengthen on-site safety management; - Advance green and environmentally friendly chemical replacement and optimize chemical supply chain compliance management.
Hazardous Substance Management	Excessive hazardous materials lead to unqualified products, supply chain hazardous substance control loopholes trigger product compliance risks, and violating regulations such as RoHS triggers market barriers.	The R&D and application of green and environmentally friendly materials can expand high-end markets, and HSF system improvement enhances product competitiveness, aligning with global green product trade requirements.	High	Long-term	- Improve the HSF full-process control system and strengthen supply chain hazardous substance screening; - Increase the R&D and application of green harmless materials and deepen full-process hazardous substance elimination.

Indicators and Targets

Related Topics	Targets and Indicators	Progress in 2025
Wastewater Management	Strictly control wastewater discharge to ensure compliance with standards and promote water resource recycling.	- The company's annual wastewater discharge was 752,850.80 m³; 100% compliant wastewater discharge; 0 incidents of violating wastewater discharge.
Exhaust Gas Management	Reduce exhaust gas emissions, improve atmospheric environment quality, and ensure surrounding ecological safety.	100% compliant exhaust gas discharge; 0 incidents of violating exhaust gas discharge.
Noise Management	Reduce production noise emissions to minimize impacts on the surrounding environment and employee health.	100% compliant noise emission; 0 incidents of violating noise emission.
Waste Management	Promote waste reduction and resource utilization, and improve recycling and compliant disposal levels.	- The company's annual waste recycling volume was 4,120.84 tons; 100% compliant waste disposal; 0 incidents of violating waste disposal.
Chemical Management	Standardize the full-lifecycle control of chemicals to prevent environmental and safety risks.	- Each subsidiary conducted chemical leak drills; 0 chemical leaks.
Hazardous Substance Management	Strictly control the use of hazardous substances in products to reduce hazards to the environment and human body from the source.	The HSF annual target achievement rate was as high as 100%.

Wastewater Management

The company strictly complies with the "Water Pollution Prevention and Control Law of the People's Republic of China", "Integrated Wastewater Discharge Standard", and applicable laws and regulations at its operating locations. We formulate and implement the "Exhaust Gas, Wastewater and Noise Management Procedure", building a top-down wastewater discharge governance system with clear rights and responsibilities, clarifying the full-process management requirements of classified control, compliant discharge, and normalized monitoring. Led by the Safety Management Department and collaboratively executed by various departments, the core objective is to ensure that wastewater discharge complies with regulations and administrative approval standards.

The wastewater pollutants generated by the company's production and operations mainly include COD, BOD, SS, total phosphorus, total nitrogen, and ammonia nitrogen. Based on the generation scenarios, wastewater is classified into domestic wastewater and industrial wastewater. Among them, domestic wastewater originates from daily operational links such as dormitories, canteens, office areas, and restrooms in production areas. Industrial wastewater refers to various wastewater and waste liquids generated during production operations. To achieve standardized control of wastewater discharge, the company has established a professional and comprehensive monitoring system. We regularly commission qualified third-party authoritative institutions to conduct comprehensive and detailed special monitoring on wastewater discharge and issue detailed and accurate monitoring reports, providing solid data support and professional technical assurance for the company's wastewater discharge management.

During the reporting period,

the company discharged **752,850.80** m³ of wastewater, all of which achieved **100%** compliant discharge; no major administrative penalties or criminal responsibilities were incurred due to violations of wastewater discharge.

Sunway Communication's Wastewater Discharge from 2023 to 2025

Indicators	Unit	2023	2024	2025
Wastewater Discharge Volume	m ³	909,315.55	1,024,215.15	752,850.80

Wastewater Control Measures

Wastewater Type	Core Content
Domestic Wastewater	Filter screens are installed in sewer pipes of canteens, bathrooms, etc. Canteen sewage is treated by a three-stage grease trap, and toilet sewage is discharged into septic tanks for sedimentation. Both are discharged into the municipal sewage pipe network after meeting standards; the use of phosphorus-containing washing products is strictly prohibited. Kitchen waste filtered from grease traps is disposed of according to the "Waste Management Procedure", and septic tank sediments are handled by the Administration Department coordinating with municipal sanitation departments.
Industrial Wastewater	It is strictly prohibited to pour high-concentration organic solvents, chemical waste liquids, oils, etc., into sewage pipes/trenches; they must be collected in separate containers and disposed of according to the "Waste Management Procedure". Laboratory wastewater is collected in dedicated barrels. Production process wastewater is treated by the sewage treatment station/reclaimed water reuse facilities before being discharged up to standard or reused. Industrial wastewater that cannot be treated independently is handed over to qualified third parties for disposal; when cleaning factory exterior walls and floors, protective measures must be taken to prevent sewage from flowing into rainwater pipes.



Sunway Communication's Wastewater Treatment Processes at Various Production Bases

Company	Wastewater Type	Water Pollutants Involved	Wastewater Treatment Process
Shenzhen Sunway	Industrial Wastewater	SS, COD, BOD, etc.	Pretreatment -> Membrane treatment -> Low-temperature evaporation treatment
	Domestic Sewage		Discharged into municipal pipe network
Jiangsu Sunway	Industrial Wastewater		Pretreatment -> AO process -> MBR -> Reused wastewater treatment system
	Domestic Sewage		Discharged into municipal pipe network
Sunway Chuangke	Industrial Wastewater		Acid-base neutralization -> Coagulation, flocculation -> Sludge settling
	Domestic Sewage		Grille -> Regulation pool -> Grade A biochemical pool -> Grade O biochemical pool -> Sedimentation pool -> Outlet pool
Weishi Technology	Domestic Sewage		Discharged into municipal pipe network
Vietnam Sunway	Domestic Sewage		Domestic sewage -> Regulation pool -> SBR pool (Sequencing Batch Reactor) -> Disinfection pool -> Industrial wastewater treatment system
	Industrial Wastewater		Classified collection -> Comprehensive regulation pool -> Coagulation, flocculation -> Sedimentation

Sunway Communication's Water Quality Achievement of Various Parks in 2025

Company Name	Water Quality Indicators	Unit	Regulatory Standards	Actual Discharge	Target Achievement Status
Shenzhen Sunway	pH	Dimensionless	6-9	6.90	
	COD	mg/L	≤ 500	108.00	
	BOD ₅		≤ 300	26.80	
	SS		≤ 400	26.00	
	Animal and vegetable oils		≤ 100	1.45	
	Petroleum categories		≤ 20	0.88	
Jiangsu Sunway	pH	Dimensionless	6-9	7.40	
	COD	mg/L	≤ 500	237.00	
	SS		≤ 250	96.00	
	Animal and vegetable oils		≤ 100	0.60	
	Ammonia nitrogen (measured as N)		≤ 35	18.40	
	Total nitrogen		≤ 35	29.70	
	Total phosphorus (measured as P)		≤ 3	2.30	

Sunway Communication's Water Quality Achievement of Various Parks in 2025

Company	Water Quality Indicators	Unit	Regulatory Standards	Actual Discharge	Target Achievement Status
Weishi Technology	pH	Dimensionless	6-9	7.70	
	COD	mg/L	≤ 500	257.00	
	BOD ₅		≤ 300	74.20	
	SS		≤ 400	73.00	
	Animal and vegetable oils		≤ 100	3.39	
Vietnam Sunway	pH	Dimensionless	6-9	7.30	
	COD	mg/L	≤ 500	35.00	
	BOD ₅		≤ 300	21.00	
	Ammonia nitrogen (measured as N)		≤ 35	0.70	
	Total nitrogen		≤ 35	10.90	
	Total phosphorus (measured as P)		≤ 3	4.40	
Sunway Chuangke	pH	Dimensionless	6-9	7.48	
	COD	mg/L	≤ 500	111.00	
	Ammonia nitrogen (measured as N)		≤ 45	2.45	
	Total copper		≤ 0.5	0.03	
	Total nickel		≤ 0.4	0.05	

Note:

1. Hydrogen ion concentration index: pH, Chemical Oxygen Demand: COD, 5-day Biochemical Oxygen Demand: BOD₅, Suspended Solids: SS.



Case

Shenzhen Sunway Tail Water Evaporation System

Shenzhen Sunway upgraded its reclaimed water reuse facilities to build an industrial wastewater zero-discharge system, adopting MD concentration + evaporation process for tail water treatment. In 2025, the company added 1 set of evaporation equipment. After the tail water is evaporated, concentrated, and reduced by this process, it is entrusted to a hazardous waste disposal unit for compliant disposal. In 2025, Shenzhen Sunway cumulatively carried out MD concentration + evaporation treatment on 4,070 m³ of tail water. The treated concentrate was only 73.88 tons, achieving a tail water reduction of 3,996.12 tons.



Tail Water Evaporation
Equipment No. 1



Tail Water Evaporation
Equipment No. 2

Exhaust Gas Management

The company strictly complies with national and local environmental protection laws and regulations such as the "Environmental Protection Law of the People's Republic of China" and the "Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution". We formulate and implement the "Exhaust Gas, Wastewater and Noise Management Procedure", earnestly fulfill the main responsibility of environmental protection, and actively undertake corresponding social responsibilities. Regarding exhaust gas emission control, the company has built a full-chain management system covering source control - process governance - terminal monitoring. Through full-process standardized control, we ensure that various atmospheric pollutants are discharged up to standard after effective treatment.

The company's exhaust gas is mainly divided into two categories: production process exhaust gas and canteen oil fume exhaust gas. Among them, production process exhaust gas is the core control category, originating from production operations such as injection molding, welding, polishing, sandblasting, cleaning, and soldering. These processes easily generate gases and dust containing atmospheric pollution risks such as dust and organics. Canteen oil fume exhaust gas is the main domestic exhaust gas generated during the company's daily operations. For industrial exhaust gases with different pollutant components and emission characteristics, the company implements classified measures and differentiated governance, matching suitable treatment processes and purification measures for special governance, striving to minimize pollutant content in exhaust gases and effectively reduce atmospheric pollution emissions.

During the reporting period,

the exhaust gas emission compliance rate of all subsidiaries was **100%**, and the company was not subject to any major administrative penalties or criminal responsibilities for violating exhaust gas emissions.

Sunway Communication's Exhaust Gas Treatment Processes

Company	Exhaust Gas Pollutant Types	Exhaust Gas Treatment Process
Shenzhen Sunway	Particulate matter, VOCs, nitrogen oxides, etc.	Water spraying + Activated carbon adsorption device
Jiangsu Sunway	Nitrogen oxides, particulate matter, non-methane total hydrocarbons, VOCs, etc.	Bag dust removal + Activated carbon adsorption; VOCs treatment process is two-stage activated carbon treatment + acid-base spraying
Sunway Chuangke	VOCs, nitrogen oxides, etc.	Activated carbon adsorption concentration + Catalytic combustion
Weishi Technology	VOCs, etc.	Spray tower treatment
Vietnam Sunway	VOCs, nitrogen oxides, etc.	Gas collection hood + Exhaust gas pipeline + Absorption tower + Draft fan + Exhaust funnel



The company attaches great importance to atmospheric pollutant discharge control during production and operations. To achieve systematic and standardized governance of atmospheric pollutants, the company builds a special management system with systemic thinking, taking precise measures from five dimensions: green production, green life, equipment inspection, equipment optimization, and emission monitoring, comprehensively and continuously promoting full-process control of atmospheric pollutants.

Sunway Communication's Achievement of Main Exhaust Gas Pollutant Targets in 2025

Company	Types of Exhaust Gas Pollutants	Regulatory Standards/ Targets (mg/m³)	Emission Concentration (mg/m³)	Total Emissions (kg)	Target Achievement Status
Shenzhen Sunway	Volatile Organic Compounds (VOCs)	≤ 80	2.18	1,175.00	
	Particulate Matter	≤ 120	< 20.00	1,714.00	
	Nitrogen Oxides	≤ 120	11.00	234.00	
Jiangsu Sunway	Non-methane Total Hydrocarbons	≤ 60	1.14	1,478.00	
	Particulate Matter	≤ 20	0.20	520.00	
Sunway Chuangke	Non-methane Total Hydrocarbons	≤ 10	0.02	55.60	
	Particulate Matter	≤ 10	1.88	0.04	
	Nitrogen Oxides	≤ 80	47.25	14.52	
Vietnam Sunway	Total Dust	≤ 100	28.00	2,640.50	
	SO ₂	≤ 350	0.00	0.00	
	Nitrogen Oxides	≤ 500	0.00	0.00	

Sunway Communication's Exhaust Gas Emission Reduction Measures

Green Production	- Under the premise of meeting production equipment use requirements and safety, use raw materials with high utilization rates, clean production processes with low pollutant emissions, and equipment that generates low volumes or concentrations of exhaust gas pollution; - Switch to natural gas, liquefied petroleum gas, electricity, or gas clean energy.
Green Life	- It is prohibited to burn garbage and other substances that produce toxic and harmful smoke and foul-smelling gases in the company; - Oil fumes generated by canteens must be purified by oil fume purification devices. The purification rate must meet applicable regulatory requirements and achieve standard-compliant emissions.
Equipment Inspection	- Regularly inspect exhaust gas equipment to ensure the facilities are in good condition; - Once an equipment failure is found, suspend exhaust gas emissions until the equipment is repaired.
Equipment Optimization	Optimize dust removal equipment and add activated carbon adsorption devices.
Emission Monitoring	Annually commission qualified testing agencies to test exhaust gas emissions to ensure exhaust gas emissions meet legal and regulatory emission standards and there are no peculiar smells at the company's factory boundaries.

Noise Management

The company attaches great importance to noise pollution prevention and control, strictly complies with national and local regulatory standards such as the "Emission Standard for Industrial Enterprises Noise at Boundary" and the "Emission Standard for Community Noise". We formulate and implement the "Exhaust Gas, Wastewater and Noise Management Procedure", clarifying the control rights and responsibilities of various departments, and building a full-process noise control system aimed at ensuring that noise emissions meet standard requirements, minimizing the adverse impact of noise on production sites, the surrounding environment, and human health.

The company has established a noise management division mechanism with clear rights and responsibilities. The Safety Management Department, as the core responsible department, is in charge of outsourced noise monitoring and the correction and improvement of non-compliant issues; various departments are independently responsible for the daily maintenance of sound insulation devices in their respective areas; the System Department is responsible for internal publicity, communicating the latest noise environmental standards and customer-related requirements, forming a collaborative control working mechanism.

The noise generated during the company's operations is mainly the operation noise of core production equipment, as well as the operation noise of auxiliary production equipment such as air compressors, chillers, generator sets, air conditioners, and pollution prevention facilities. To achieve effective noise control, the company implements prevention and control from multiple dimensions: equipment installation, equipment maintenance, sound insulation and noise reduction, prohibition of honking, and noise monitoring. In terms of noise monitoring, strictly in accordance with the frequency stipulated in EIAs and pollutant discharge permits, the company commissions qualified third parties to conduct noise monitoring. Once noise emissions are found to not meet relevant requirements, rectifications are made immediately. During the reporting period, the noise emissions of all the company's factories reached 100% compliance, and no administrative penalties or criminal responsibilities were incurred due to noise pollution emissions.



Sunway Communication's Noise Reduction Measures

Equipment Installation	When installing and debugging equipment, the equipment foundation must be stable and reliable to prevent mechanical noise caused by vibration, and isolation should be carried out if necessary.
Equipment Maintenance	Regularly inspect, repair, and maintain equipment to ensure smooth flow of oil, water, and gas, striking oil marks, and sufficient oil volume, keeping the equipment running in good condition. Discover and eliminate problems in a timely manner, thereby reducing noise.
Sound Insulation and Noise Reduction	Carry out enclosed or semi-enclosed modifications to noise-generating equipment, install noise-proof covers or add sound insulation boards.
Prohibition of Honking	The mufflers and horns of Sunway Communication's motor vehicles must meet the requirements stipulated by the state. Incoming and outgoing vehicles are prohibited from honking within the factory area.
Noise Monitoring	Regularly commission qualified third parties to monitor noise emissions and issue testing reports. Once a problem is found, rectify it immediately.

During the reporting period,

the noise emissions of all the company's factories achieved **100%** compliance, and no administrative penalties or criminal responsibilities were incurred due to noise pollution emissions.

Waste Management

The company attaches great importance to waste pollution prevention and resource utilization. We strictly comply with national and local relevant regulatory standards such as the "Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste", the "National Directory of Hazardous Wastes", and the "Standard for Pollution Control on Hazardous Waste Storage". Combining production and operation realities, we formulate and continuously revise and perfect the "Waste Management Procedure". Taking resource utilization, harmlessness, and economic efficiency as core control principles, we build a full-lifecycle management system covering waste classification, collection, transfer, storage, and disposal. We clarify control requirements and responsibility division for each link, systematically promote waste reduction, resource utilization, and compliant disposal, and practically reduce the impact of waste on the ecological environment.

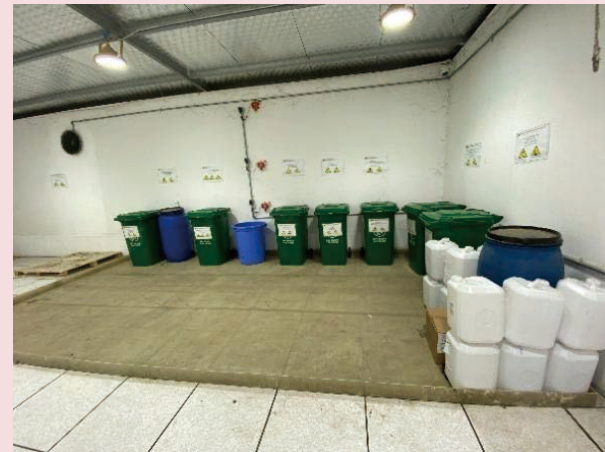
The company builds a three-level waste management organizational structure of "Independent Management by Departments - Centralized Responsibility by Special Departments - Full-process Control by Supervision Departments", clarifying the core work content of each responsible entity to ensure the implementation of waste management requirements. Among them, each department is responsible for basic management work such as the classified collection, labeling, and warehousing of waste in its department; the Administration Department coordinates and plans the stacking locations of general industrial solid waste and domestic garbage, and is responsible for the daily management, clearing and transportation, and connecting with disposal vendors for these two types of waste; the Safety Management Department, as the core responsible department for hazardous waste management, is in charge of hazardous waste storage supervision, compliant disposal, platform declaration, and emission reduction plan formulation; the System Department carries out overall supervision over the company's waste disposal work.

During the reporting period,

all waste generated by the company is handed over to qualified third parties for harmless treatment, with **100%** compliant disposal; no major administrative penalties or criminal responsibilities were incurred due to violations of waste disposal.



Hazardous Waste Temporary Storage Area



Garbage Classification Area

Waste Disposal

According to the "Law on the Prevention and Control of Environmental Pollution by Solid Waste" and the generation characteristics and hazard levels of waste in the production and operation process, the company scientifically divides waste into three major categories: general industrial solid waste, domestic garbage, and hazardous waste. At the same time, it clarifies the control requirements for other garbage such as construction garbage, laying the foundation for classified control.



Sunway Communication's Waste Disposal from 2023 to 2025

Waste Type		Unit	2023	2024	2025
Hazardous Waste	Generation Volume	tons	459.50	701.14	619.37
	Recovery Volume	tons	426.92	8.27	286.50
Non hazardous Waste	Generation Volume	tons	1,379.06	7,097.15	6,354.47
	Recovery Volume	tons	1,024.11	2,868.65	3,834.33

Waste Reduction

Focusing on the full lifecycle of waste from generation to disposal, the company has established a standardized, end-to-end operational system covering waste classification, collection, transfer, storage, and disposal. This enables us to implement differentiated and precise controls for various waste categories. Concurrently, with waste reduction as a core management objective, we have established a routine mechanism for formulating and executing reduction plans. At the beginning of each year, relevant functional departments develop dedicated reduction targets for hazardous waste, general industrial solid waste, and domestic waste. Following disposal, processing volumes are calculated using standardized metrics and benchmarked against base-year data. If an upward trend in waste volume is detected, the company immediately convenes relevant departments to investigate the root causes and conduct retrospective reviews. Simultaneously, targeted corrective actions are formulated and executed to drive source reduction across all key stages of production and operations. On the technical reduction front, the company has upgraded its reclaimed water reuse facilities to create a Zero Liquid Discharge (ZLD) system. Tail water is treated utilizing an MD (Membrane Distillation) concentration and evaporation process, thereby reducing waste generation directly at the process level. Additionally, Sunway Chuangke has fully completed the replacement of all mercury-containing fluorescent tubes with LED lighting, minimizing mercury-related hazardous waste at the source. In terms of employee engagement, the company conducts waste sorting training to encourage employees to properly classify refuse and reduce overall waste generation.

Sunway Communication's Waste Management Standards

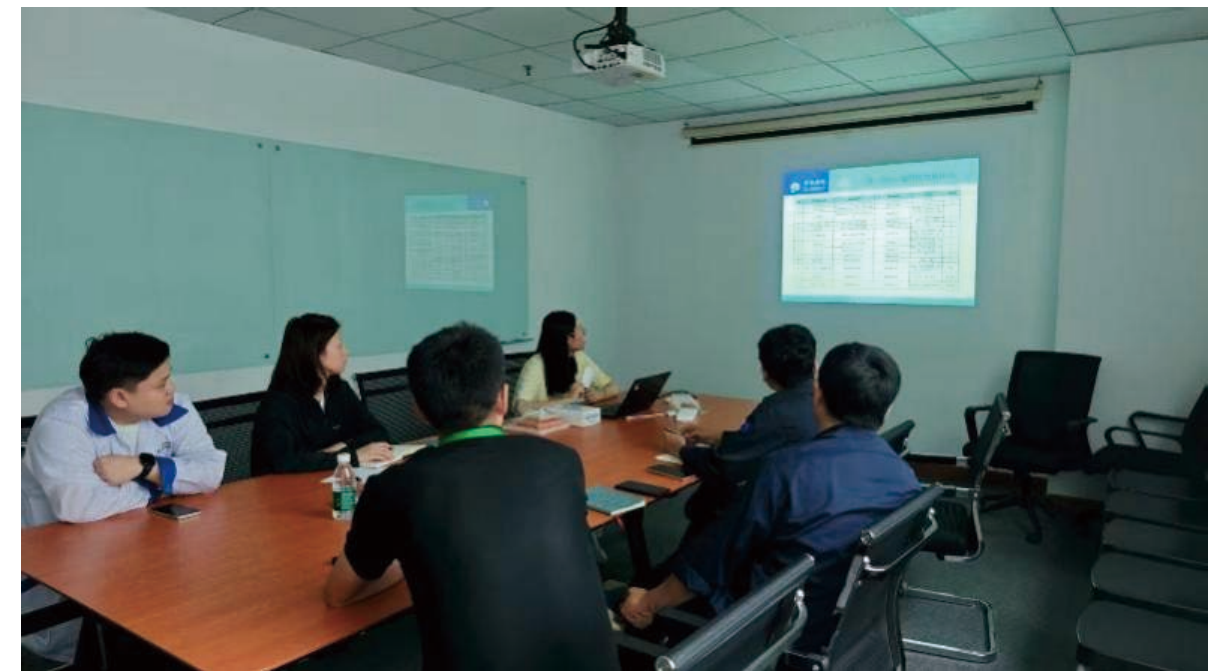
Control Link	General Industrial Solid Waste	Domestic Garbage	Hazardous Waste
Classified Collection	Exclusive labeled collection containers are set up in production workshops, collected by category, and mixed placement is prohibited.	Dedicated trash cans are set up in office/living areas, and kitchen waste is placed separately in exclusive containers; employees dispose of waste according to guidelines, and random disposal is prohibited.	Clearly labeled dedicated collection barrels are set up in production workshops, meeting the requirements of vertical placement, rainproof, sealing, keeping away from sewers, and prohibiting open-air placement; fill out the "Hazardous Waste Treatment Registration Form" to complete handovers.
Transfer Management	Transferred to the exclusive storage area planned by the company, keeping quantity records.	Domestic garbage is uniformly collected, transferred, and recorded in quantity by the Administration Department; kitchen waste is transferred to designated storage areas according to exclusive systems and statistically recorded separately.	Transferred to the hazardous waste warehouse with the "Hazardous Waste Treatment Registration Form". Warehouse management personnel verify the quantity, register, and confirm to ensure accounts match realities.
Safe Storage	Stored in planned areas with rain protection, stored in separate areas, not mixed with domestic garbage, and equipped with fire-fighting facilities.	Stored in designated dedicated containers/facilities, kept clean and intact; kitchen waste is well protected to avoid secondary pollution.	Stored in dedicated hazardous waste warehouses. The warehouse body features rain and sun protection, corrosion-resistant secondary cofferdam designs, good ventilation, and is equipped with fireproof, explosion-proof, anti-static, and emergency supplies; locks/permission management are implemented. Eyewash sewage is collected as hazardous waste; containers/warehouse bodies bear standard labels and warning signs, and incompatible hazardous wastes are stored in isolation.
Compliant Disposal	Recyclable parts are reused by various departments, and non-recyclable parts are entrusted to qualified units for clearing and disposal, retaining weighing and clearing records.	Domestic garbage is entrusted to qualified clearing companies for processing, retaining clearing records; kitchen waste is handed over to cooperative qualified units for special disposal, and the Administration Department compiles statistics on the treatment volume monthly.	After the core functional department completes the declaration on the regulatory information platform, notify the cooperative qualified unit for disposal, retaining complete disposal records.

 Case**2025 Shenzhen Sunway - Hazardous Waste Compliant Management Training**

Shenzhen Sunway organized a special training on hazardous waste compliant management. The trainees were team leaders and management personnel above from various workshops, totaling 280 people. The training closely followed the full-process compliance requirements of hazardous waste management, systematically explaining the defining standards for hazardous waste categories, clarifying operation norms and management requirements for each link from hazardous waste generation, storage, daily management to compliant disposal. It also publicized applicable laws and regulations on hazardous waste management and corporate control details. Through this training, the professional foundation of management personnel in hazardous waste compliance management was further consolidated, and post control responsibilities were clarified.

 Case**2025 Sunway Chuangke - Hazardous Waste Management Training**

On August 26, 2025, Sunway Chuangke conducted a special hazardous waste management training for core hazardous waste-generating departments across the factory, such as chemical plating, assembly, and factory affairs. Centering on full-lifecycle management requirements for hazardous waste, the training explained practical standards such as classified collection in waste generation links, standardized temporary storage, and label posting. It clarified the hazardous waste management post responsibilities and compliance requirements of various departments, strengthened personnel's normalized management awareness of hazardous waste, and improved practical compliance in waste generation links.



Chemical Management

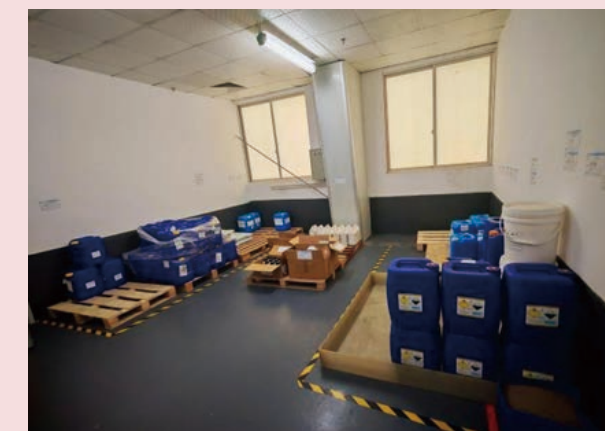
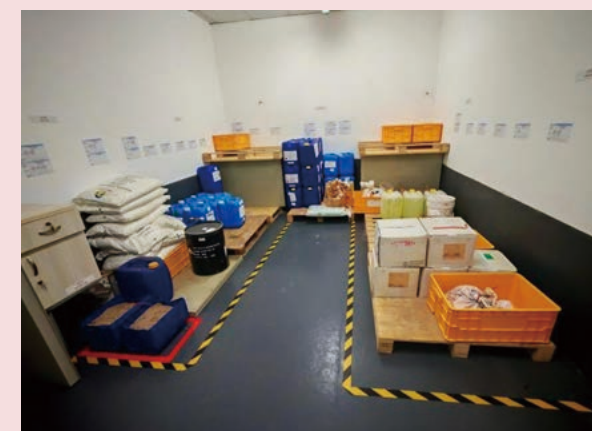
The company attaches great importance to the core significance of chemical management in ecological environment protection and the safety and health guarantee of practitioners, profoundly recognizing that there are potential environmental and safety risks in all links of the full-lifecycle management of chemicals from procurement to disposal. If improperly controlled, it is extremely easy to cause irreversible pollution to the ecological environment and pose a severe threat to human life and health. To achieve normalized, scientific, and standardized chemical management, the company strictly adheres to national chemical management laws, regulations, and standard norms such as the "Regulation on the Safety Management of Hazardous Chemicals", the "Regulation on the Administration of Precursor Chemicals", and the "Work Safety Law of the People's Republic of China on Hazardous Chemicals". We have formulated a series of perfect special management systems, such as the "Hazardous Chemical Management System" and the "Chemical and Hazardous Material Management Working Guidelines", standardizing management in links such as chemical procurement, storage, placement, requisition, handling, use, and disposal of chemicals and their packaging materials.

Sunway Communication's Chemical Management Measures

Chemical Procurement	Purchase from suppliers with relevant qualification certificates according to the "Green Procurement Control Procedure". Effective MSDS must be provided by the supplier for all chemicals.
Chemical Storage	Chemical management personnel must pass training and hold induction certificates before starting work.
Chemical Placement	Corresponding MSDS must be present at all placement sites; along with protective equipment, and safety facilities for fire prevention and leakage/diffusion prevention.
Chemical Requisition	Fill out the "Material Requisition Form", and the requisition situation is recorded in the "Material Receipt and Dispatch Control Card".
Chemical Handling	Operate in accordance with the requirements of the MSDS, and rough handling is strictly prohibited.
Chemical Use	Eyewash or shower facilities are equipped in chemical use areas; users must wear corresponding protective equipment as required, and only personnel who have passed training can operate.
Disposal of Chemicals and their Packaging Materials	Scrapped chemicals must be sealed, empty containers holding chemicals must be capped, and uniformly stored in the temporary hazardous waste storage area by the chemical administrator.

During the reporting period,

the company has not suffered loss of life or property or major environmental impacts due to chemical leak incidents.



On-site Placement of Chemicals

To practice the green development concept, continuously optimize the chemical use structure, and reduce environmental and safety risks in chemical use links, the company vigorously promoted green alternative actions for chemicals in 2025, focusing on promoting water-based cleaning agents to replace semiaqueous cleaning agents. Compared with semi-aqueous cleaning agents, water-based cleaning agents have multiple significant advantages. First, this cleaning agent has no flash point or a high flash point, eliminating the safety risk of combustion and explosion from the root. There is no need for additional explosion-proof facilities at the operating site, significantly enhancing the safety control level in the chemical use link. Second, its low volatile organic compound content can effectively reduce VOCs emissions, practically improving the air quality of the operating area, and protecting employees' occupational health from the operating environment level.

Third, its ingredient composition is safer, usually not containing toxic and harmful substances such as benzene and toluene, significantly reducing the occupational poisoning risks generated by employees contacting chemicals. Fourth, the wastewater generated after use is easier to treat, and the disposal cost is far lower than that of semi-aqueous cleaning agent wastewater containing high-concentration organic solvents, effectively relieving the control pressure on the company's wastewater treatment link. Fifth, this chemical replacement measure is highly in line with national environmental protection requirements and corporate sustainable development strategies, helping the company steadily achieve various environmental protection control goals while further enhancing the corporate green brand image and comprehensive supply chain competitiveness.

While promoting the green replacement of chemicals and optimizing the full-process management of chemicals, the company has always regarded employees' occupational health and safety guarantees as core work, attaching great importance to sudden risk prevention and control in chemical use links. The company specially formulated an emergency plan for chemical leaks, clarifying emergency disposal procedures, division of responsibilities, and operating specifications, and continuously dynamically adjusting and optimizing it according to actual production and operations to ensure the scientificity, suitability, and operability of the plan. During the reporting period, the company's production bases, including Shenzhen Sunway, Jiangsu Sunway, Sunway Chuangke, Weishi Technology (Yiyang), and Vietnam Sunway, orderly organized emergency drills for hazardous chemical leak accidents, with full participation of all relevant post personnel such as chemical management, production operations, and safety assurance. Through normalized and combat-oriented emergency drills, the implementation effect of the emergency plan was effectively tested, the risk prevention awareness and emergency disposal practical capabilities of personnel in all posts were strengthened, and the company's collaborative disposal and rapid response level to sudden chemical leak accidents were improved, further building a solid safety defense line in the chemical use link.

 Case**2025 Shenzhen Sunway
- Chemical Leak Occupational Hazard Drill**

To solidly build a chemical safety defense line, test the practical effectiveness of emergency plans, and strengthen full-staff occupational health protection capabilities, Shenzhen Sunway organized a special emergency drill for chemical leak occupational hazards on December 9, 2025. It fully simulated sudden leak scenarios to comprehensively hone the hard power of emergency disposal.

The entire drill was closely tied to actual combat, lasting 12 minutes and 09 seconds. From danger reporting and personnel evacuation to wearing protective equipment and disposing of the leak site, each emergency team had a clear division of labor and coordinated linkages, efficiently completing core tasks such as isolating the polluted area, collecting the leakage, and securing the site. All participating personnel proficiently used equipment such as gas masks and absorbent cotton for emergency disposal, and strictly followed standard procedures to complete waste recovery, fully verifying the feasibility and practicality of the company's hazardous chemical leak emergency plan.

The drill synchronously sorted out optimization directions such as the use of protective equipment, on-site monitoring and reporting, and personnel collaboration. Replacing actual combat with this drill not only consolidated the collaborative disposal capabilities of the emergency team but also clarified the division of post responsibilities and enhanced the confidence of all employees in emergency response. Shenzhen Sunway will take this drill as an opportunity to continuously improve emergency plans, make up for control shortcomings, and build a dual barrier for work safety and employee health with normalized actual combat drills.



Hazardous Substance Management

The company attaches great importance to the control of hazardous substances throughout the full product lifecycle, regarding it as the core grip for practicing green development concepts and fulfilling ecological environment protection responsibilities. We always keep pace with domestic and international chemical control laws, regulations, and policies, reducing the potential harm of hazardous substances in products to the ecological environment and human health from the source with strict control standards, comprehensively building a standardized, systemic, and normalized hazardous substance control system. Not only consolidated the collaborative disposal capabilities of the emergency team but also clarified the division of post responsibilities and enhanced the confidence of all employees in emergency response. Shenzhen Sunway will take this drill as an opportunity to continuously improve emergency plans, make up for control shortcomings, and build a dual barrier for work safety and employee health with normalized actual combat drills.

The company strictly complies with the EU "Directive on the restriction of the use of certain hazardous substances in electrical and electronic equipment" (RoHS Directive), the "Regulation concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals" (REACH Regulation), and domestic standards and norms related to chemical substance control. We implement strict control over the use of key controlled substances such as halogens and perfluorooctane sulfonates (PFOS), integrating compliance requirements into all links such as product R&D and manufacturing, ensuring that the full product process complies with domestic and foreign hazardous substance control regulations.

The company introduced the IECQ QC080000 hazardous substance process management system and successfully obtained certification, becoming one of the early enterprises in the industry to achieve standardized management of hazardous substances.



IECQ QC080000 Hazardous Substance Process Management System Certificate

During the reporting period,

Shenzhen Sunway, Jiangsu Sunway, Sunway Chuangke, and Weishi Technology have all passed the IECQ QC080000 certification.

Combining domestic and foreign regulatory compliance requirements and system construction results, and docking with specific customer control standards, the company formulated special management documents such as the "Hazardous Substance Control Procedure". This builds a full-lifecycle hazardous substance control process covering product R&D, production, sales, and use. Through full-process control, we strictly prevent raw materials, components, semi-finished products, and finished products containing environmentally controlled substances from flowing into the production process, practically eliminating the release or decomposition of hazardous substances within the product lifecycle, ensuring the execution of hazardous substance control requirements from a procedural level. At the same time, the company establishes a scientific classified control mechanism for hazardous substances, dividing controlled substances into three categories for differentiated management: Category A (immediately prohibited) with 18 types, Category B (conditionally prohibited) with 63 types, and Category C (content management) with 22 types, achieving precise and graded control over various hazardous substances.

To further effectively manage hazardous substances, the company established a comprehensive Hazardous Substance Free (HSF) targets and indicators system, and built a full-process, normalized continuous monitoring mechanism to dynamically track and real-time control the achievement status of targets and indicators, ensuring continuous optimization of hazardous substance control work. In the future, the company will continuously deepen the refined control of hazardous substances, optimize control systems and processes, and continuously promote green product upgrades.

Sunway Communication's Restricted Substance Management List

Category	Name
Category A (Immediately Prohibited)	Cadmium and cadmium compounds, lead and lead compounds, mercury and mercury compounds, hexavalent chromium compounds, polybrominated biphenyls (PBBs), polybrominated diphenyl ethers (PBDEs) including decabromodiphenyl ether (DecaBDE), DEHP (bis(2-ethylhexyl) phthalate), DBP (dibutyl phthalate), etc.
Category B (Conditionally Prohibited)	Beryllium and its compounds (Be), Arsenic and its compounds (As), Perfluorooctanoic acid and its salts (PFOA), Perfluorooctane sulfonate compounds (PFOS), Ozone Depleting Substances (ODCs) (CFCs, HCFCs, Halons, etc.), Polychlorinated biphenyls (PCBs), Polychlorinated biphenyls (PCBs), etc.
Category C (Content Management)	Selenium and selenium compounds, Bismuth and bismuth compounds, Gold and gold compounds, Palladium and palladium compounds, Silver and silver compounds, etc.

During the reporting period, the subsidiaries of the company strictly implemented various requirements for hazardous substance control and achieved excellent results in Hazardous Substance Free (HSF) work, with the HSF annual target achievement rate reaching **100%**.

Sunway Communication's HSF Target Achievement

Company Name	Indicators	Target Value	Target Achievement Status
Shenzhen Sunway	Unqualified hazardous substances in incoming materials	0 batches	
	Unqualified hazardous substances in the manufacturing process	0 batches	
	HSF labeling rate of hazardous substances in materials	100%	
Jiangsu Sunway	HSF unqualified products	0 times	
	Customer HSF requirement rate	100%	
Sunway Chuangke	Supplier EWS signing ratio	100%	
	RoHS testing passing rate of incoming materials	100%	
	Customer RoHS complaints	0 cases	
Weishi Technology	Outflow of environmental defect parts (HSF)	0 cases	
Vietnam Sunway	Customer HSF requirement recognition rate for new projects	100%	
	Occurrences of hazardous substance non-compliance in new projects	0 times	
	Unqualified batches of hazardous substances	0 batches	

03

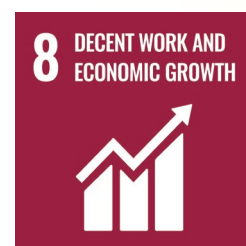
Firm Ambition to Create Shared Value

Employee Well-being and Harmonious Workplace 77

Striving for Excellence, Quality First 101

Collaborative Innovation and Shared Value 112

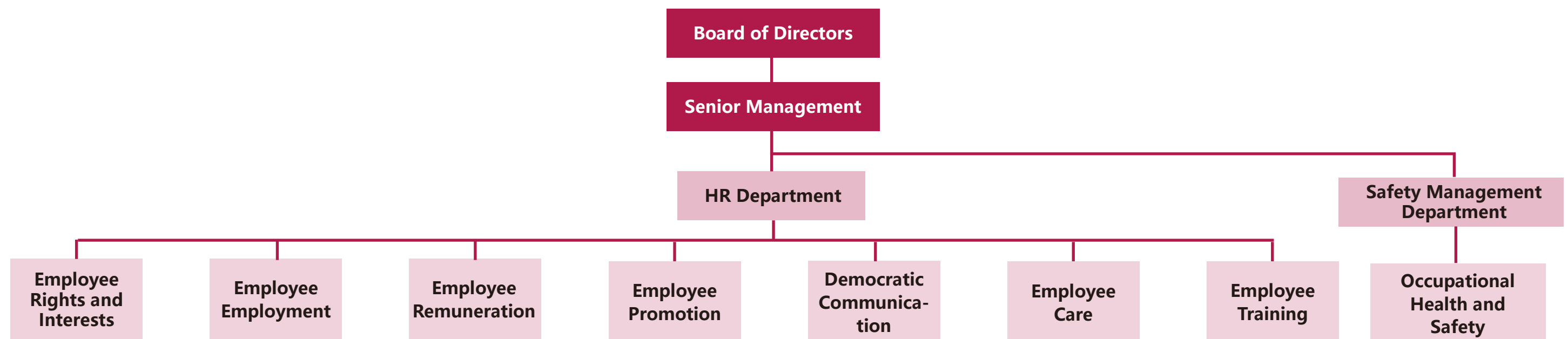
Empowering Public Welfare and Fulfilling the Mission 117



Employee Well-being and Harmonious Workplace

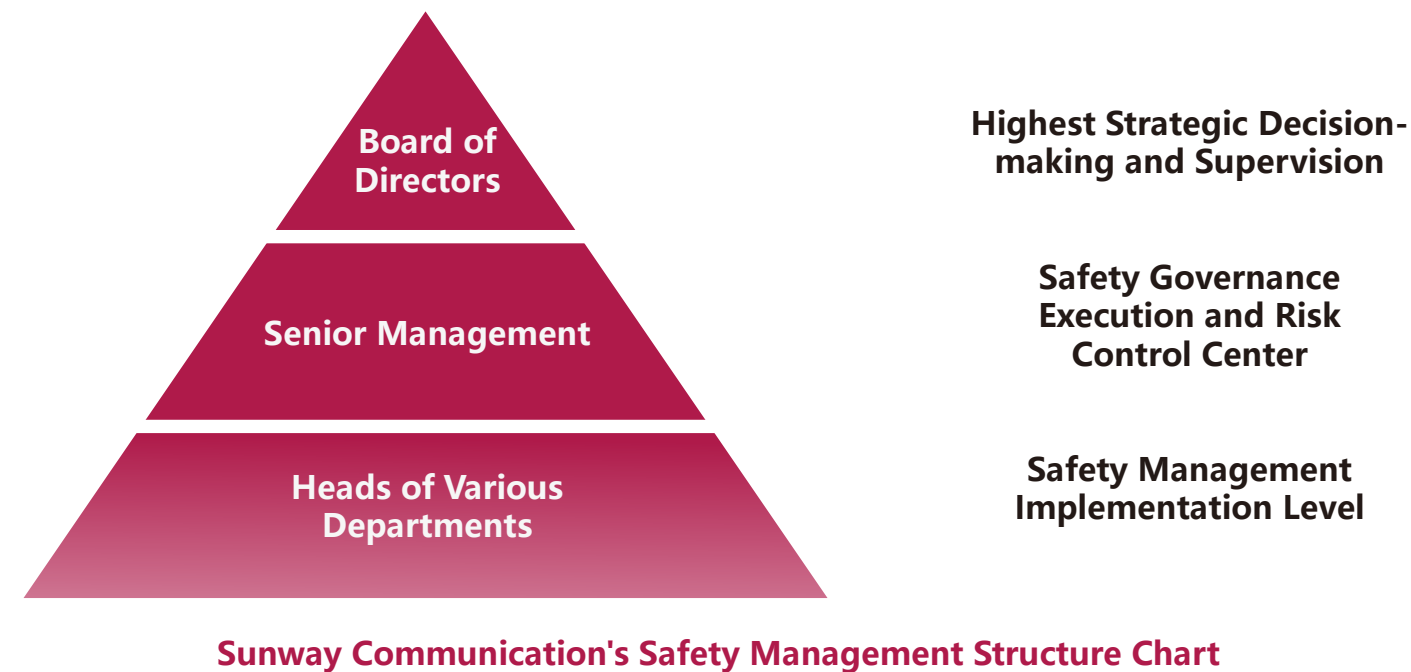
Governance

Sunway Communication attaches great importance to the governance of the employee system, building an employee governance structure with clear rights and responsibilities and efficient operation, forming a top-down closed-loop management: the Board of Directors assumes ultimate decision-making and supervision responsibility for the governance of the employee system; senior management coordinates the implementation of various tasks; the HR Department takes the lead in special management such as employees' rights and interests, equal employment, remuneration incentives, career development, democratic communication, humanistic care, and talent training; the Safety Management Department is exclusively responsible for the construction and supervision of the occupational health and safety system; various business units collaborate and perform their respective duties, jointly ensuring the efficient operation of the employee governance system.



Sunway Communication's Employee System Governance Structure in 2025

In terms of occupational health and safety management, the company establishes a safety management structure with clear hierarchies and individual responsibilities. Based on the ISO 45001 occupational health and safety management system, it comprehensively consolidates the safety responsibilities of all entities at all levels. As the highest decision-making and supervision body for safety governance, the Board of Directors bears the ultimate responsibility for safety management, integrating the safety concept into corporate development strategies to prevent major safety risks; senior management bears direct management responsibilities, among which the CEO, as the primary person responsible for safety, establishes the operating principle of "safety first". The COO coordinates the implementation of safety and operations, and the Group's Vice President of Operations takes the lead in formulating safety management standards and operating procedures and provides professional guidance. Other executives implement safety investment, guarantee measures, and performance linkage mechanisms in their respective fields. All subsidiaries set up full-time safety management departments responsible for system construction, safety training, risk identification, hidden danger investigation, and closed-loop rectification; various business departments fulfill direct execution responsibilities according to the principle of "localized management, whoever is in charge is responsible". Through daily patrols, special inspections, and internal audits, the company implements full-process supervision, continuously improves the level of standardization and normalization of safety management, practically guarantees employees' occupational health and life safety, and fulfills corporate ESG responsibilities with solid governance practices.



Strategy

Sunway Communication adheres to the orientation of "people-oriented, compliance first, and empowering growth", strictly abides by internationally accepted norms, and comprehensively complies with requirements such as the "Universal Declaration of Human Rights", "ILO Core Conventions", "UN Guiding Principles on Business and Human Rights", "Responsible Business Alliance (RBA) Code of Conduct", and the SA8000 social responsibility standard. We deeply integrate the compliance concept into the full operation process, committed to building a responsible, warm, and sustainable employee governance ecosystem.

Employee Rights and Interests

To ensure the implementation of standards, Sunway Communication has established a comprehensive special management system, formulating rules and regulations such as the "Child Labor and Juvenile Worker Management Procedure", "Child Labor Management Measures", "Forced or Compulsory Labor Management Procedure", "Discrimination Management Procedure", "Anti-discrimination, Harassment, and Abuse Management Procedure", and "Policy on Prohibition of Child Labor". This clarifies management standards, processes, and supervision mechanisms, forms closed-loop management, and builds a solid defense line for rights protection.

Employee Employment

Sunway Communication has always adhered to the principles of fair, just, and open talent selection and employment, built a perfect institutional management system, and formulated and implemented a series of institutional documents such as the "Employee Handbook", "Recruitment and Employment Management Measures", "Onboarding Management Measures", "Management Guidelines for General and Technical Worker Recruitment Operations", and "Human Resources Control Procedures", ensuring the orderly advancement of recruitment work with standardized and normalized processes.

Employee Remuneration

The company strictly complies with the "Labor Contract Law of the People's Republic of China", "Social Insurance Law", "Special Rules on the Labor Protection of Female Employees", and local relevant labor laws and regulations, comprehensively safeguarding employees' legitimate rights and interests. The company upholds the principle of equal pay for equal work, establishes and improves the human resource management system, and formulates documents such as the "Performance Management System" and "Salary and Benefits Management System" to protect employee rights and career development with institutional norms.

Democratic Communication

Sunway Communication is always committed to building a diverse, inclusive, open, transparent, highly efficient, and pragmatic democratic communication mechanism, striving to build unobstructed and two-way linked employee communication channels, and practically guaranteeing the right to know, participate, express, and supervise for all employees. The company formulates and strictly implements a series of standardized institutional documents such as the "Enterprise Democratic Management System", "Employee Performance Communication System", "Operating Guidelines for Communication between Employees and Management", "Detailed Rules for Employee Grievance Guidelines", "Complaint Handling Process", and "Grievance and Whistleblowing Channels". Through a systematized and standardized communication system, we ensure that employee appeals are promptly transmitted and effectively responded to.

Employee Promotion

Sunway Communication formulates and strictly implements institutional documents such as the "Group Promotion Management Measures" and "Group Position and Rank Management Measures", clarifying promotion standards, processes, and supervision mechanisms to ensure that the entire employee promotion process is open, transparent, and evidence-based. This effectively stimulates employees' endogenous motivation and supports the realization of corporate strategic and performance goals.

Employee Care

Sunway Communication always adheres to the people-oriented approach, formulates and implements the "Remuneration Management System", continuously improves the remuneration and benefits system, practically guarantees employees' legitimate rights and interests, and continuously enhances employees' sense of gain and happiness.

At the same time, Sunway Communication attaches great importance to corporate culture creation and employee humanistic care, regarding culture creation as an important grip for gathering team strength and driving high-quality and sustainable corporate development. Through building multi-cultural communication platforms, carrying out colorful cultural and sports activities, and implementing care measures, the company actively creates a good atmosphere of mutual trust and inclusion, respect and collaboration, and co-construction and sharing. This continuously enhances employees' sense of belonging, identity, and cohesion, promoting the resonance and synergistic progress of corporate culture creation, employee growth, and corporate development.

Employee Training

To continuously enhance corporate core competitiveness and support the implementation of the company's strategic development goals, the company upholds the talent development concept of "empowering talent, assisting business, and inheriting organization". Adhering to the training principle of "combining training with practice and being result-oriented", we systematically build a professional, normalized, and systematized training management system. The company formulates institutional documents such as the "Group Training Management Measures", "Onboarding Training Management Measures", "Internal Lecturer Management Measures", and "External Training Management Measures" to clarify training management processes, standards, and responsibility divisions, promoting high-quality and sustainable training work.

Occupational Health and Safety

Sunway Communication incorporates employee occupational health and safety into the core management scope of ESG. Strictly following the requirements of national laws and regulations such as the "Work Safety Law of the People's Republic of China", the "Law of the People's Republic of China on the Prevention and Control of Occupational Diseases", and the "Measures for the Management of Emergency Plans for Work Safety Accidents", and relying on the ISO 45001:2018 international standard, we have built a standardized and normalized occupational health and safety management system and successfully passed the ISO 45001:2018 certification, providing employees with comprehensive and sustainable health and safety work guarantees.



ISO 45001:2018 Certificates of Sunway Communication

To continuously improve Sunway Communication's occupational health and safety rules and regulations, continuously improve occupational health and safety performance, and achieve the sustainable development goal of combining occupational health and safety with benefits, Sunway Communication formulated the "Occupational Health and Safety Management Manual" and "Occupational Health and Safety Management Procedure". This clarifies the occupational health and safety management policy of "Enhance R&D capabilities, forge excellent quality; emphasize technological innovation, advocate green environmental protection; assume social responsibilities, ensure occupational safety; uphold continuous improvement, enhance customer satisfaction", integrating safety management into full business processes.

Risk and Opportunity Management

Combining its own business development reality, Sunway Communication conducted comprehensive identification and in-depth analysis of potential risks and development opportunities in eight major areas: employee rights and interests, employee employment, employee remuneration, democratic communication, employee care, employee training, employee promotion, and occupational health and safety. Guided by established management frameworks, it continuously optimizes management measures, improves management systems, steadily enhances the company's risk response capability and comprehensive management efficiency, and provides strong support for the high-quality development of the company.

Employee-related Risks, Opportunities, and Countermeasures

Topic	Risks	Opportunities	Countermeasures
Employee Rights and Interests	Imperfect mechanisms for protecting employees' legitimate rights and interests, and obstructed channels for rights protection and communication, can easily trigger employee dissatisfaction and disputes, presenting compliance and reputation risks.	Improving the employee rights protection mechanism and employing workers legally and compliantly can effectively enhance the corporate governance level, establish a responsible employer image, and reduce compliance and reputation risks.	Improve the full-process protection system for employee rights and interests, smooth diversified communication and rights protection channels, establish sound fair and transparent remuneration and welfare, career development, and humanistic care mechanisms, employ workers legally and compliantly, practically protect employees' legitimate rights and interests, and promote the common development of employees and the company.
Employee Employment	Irregular recruitment processes and the hiring of personnel who do not meet legal requirements can easily damage the company's reputation and trigger employment and compliance risks; obstructed communication channels lead to employees' opinions and suggestions not receiving timely feedback and effective handling.	Adhering to equal employment and fair recruitment, and creating a diverse and inclusive employment environment, can attract diverse outstanding talents and enhance organizational vitality and social recognition.	Standardize the recruitment process, optimize digital platforms, strengthen interviewer training, adhere to openness, transparency, and fairness, and attract talents through multiple channels.
Employee Remuneration	If the remuneration and benefits system lacks fairness and competitiveness, unfair internal distribution and insufficient external market remuneration competitiveness will lead to a decline in employee satisfaction and belongingness, aggravate the risk of core talent loss, and further affect stability and overall corporate competitiveness.	Establishing a fair, reasonable, and competitive remuneration and benefits system can enhance employee satisfaction and belongingness, stabilize core talents, and enhance overall corporate competitiveness.	Establish a remuneration system matching job value and performance contribution, regularly conduct remuneration market research, optimize the welfare package, and ensure internal remuneration fairness and external competitiveness.
Employee Promotion	Unreasonable talent selection, employment, cultivation, and retention mechanisms, irregular execution, and opaque processes will reduce employees' sense of fairness and enthusiasm, leading to increased complaints and rising turnover rates, unclear promotion mechanisms, vague standards, and opaque processes can easily dampen employee enthusiasms, leading to talent loss and insufficient organizational vitality.	Building an open, transparent, standardized, and orderly promotion and development channel can provide employees with clear growth paths, stimulate employee potential, and promote the common development of talent and the company.	Establish clear promotion standards and processes, strengthen performance and capability orientation, promote competitive employment and public selection, and ensure the promotion processes are fair, just, and traceable.
Democratic Communication	Without a democratic communication mechanism, employee opinions and demands cannot be promptly listened to, fed back, and handled in a closed-loop, easily triggering employee dissatisfaction, weakening organizational cohesion and the foundation of trust, and possibly even leading to escalated labor-management conflicts, affecting internal corporate stability and management efficiency.	Smoothing employee communication channels and establishing feedback and closed-loop handling mechanisms for opinions can promptly listen to employees' voices and enhance organizational cohesion and management efficiency.	Smooth communication channels, collect demands through employee representative conferences, management sinking, grass-roots research, etc., respond rapidly, process in a closed-loop, and guarantee efficient communication.
Employee Care	Insufficient attention to employees' physical and mental health and work-life balance, and the absence of care mechanisms, affect employees' sense of belonging and engagement.	Strengthening employee care and health and safety guarantees, and creating a warm, safe, and healthy working atmosphere, can enhance employee engagement and build a positive corporate culture.	Establish an all-around employee care mechanism, optimize the working environment, assist employees in difficulty, and enhance employee engagement and belongingness.
Employee Training	Without systematic training, it is difficult to iteratively update employee skills, rendering them unable to adapt to job upgrades and enterprise development, meanwhile, if post-training tracking, assessment, and implementation guidance are lacking, the learned knowledge cannot be effectively translated into actual working capabilities, which will significantly reduce training effectiveness.	Enhancing employees' professional skills and comprehensive literacy allows them to better fit job needs and improve work efficiency and quality; concurrently building a perfect employee growth channel enhances employees' sense of gain and belonging, effectively reducing the talent turnover rate.	Build a systematic training system matching job upgrades and business development needs; establish a closed-loop management mechanism to promote the transformation of knowledge into working capabilities; synchronously perfect employee growth channels to achieve a win-win development for employees and the company.
Occupational Health Management	Failure to promptly identify work safety hazards or effectively implement work safety management responsibilities for partners may trigger work safety accidents, causing occupational health injuries and property losses; failure to promptly identify and follow up on updates to laws and regulations and implement compliance management requirements as required may expose the company to compliance risks such as administrative penalties, fines, and production suspensions for rectification.	Improving the occupational health and work safety management system can effectively prevent safety accidents and compliance risks, ensuring the continuity of corporate production and operations; establishing a safe and compliant corporate image enhances stakeholder trust and strengthens supply chain resilience.	Establish a full-process investigation and governance mechanism for work safety hidden dangers, and incorporate partners' safety management into the corporate compliance system, establish dynamic tracking and compliance review mechanisms for laws and regulations, perfect emergency plans and disposal processes, regularly conduct safety training and emergency drills, and comprehensively implement the main responsibility for occupational health and work safety.

Indicators and Targets

Topic	Targets	Progress in 2025
Employee Rights and Interests	Establish and improve the employee rights protection system, ensure comprehensive compliance of rights such as labor contracts and remuneration payments, and smooth employee rights protection and communication channels.	- Both the labor contract signing rate and the employee social insurance coverage rate reached 100%; - No human rights violation events occurred throughout the year.
Employee Employment	Build a non-discriminatory and diverse recruitment and employment environment, ensure fairness and transparency in recruitment, promotion, and remuneration, and achieve zero incidents of employee discrimination throughout the year.	No employee discrimination events occurred.
Employee Remuneration	Establish a fair, reasonable, and competitive remuneration system to achieve an accurate match between remuneration, job value, and performance contribution.	During the reporting period, promoted the precise matching of remuneration and benefits with job value and work performance, continuously enhancing the rationality of remuneration.
Employee Promotion	Build an open, transparent, standardized, and orderly employee promotion channel, clarify promotion standards and processes, and strengthen performance and capability orientation.	Sunway Communication established an open and transparent employee promotion channel, clarified promotion standards and processes, normalized the advancement of employee career development planning, and guaranteed fair development opportunities for employees with a standardized promotion mechanism.
Democratic Communication	Improve the employee democratic communication mechanism, smooth channels such as employee representative conferences, ensure timely feedback and closed-loop handling of employee opinions, and continuously enhance organizational communication efficiency and cohesion.	Sunway Communication employee satisfaction survey score was 81.32.
Employee Care	Build an all-around employee care system, focus on employees' physical and mental health and work-life balance, perfect mechanisms such as health guarantees, difficulty assistance, and psychological support, and increase the coverage rate of employee care.	- Carried out heartwarming measures such as health care for female employees and birthday care; - Published 7 issues of "CEO on Culture", 14 issues of "Fortnightly Talk", and 3 issues of "Sunway Communication Internal Journal".
Employee Training	Build a systematized employee training system, focusing on improving employee skills and literacy to ensure a 100% training coverage rate; establish a closed-loop training management mechanism to promote the translation of learning into working capabilities, build employee growth channels, reserve core talents for the company, and enhance organizational efficiency.	- Cumulatively carried out 2,310 training sessions, with participation reaching 36,684 person-times; - Total annual training investment was CNY 1.38 million, and the employee training coverage rate reached 100%.
Occupational Health Management	Improve the occupational health and work safety management system, achieve closed-loop management of work safety hidden danger investigation and governance, with an occupational disease incidence rate of 0.	- The total investment in occupational health and safety management was about CNY 16.54 million, with work safety investment accounting for 0.22% of operating revenue; - The personnel coverage rates for work-related injury insurance and work safety liability insurance were both 100%; - The work-related injury rate was 0.03%, the injury rate per million work hours was 0.18, and no work-related fatality accidents occurred; - Cumulatively carried out 191 occupational health and safety training sessions, with a total training duration of 61,025 hours, and cumulative participation of 6,267 person-times.

Employee Rights and Interests

Sunway Communication upholds the human resources management concept of "people-oriented, courage to innovate, and quality first", continuously optimizes the labor and human rights management system, perfects various employee guarantees, practically maintains legitimate rights and interests, and promotes the common growth of the company and employees.

Sunway Communication firmly respects and maintains basic human rights, strictly prohibiting behaviors such as human trafficking, slavery, forced labor, forced overtime, sexual harassment, and workplace bullying; strictly prohibits the employment of child labor, eliminates discrimination based on skin color, age, gender, and other factors, adheres to fair recruitment, equal promotion, and diverse inclusion, fulfills commitments with systems and actions, builds a harmonious and inclusive workplace, and demonstrates corporate responsibility.

During the reporting period,

the company strictly complies with labor and employment laws and regulations, signs labor contracts with all employees in accordance with the law, achieving a **100%** labor contract signing rate; pays various social insurances for employees on time, achieving a **100%** social insurance coverage rate; practically protects employees' legitimate rights and interests and basic human rights, and no human rights violation events occurred.

During the reporting period,

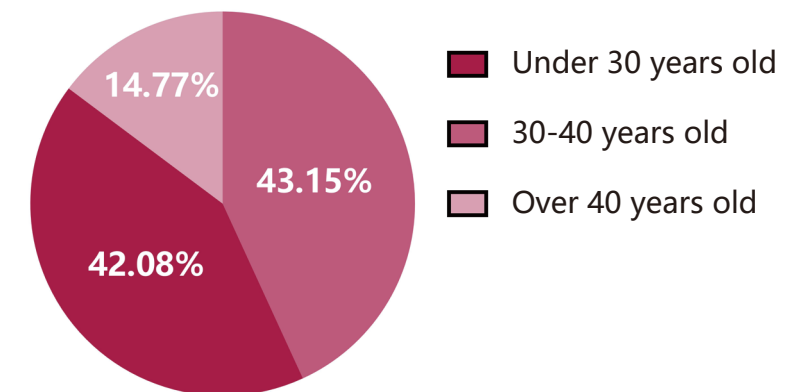
the company adheres to equal employment and treats every employee fairly, strictly prohibiting all kinds of discrimination behaviors, and no employee discrimination events occurred. As of the end of 2025, the total number of Sunway Communication employees reached **14,764**, including **6,258** female employees, **8,506** male employees, and **30** employees with disabilities.

Employee Employment

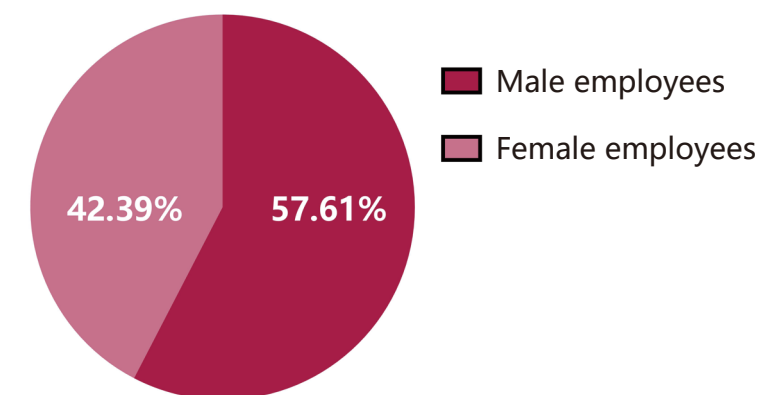
In recruitment practices, Sunway Communication strictly follows the core guidelines of "open recruitment, fair competition, merit-based hiring, appointing people based on merit not nepotism, and not shying away from relatives when recommending talent". We take candidates' professional capabilities, technical levels, and job matching degree as the core hiring criteria, ensuring that every candidate meeting the job requirements can obtain equal interview and employment opportunities, resolutely eliminating employment discrimination, and maintaining the fairness and justice of the talent market. The company continuously promotes the diverse construction of the workforce, respecting and embracing employees of different genders, nationalities, and backgrounds, stimulating organizational vitality with a diversely integrated team culture, and injecting solid strength into the company's sustainable development.



Sunway Communication's Employee Age Ratio



Sunway Communication's Employee Gender Ratio



Employee Remuneration

In remuneration management, the company builds a remuneration system centered on "job value-performance contribution", setting differentiated remuneration standards based on job value and employee capability. We regularly conduct market remuneration benchmarking research and dynamically optimize the remuneration structure to ensure internal remuneration fairness and external competitiveness. In performance management, the company establishes a sound performance appraisal and communication mechanism, closely linking personal performance with corporate strategy and remuneration incentives to stimulate employee initiative and creativity, and enhance talent attraction and retention rates.

On this basis, the company continuously perfects the long-term incentive mechanism, deeply binding employee growth with enterprise development by implementing equity incentive plans and employee stock ownership plans. In 2025, the company completed the grant price adjustment for the fourth equity incentive plan and the stock vesting for the first vesting period, while successfully completing the non-trade transfer of stock for the third employee stock ownership plan. The relevant stocks will be unlocked in installments as agreed and executed in conjunction with performance appraisals. Through a diversified remuneration, performance, and incentive system, the company continuously consolidates talent support and provides lasting momentum for the company's high-quality development.

Employee Promotion

Under the principles of "fairness, justice, and incentive orientation", Sunway Communication builds a standardized and developmental talent management and employment mechanism, establishing a dual-channel career development system of "Management Track + Professional Track", providing clear and diverse growth paths for various talents. In 2025, the coverage rate of regular performance evaluations for the company's employees reached 100%.

During the reporting period,

the company constantly smooths internal promotion channels, effectively stimulating organizational vitality and employees' endogenous motivation; at the same time, it continuously improves talent development and incentive mechanisms. The employee turnover rate was **12.33%**, and the overall workforce remained stable.

Democratic Communication

To further smooth democratic communication channels and build full-staff consensus, Shenzhen Sunway holds an employee representative conference once a year regularly, and Vietnam Sunway holds one every quarter. Centering on core topics such as enterprise development planning and employee rights protection, the meetings widely solicit and carefully listen to the opinions and suggestions of employee representatives, fully absorb reasonable demands, and practically build an important bridge for two-way communication, benign interaction, and joint development between the company and employees.

During the reporting period,

Sunway Communication's employee satisfaction survey score was **81.32**.



2025 Shenzhen Sunway Employee Representative Conference

On February 12, Shenzhen Sunway held an employee representative conference, centering on the feedback of 2024 employee proposals and the collection of 2025 employee representative proposals. At the meeting, the host clarified the duties of employee representatives and their role as communication bridges, and the Deputy General Manager of the HR Department answered the problems and suggestions fed back by employees in 2024 one by one; simultaneously, it was explained that the meeting was not recorded with real names, encouraging employee representatives to truthfully convey grass-roots voices and speak on topics such as employees' work, life, workshop management, and the company's future development. During the meeting, employee representatives raised 4 relevant issues and suggestions. Problems that could be solved on-site were fed back and implemented immediately. The remaining issues requiring cross-departmental collaborative confirmation were detailed and recorded with designated responsible parties. Subsequently, the responsible departments will advance improvements and provide results, practically building a democratic communication platform between grass-roots employees and management.



Employee Care

Employee Benefits

Sunway Communication builds a triple welfare system of "Statutory Guarantee + Corporate Supplement + Emotional Care", ensuring that employees and their families receive necessary support and care through a comprehensive welfare system.

The company strictly implements statutory guarantees such as "Five Insurances and One Fund" (endowment, medical, unemployment, work-related injury, and maternity insurances, plus housing provident fund), statutory holidays, and paid annual leave. We also provide all employees with special benefits such as holiday allowances, health checkups, and birthday care, comprehensively enhancing employee happiness and organizational cohesion.

Sunway Communication's Employee Benefits

Basic Benefits	- Endowment insurance, medical insurance, unemployment insurance, work-related insurance, maternity insurance; - Housing provident fund and supplementary housing provident fund; - Statutory holidays such as marriage leave, bereavement leave, annual leave, parental leave, sick leave, and maternity leave.
Holiday Benefits	Various holiday-specific activities and benefits, such as Spring Festival gifts, Women's Day silver ring-making activities, Teachers' Day outstanding lecturer recognition activities, etc.
Living Allowances	Benefit allowances such as meal allowances, transportation allowances, high-temperature allowances, night shift allowances, etc.
Health Benefits	Uniformly arrange annual health checkups for employees.
Extra Benefits	- Training lecturer fees; - Full attendance awards, seniority awards, recommendation awards.
Female Care	- Set up mother-and-baby rooms for female employees; - Women's Day benefits and celebration activities; - Hold special activities such as flower arrangement art and ancient style cultural experiences; - Open special courses such as workplace female value management, health maintenance, and yoga decompression.


Case
Shenzhen Sunway Women's Day Care Activity

On March 7, Shenzhen Sunway carried out an exclusive health care activity for female employees on "March 8" International Women's Day. The activity specially invited professional physicians to conduct a special lecture on "Workplace Female Health Management", offering health knowledge kits to female employees with vivid cases and practical skills; an exquisite low-sugar tea break was set up on-site, and immersive tea party segments such as a "health keyword" interaction and a "health rumors VS truth" discussion were carried out simultaneously, allowing female employees to master scientific health preservation knowledge in a relaxed atmosphere. At the end of the activity, the company presented each participant with a customized "Princess Please Get Rich" exclusive gift bag, conveying beautiful holiday blessings while allowing female employees to fully feel warm care and holiday ritual sense.


Case
Weishi Technology's Women's Day Art Creative Experience Activity

On "March 8" International Women's Day, Weishi Technology created a "Everything can be DIY" spring creative workshop activity to unlock the artistic potential of female employees. Five thematic experience areas were set up on-site: ancient-method mugwort hammers, canvas bag painting, quicksand bottle sand painting, ancient-style lampshade creation, and dried flower circular fan making. 86 female employees participated immersively in manual creation, passing on creativity and love for life through mutual assistance and collaboration. The event featured exquisite tea breaks, with male colleagues presenting roses and holiday blessings on-site; work selections and lucky draws were carried out simultaneously, and hundreds of handmade works were built into a "Spring Healing Art Exhibition", allowing female employees to reap a sense of accomplishment and happiness during the creative experience, effectively conveying the company's holiday care for female employees.





Case

Jiangsu Sunway's Mid-Autumn Festival Gala

On the occasion of the Mid-Autumn Festival, Jiangsu Sunway held a Mid-Autumn Gala. Centered on literary and artistic performances, it built a platform for employees to gather and communicate, conveying reunion warmth and corporate care. The gala was brilliant, with various literary and artistic programs taking turns on stage, covering multiple forms such as singing, dancing, sketching, and instrumental playing, fully demonstrating the positive, upward, and versatile spiritual outlook of Jiangsu Sunway employees. This gala attracted more than 500 employees to participate. Everyone gathered to celebrate the festival, felt the warmth of the enterprise amidst laughter and joy, further enhanced team cohesion and employee belongingness, and demonstrated the company's people-oriented development concept.



Case

Sunway Communication's Employee Birthday Party

To continuously convey corporate humanistic care and enhance employee belongingness and team cohesion, Sunway Communication insists on holding collective birthday parties for employees quarterly. Using diversified theme parties as carriers, paired with customized birthday gifts, warm blessings, and other special segments, the company offers exclusive care to every quarterly birthday star. The event scene is warm and harmonious, with employees gathering together to celebrate birthdays. While sharing joy, they draw closer to each other and feel the warmth of home.





Jiangsu Sunway's Teachers' Day Recognition Activity



Element's Employee Sports Meet



Jiangsu Sunway's Employee Sports Activities

Corporate Culture Creation

Sunway Communication builds a multi-dimensional corporate culture dissemination and value concept transmission system to continuously strengthen cultural cohesion. Through the "CEO on Culture" column, it promotes the internalization of corporate cultural concepts into the heart and their externalization into actions; relying on the "Fortnightly Talk" corporate culture lecture hall, it reviews cultural activities, forecasts key arrangements, and displays achievements in corporate culture creation; plans and compiles the "Sunway Communication Internal Journal" to convey the company's core values to employees and partners in a combination of online and offline formats; simultaneously builds a corporate culture wall in the employee restaurant to create an immersive cultural atmosphere and cultivate profound cultural roots.



During the reporting period,

the company has cumulatively published **7** issues of "CEO on Culture", **14** issues of "Fortnightly Talk", and **3** issues of "Sunway Communication Internal Journal", continuously enhancing employee cultural identity and team cohesion, and injecting strong spiritual impetus into corporate sustainable development.



Sunway Communication's "Fortnightly Talk"

Sunway Communication's "CEO on Culture"



"Sunway Communication Internal Journal"

Employee Training

The company established Sunway Academy to coordinate and advance talent cultivation and organizational capacity building. It builds a systematized and combat-oriented talent cultivation system, focuses on employee capability enhancement and career development, empowers employee growth, and activates organizational momentum, providing solid talent guarantees and intellectual support for the implementation of corporate strategy.

During the reporting period,

Sunway Communication cumulatively carried out **2,310** training sessions, with a total participation of **36,684** person-times, an annual total training investment of CNY **1.38** million, and an employee training coverage rate reaching **100%**.



Sunway Communication's Restaurant Corporate Culture Wall

Employee Training System

In Sunway Academy, the company built a systematized talent cultivation matrix for employees of different levels and sequences, covering five major series of training products: leadership improvement, culture inheritance, newcomer integration, professional capability advancement, and organizational efficiency enhancement. The programs adopt a combination of internal and external training, closely centering on business pain points, integrating cutting-edge methods and internal corporate best practices to promote the transformation of learning outcomes into performance improvement and behavioral changes, achieving the comprehensive growth of employees.

Sunway Communication's Training System

Leadership Improvement Series	Pilot Program	High-Potential Sailing Program	Newly Promoted Manager Boot Camp
Culture Inheritance Series	Sunway Culture Lecture Hall	Culture Landing Workshop	
Newcomer Integration Series	Future Star Boot Camp	Newcomer Onboarding Training	Voyage Login Program
Professional Capability Series	Quality Elite Boot Camp	Gold Medal Team Leader Boot Camp	High-Performance Monitor Boot Camp
Organizational Efficiency	Project Review Workshop	Team Awareness Workshop	

Internal Training

Focusing on basic capabilities and job skills, offering a series of courses such as onboarding training, job skill enhancement, and professional technical advancement, taught by internal lecturers combining practical experience to strengthen knowledge transfer and experience accumulation.

External Training

Introducing high-quality external resources such as industry experts and senior scholars to conduct special research and cuttingedge courses, broadening employees' horizons and enhancing professional depth and industry competitiveness.

Sunway Communication's Internal and External Training Formats

Specific Training Programs

Pilot Program

As the company's highest-level talent cultivation program, the "Pilot Program" is dedicated to building the core management echelon and is known as the "Whampoa Military Academy" of the company's talent development. The program focuses on general manager-level and core reserve management talents. With the goal of accurately supplementing the core capabilities of managers, it helps talents in key positions achieve role transformation and capability leapfrogging, continuously injecting momentum into corporate performance growth and long-term development.

Through systematic cultivation, trainees further clarify their management role cognition and improve comprehensive management capabilities; deeply integrate into corporate culture and teams to enhance collaborative combat capabilities; establish unified management language and work systems, achieving synchronized personal growth and team advancement, as well as aligned organizational development and business growth.



Pilot Program Opening Ceremony

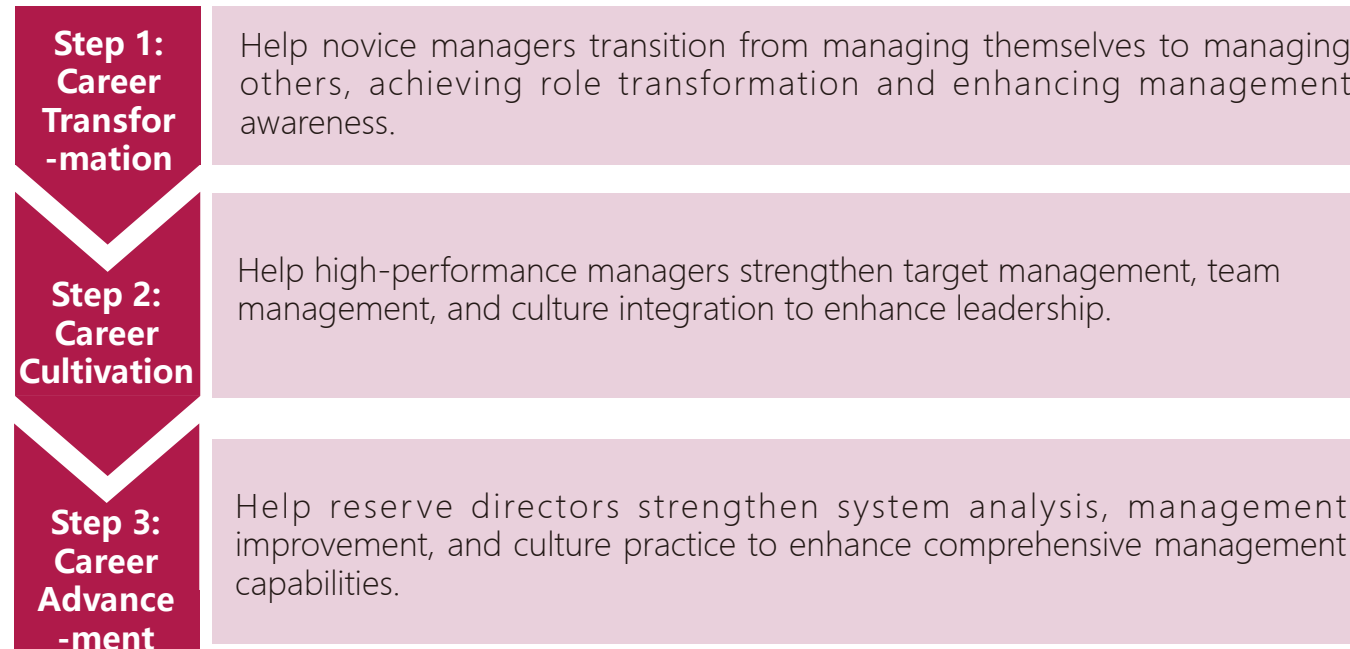
"The cultivation of the Pilot Program helped me reconstruct my cognition, break through mindsets, provided different thinking directions, and enabled me to look at problems from different angles and see the essence through the phenomena. It helped a lot." — Pilot 25 Trainee

Sunway Communication Pilot Program 25 Trainee Feedback

High-Potential Sailing Program

The "High-Potential Sailing Program" is a middle-level and grassroots management cadre cultivation program heavily built by Sunway Communication, with its core positioning as a reserve pool for director-level talents of the Group. The program focuses on core backbones at the manager level. Centering on helping excellent managers upgrade their management roles and comprehensively improve comprehensive management literacy, it synchronously precisely identifies high-potential talents, reserving high-quality director-level backups for the Group, and practically supporting continuous and high-quality business growth.

To ensure cultivation effectiveness, extensive research is conducted in the early stage of the program to deeply understand the difficulties and pain points trainees face in actual management work. By accurately aligning with organizational development's capability expectations for management cadres and combining current Group business development strategic needs, tailor-made, highly targeted, and highly combat-oriented course systems and practical tasks are designed. These fully assist trainees in breaking through management bottlenecks, completing role transitions, and steadily improving comprehensive management capabilities and business empowerment capabilities. In 2025, a total of 40 outstanding manager-level personnel participated in the cultivation of this program, injecting solid momentum into the Group's talent echelon construction.



Sunway Communication's High-Potential Sailing Program Cultivation Stages



Sunway Communication's High-Potential Sailing Program Trainees

Sunway Culture Lecture Hall

The "Sunway Culture Lecture Hall" is a popularizing and immersive cultural program for all Group employees. Its purpose is to let every employee understand, identify with, and practice Sunway Communication's mission, vision, and values through vivid and real stories and interactions, thereby establishing a common cultural language and a strong sense of belonging.

By building a multi-dimensional training system, the lecture hall achieves full-range cultural coverage: the "Sunway Storytelling" series of sharing sessions conveys cultural warmth through the power of role models; the "Values Decoding" interactive workshop promotes values from concepts to actions through immersive games; the "Executive Talk on Culture" theme lectures are personally publicized by management to strengthen cultural leadership.

After systematic implementation, employees have achieved significant improvements in the following dimensions:

Cognition: Established a systematic cognition of the corporate culture system;

Emotion: Deepened cultural identity, and enhanced professional belongingness and pride;

Practice: Effectively integrated core values into daily job responsibilities and established clear behavioral standards, thereby achieving the genuine implementation of corporate culture within our frontline teams.



Sunway Culture Lecture Hall Highlights



Future Star Program

The "Future Star Program" is a strategic campus recruitment management trainee special program of Sunway Communication. As the company's core talent reserve front, it is the core source of business backbones and management cadres. It aims to select outstanding talents with a sense of mission and high potential from top universities at home and abroad. Through 3-5 years of concentrated resources for all-around cultivation, it builds the company's future core backbones and middle-to-high-level managers.

Running through the entire cultivation process with a "mentor coach system + counselor attention + defense assessment", the program formulates exclusive cultivation maps combining job requirements. Through various forms such as centralized face-to-face teaching, mentor coaching, learning practice, and staged assessments, it comprehensively improves MTs' professional capabilities, general qualities, and organizational management capabilities, synchronously establishing growth files and talent ledgers to dynamically track cultivation effectiveness.

The 2025 MT program was launched in September 2024. The company went to 8 cities and more than 30 top universities (including 985/211 and overseas QS top 100 institutions) for presentation and recruitment. After layers of selection, 38 high-quality master's and bachelor's MTs (including returnees from world top 100 universities) were finally hired, injecting fresh blood into the company and helping improve talent quality and continuous business development.



Sunway "Future Star" Program Highlights

Sunway Communication "Future Star" Program Learning Modules

Culture Integration

"Corporate Culture", "Sunway Hand-Torn Painting", "Face-to-Face with Executives", "Outdoor Outward Bound"

Business Introduction

"Company Introduction and Business Overview", "Development Strategy Interpretation", "Product Technology Introduction"

Professional Literacy

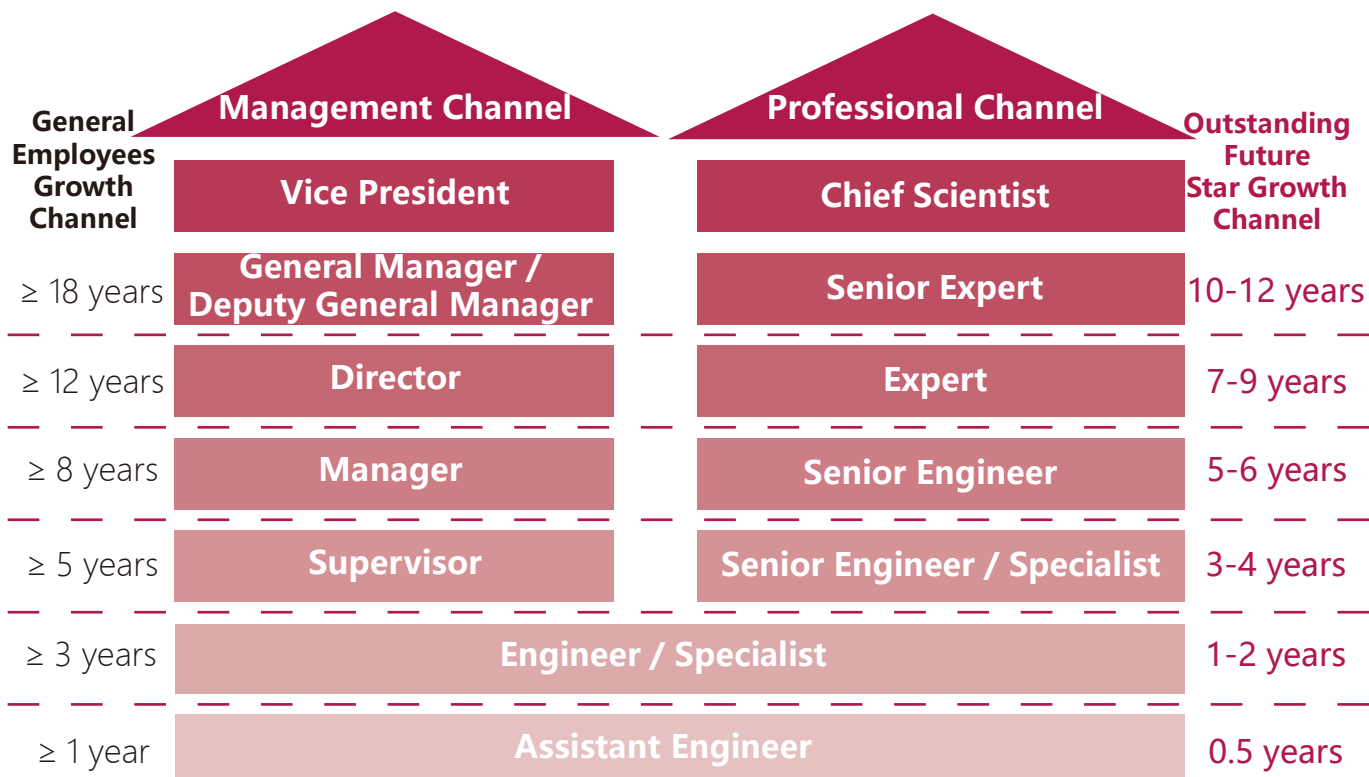
"Business Etiquette and Professional Image", "Time Management", "Introduction to Project Management", "Office Software and Collaboration Tools"

Workplace Transition

"Role Transition from Campus to Workplace", "Team Collaboration and Gap-Filling Awareness", "Executives' Advice to Workplace Newcomers", "Experience Sharing by Outstanding Future Stars"

Sunway Communication "Future Star" Program Trainee Feedback

"The Future Star Program allowed me to complete the transition from student to professional in a short time. It provided not only systematic courses but also personal guidance from executives and warm support from the team, giving me full confidence in my growth at Sunway." — Future Star Program Trainee.



Sunway Communication "Future Star" Growth Channel



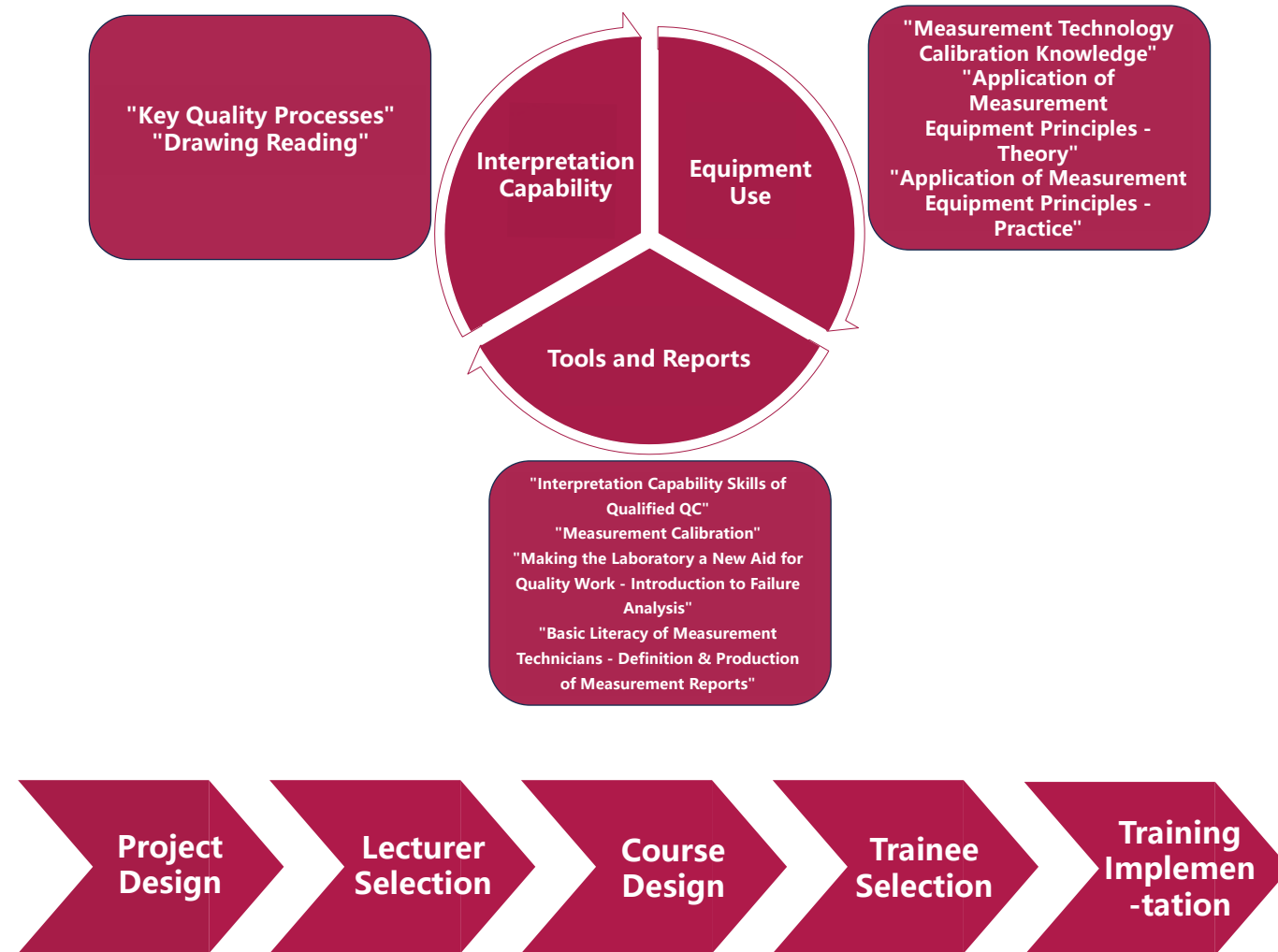
Sunway Communication 2025 "Future Star" Program Training Activities

Quality Elite Boot Camp

The "Quality Elite Boot Camp" project directly targets the core pain points of "passive response, fragmented tools, and individual combat" in quality work. Focusing on quality technicians, QC squad leaders, and measurement laboratory technicians, it forges five core capabilities for them through systematic training. The courses cover drawing reading, measurement technologies, and the practical application of advanced quality tools such as 8D and FMEA. It is committed to cultivating trainees from "battlefield rookies" into the core strength of the quality defense line capable of proactively preventing quality problems, systematically solving problems, and promoting cross-departmental collaboration.

The training adopts a model of once a week, 3 hours each time, setting up a total of 9 courses. Through systematic learning, trainees can comprehensively improve three core capabilities: standard interpretation, quality tool and report application, and equipment mastery, thereby helping production lines reduce inspection and testing error rates, improve quality problem closed-loop efficiency, and promote standard implementation of quality reports.

Sunway Communication Quality Elite Boot Camp Project Learning Modules



Sunway Communication's Quality Elite Boot Camp Project Process

Team Awareness Workshop

The workshop takes the globally recognized Belbin Team Role theory as the core framework, helping teams transform from individual collections to efficient collaboration. Upholding the concept of "There are no perfect individuals, but there are perfect teams", the company guides employees to comprehensively recognize the behavioral advantages and collaborative traits of themselves and others through professional assessments, in-depth discussions, and team role map analyses. This clears collaboration blockages and shapes a high-performance team with complete roles, complementary advantages, and mutual inclusiveness.

"This course made me deeply reflect on my blind spots as a manager. In the past, I focused more on the task itself; after all, I am a 'Shaper' myself, but I ignored the balance of team roles.

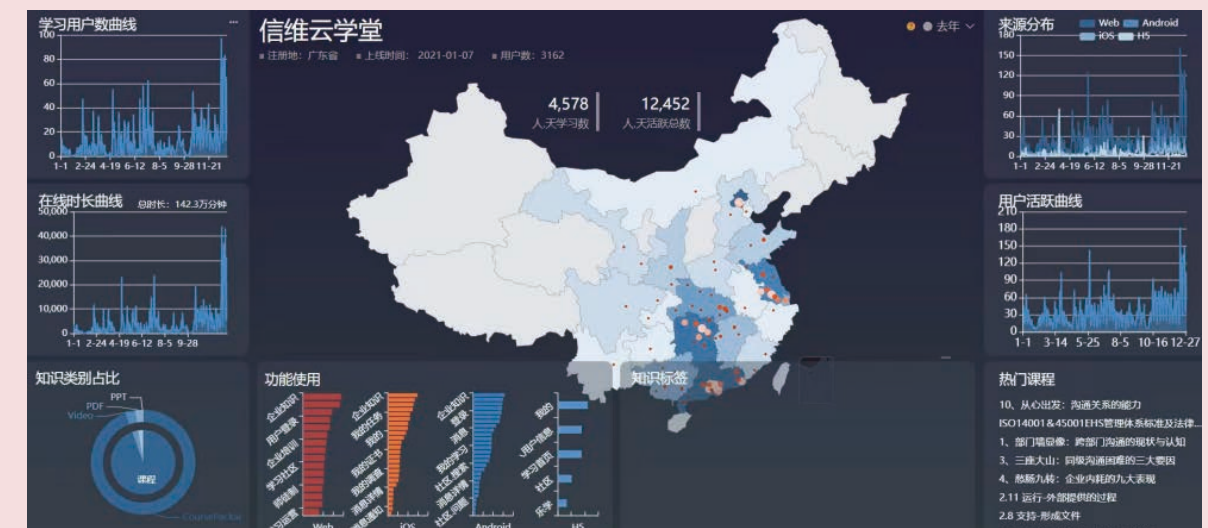
Through the team role map, I found that as an R&D team, we have too few thinking roles like 'Plants' and 'Monitor Evaluators'. In the future, I will consciously stimulate the potential of members with different traits, letting colleagues good at critical thinking be responsible for risk assessment, and letting creative talents lead brainstorming."

— BU R&D Director.

Feedback from Trainees of Sunway Communication's Team Awareness Workshop

Digital Training Platform

Sunway Communication creates the "Sunway Cloud School" online learning platform, building a multi-dimensional course system covering leadership development, professional skill enhancement, and professional literacy cultivation. It helps employees conveniently and efficiently participate in online training, continuously improving comprehensive capabilities and professional literacy, providing solid talent support for the high-quality development of the company. In 2025, the total time employees spent on online learning through the Cloud School reached 23,717 hours.



Sunway Cloud School

Occupational Health Management

Occupational Health and Safety Measures

Sunway Communication formulated institutional documents such as the "Occupational Health and Safety System Manual", "Operational Control Management Procedure", "Personal Protective Equipment Management System", "Fire Control Management Procedure", "Relevant Party Management Procedure", "Employee Occupational Health Management Procedure", and "Female Worker Labor Protection Management Procedure". It builds a three-level prevention and control system to provide all employees and contractors with a safe and healthy production environment and workplace.

Control of Production Site

- (1) For new projects, implement the "three simultaneous" system for occupational health in construction projects, designing, constructing, putting into production, and using occupational health facilities simultaneously;
- (2) Formulate management plans, add and perfect safety and health facilities, and clarify goals and measures;
- (3) Formulate operational control measures, mark/warn and clarify management measures for the operating environment generated by hazard sources, and configure intelligent monitoring systems to warn of hazard sources in real time;
- (4) Establish a hierarchical fire management mechanism to ensure reasonable configuration and effective use of facilities. Establish a fire-fighting team, implement fire prevention responsibility systems layer by layer, and following the principle of "safety is for production, and production must be safe", integrate fire safety work into every post and all activities of production and operations.

Employee Health Guarantee

- (1) Continuously improve all employees' awareness of safety and health knowledge through training, making them familiar with relevant preventive actions and control methods;
- (2) Strengthen the inspection, maintenance, and upkeep of occupational health equipment and facilities to ensure they are in effective condition;
- (3) Strengthen employee protective measures, distributing work clothes, insulating shoes, protective glasses, earplugs, dust masks, anti-virus protective gear, etc., to operators as needed.

Supply Chain Collabora- tive Manage- ment

- (1) Follow standard procurement control measures to ensure that the procurement of goods (e.g., products, hazardous materials or substances, raw materials, equipment) and services complies with the requirements of the occupational health and safety management system;
- (2) Establish the "Relevant Party Management Procedure" to identify and communicate hazards arising from contractors and evaluate and control corresponding occupational health and safety risks;
- (3) Implement control over outsourced processes that affect the occupational health and safety management system;
- (4) Incorporate occupational health and safety system certification into the supplier ESG evaluation system, and regularly conduct inspections on the construction of suppliers' occupational health and safety systems.

During the reporting period,

the company's total investment in occupational health and safety management was approximately CNY **16.54** million, with work safety investment accounting for **0.22%** of operating revenue.

Occupational Health and Safety Risk Identification

Sunway Communication formulates and executes systems such as the "Hazard Identification and Evaluation Control Procedure", "Hazard Identification and Evaluation Form", and "Major Hazard List" to identify and assess occupational safety and health hazards within the business scope, and adopts hierarchical control response measures according to the hazard degree of hazard sources. The company designates operating points that may cause major occupational health and safety hazards as occupational health and safety control points, and organizes relevant departments to specially formulate operational management measures and working guidelines to clarify their control requirements.

Sunway Communication's Identification and Preventive Actions for High Work-related Injury Risk Posts

Job Title	Overview of Job Content	Control Measures	Is the Consequence Serious?
Automation	Automation technicians are responsible for the maintenance of all automation equipment	Equipment safety linkage device	No
Stamping	Stamping operators are responsible for operating stamping equipment	Equipment safety linkage device	
Heat Treatment	Heat treatment operators are responsible for operating heat treatment furnaces	Heat insulation measures	

Sunway Communication establishes a five-level hazard risk control mechanism, where Level 1 is the highest level - extremely dangerous:



Work-related Injury Management

Sunway Communication formulated the "Procedure for Reporting, Recording, Investigating, and Treating Injuries and Illnesses". The Group and its subsidiaries have established a perfect occupational health and work safety emergency plan system. In 2025, Alex and Weishi Acoustics revised and perfected their emergency plans and completed filing procedures as stipulated, ensuring the pertinence, operability, and compliance of the emergency plans.

Sunway Communication's Occupational Health and Work Safety Emergency Plans

Document Name
"Filing Registration Form for Work Safety Accidents of Production and Business Units"
"Work Safety Accident Emergency Plan of Shenzhen Alex Connector Co., Ltd."
"Work Safety Accident Emergency Plan of Shenzhen Weishi Acoustics Co., Ltd"
"Sunway Chuangke Communication Technology (Beijing) Co., Ltd. - Emergency Plan"
"Work Safety Accident Emergency Plan of Weishi Technology Co., Ltd."
"Sunway Communication (Jiangsu) Co., Ltd. - Work Safety Accident Emergency Plan"

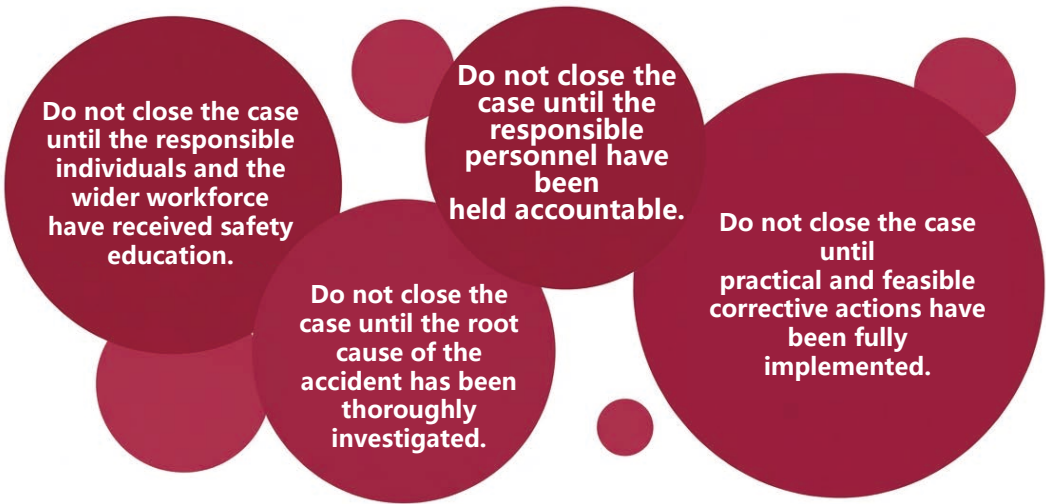
The above systems and emergency plans clarify the emergency handling processes, responsibility division, and operating norms when work injuries and various sudden health conditions occur. By strengthening safety awareness publicity beforehand, responding and disposing rapidly and efficiently during the event, and immediately rectifying, reviewing, and continuously strengthening training afterward, it not only builds a solid institutional defense line to protect employees' legitimate rights and interests but also minimizes the risk of casualties and property losses to the greatest extent, providing strong support for corporate work safety and operations.

During the reporting period,

the company's work-related injury rate was **0.03%**, and the injury rate per million work hours was **0.18**; the coverage rate of work-related injury insurance and work safety liability insurance reached **100%**.

Handling of Accidents and Near Misses

Sunway Communication strictly executes the "Four Let-go's" principle, implementing full-process closed-loop management for accidents and near misses.



Sunway Communication's "Four Do Not" Principle for Incidents and Near-Misses

To ensure that various safety accidents and near misses can be reported timely and effectively, investigated and analyzed deeply, with appropriate corrective actions, standardized and efficient postinjury handling, compliant accident event notifications, and accurate statistical analysis, Sunway Communication formulated the "Control Procedure for the Investigation and Handling of Accidents and Near Misses".

The company classifies the causes of accidents and near misses into 5 types: human factors, equipment factors, management defects, training defects, and environmental factors. An accident investigation team is formed consisting of the Safety Director, HR Department Manager, Department Manager/Supervisor, Duty Supervisor/Squad Leader/Technician at the time of the incident, and witnesses, responsible for carrying out special investigations into accidents and near misses. The Safety Director will compile an "Accident and Near Miss Investigation Report" within 5 working days after the occurrence of the accident or near miss, formulate improvement measures through root cause analysis, and promote them to reduce the recurrence rate of similar accidents.

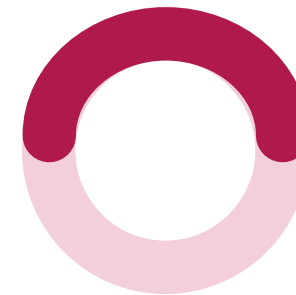
During the reporting period,

the company did not have any work-related fatality accidents.



Reporting of Accidents and Near Misses

After an accident or near miss occurs, the parties involved must immediately report to higher-level leaders, the Safety Committee, or external units according to the stipulated process.



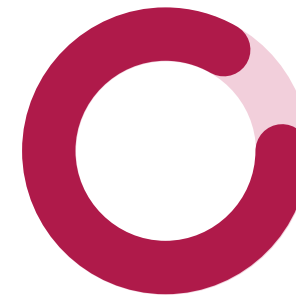
Investigation and Corrective Actions for Accidents and Near Misses

Organize an accident investigation team to investigate the accident or near miss. After the investigation ends, the investigation team analyzes the causes of the occurrence, discusses and determines corrective and preventive actions, promotes them to similar situations, and implements responsible persons to carry out improvement measures; the Safety Director confirms the improvement effects after rectification.



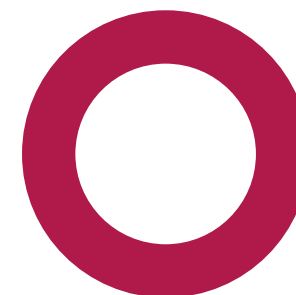
Post-accident Handling of Work Injuries

Conduct work-related injury identification for the injured personnel, provide workrelated injury leave for employees depending on the severity of the work-related injury. After the injured employee recovers, judge their labor capability, re-evaluate whether the employee is suitable for the original post, and make post adjustments if necessary; lead work-related injury claim settlement matters.



Notification of Accidents and Near Misses

After the investigation and handling of the accident or near miss are completed, the results of the investigation and handling are notified to relevant personnel to serve as warnings and education.



Statistics and Analysis of Accidents and Near Misses

Conduct statistics and analysis on accidents and near misses, and circulate the statistical and analytical results to the company's management as input items for management review.

Sunway Communication's Accident and Near Miss Handling Process

Occupational Disease Prevention and Control

Sunway Communication attaches great importance to employee occupational disease prevention and control, formulating the "Workplace Occupational Health Management System" and "Occupational Health Supervision Management Process", continuously improving production operation environments and conditions, and implementing a series of occupational health and safety protection measures.

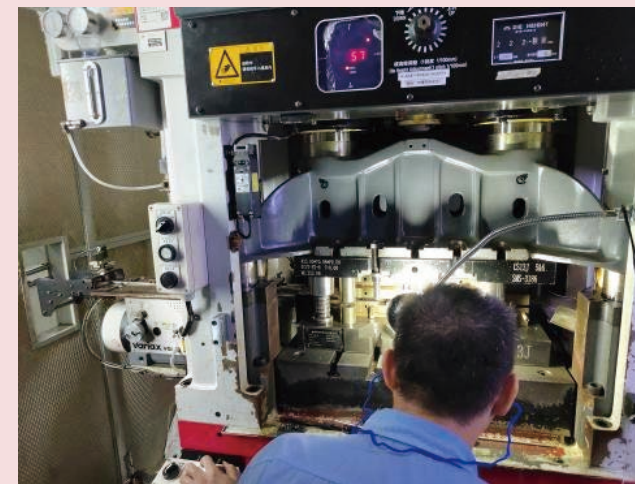
Health Surveillance: the company regularly organizes safety inspections of occupational disease protection facilities and special protective equipment, and troubleshooting of occupational health and safety hazards in production posts. Promptly rectifies hidden problems discovered, striving to prevent and control occupational disease hazard factors. Regularly organizes occupational health checkups for employees in occupational hazard posts, and equips employees with labor protective equipment as needed to further mitigate the impacts of harmful substances (such as exhaust gas, noise, dust) that may remain at the production site on the human body.

Engineering Control: the company regularly tests noise post areas and adopts noise reduction and mitigation methods such as reducing noise sources through engineering modifications, introducing advanced environmentally friendly low-noise equipment, using sound-absorbing materials to decorate workshops, adopting special equipment like soundproof covers to enclose excessive noise sources, and wearing noise reduction earplugs to reduce workplace noise hazards.

Personal Protection: On the basis of regularly conducting occupational hazard factor assessments, Sunway Communication promptly sets up occupational hazard notification instructions and warning signs beside affected workstations, and provides all kinds of labor protective equipment meeting national standard requirements for all employees. Workshop employees are issued personal protective equipment complying with local national occupational health and safety protection requirements according to the different hazard factors of their posts, such as safety helmets, noise reduction earplugs, dedicated masks (anti-organic gas, anti-particulate matter, etc.), safety shoes, acid-alkali resistant gloves, safety goggles, anti-cut gloves, etc.

During the reporting period,

the company had no cases of occupational diseases, achieving good results in occupational disease prevention and control.



Sunway Communication's On-site Picture of Workplace Equipped with Noise Reduction Earplugs



Sunway Communication's On-site Picture of "Law on the Prevention and Control of Occupational Diseases" Training

Safety Culture Cultivation

Emergency Capability Building:

To further improve the ability to handle work safety events and prevent or reduce potential environmental impacts and occupational health injuries, Sunway Communication formulates and strictly executes the "Emergency Preparation and Response Control Procedure". Standardized response and handling procedures have been formulated for fires, chemical and oil leaks, explosions, earthquakes, typhoons, rainstorms and floods, epidemic disasters, poisoning, heatstroke, etc.

Taking the poisoning response process as an example: once an employee is found to be poisoned, report immediately to the Safety Director or first aider. In severe cases, immediately dial the 120 emergency hotline. In the event of a mass poisoning incident, notify the Chairman of the Safety Committee immediately. The Chairman activates the emergency plan, notifies relevant departments to protect the scene, and begins investigating the cause of poisoning.

In addition, according to the "Environmental Factor Identification and Evaluation Procedure" and "Hazard Identification and Risk Evaluation Procedure", Sunway Communication evaluates the likelihood of potential accidents or emergency situations occurring, carries out emergency response training and education for employees, regularly organizes simulation training, and conducts drills according to procedural provisions. After simulation training or drills conclude, summaries, reviews, and revisions are conducted.

Safety Education and Training:

Sunway Communication strictly implements full-staff safety training and education, enhancing full-staff work safety awareness through comprehensive safety publicity and education.

(1) Implement the "three-level safety education" system, with a 100% training coverage rate for new employees. According to personnel categories and needs, the company conducts targeted multidimensional training activities. Principal persons in charge, full-time safety management personnel, and special operation personnel of the company all receive training and obtain certificates in accordance with national regulations. New employees also 100% complete pre-job training according to national work safety training management regulations.

Concurrently, carry out "Work Safety Month" activities, organizing special projects such as safety knowledge competitions and emergency drills to practically enhance full-staff safety awareness.



During the reporting period,

Sunway Communication cumulatively carried out **191** occupational health and safety training sessions, covering matters closely related to employees' occupational health and safety such as work safety and occupational hazard protection. The total training duration was **61,025** hours, with cumulative participation of **6,267** person-times.



Case

Shenzhen Sunway Annual Occupational Health and Safety Training

In August, Shenzhen Sunway organized an annual occupational health and safety training lasting 2 hours. 30 supervisor-level and above employees from three departments—ABU Division, CBU Division, and Weishi Acoustics—were invited to participate. The training covered basic knowledge of occupational health and safety, relevant provisions of the Law on the Prevention and Control of Occupational Diseases, cultivation of occupational safety awareness, analysis of typical safety accident cases, and related safety management requirements. Through centralized explanation, it strengthened the occupational health and safety management awareness of supervisor-level employees, helped them master basic safety management knowledge and key points in occupational disease prevention and control, and laid the foundation for the orderly advancement of the company's subsequent occupational health and safety work.



Striving for Excellence, Quality First



Governance

Sunway Communication builds a three-level governance structure with top-level decision-making by the Board of Directors, overall advancement by Senior Management, and divided execution by functional departments. It incorporates product and service safety and quality, customer service and satisfaction, technological innovation, and ethics of science and technology into important topics of corporate governance and sustainable development, clarifying boundaries of rights and responsibilities, management processes, and supervision mechanisms to ensure relevant risks are controllable and goals are effectively achieved.

The Board of Directors fulfills top-level governance and supervision responsibilities, reviewing strategic policies and management goals related to product quality, customer service, technological innovation, and ethics of science and technology, approving major systems and resource allocation plans, and making overall decisions on major quality and safety events, customer privacy security events, and ethics of science and technology risks, ensuring corporate operational activities are legal, compliant, and meet stakeholder expectations and social value orientation.

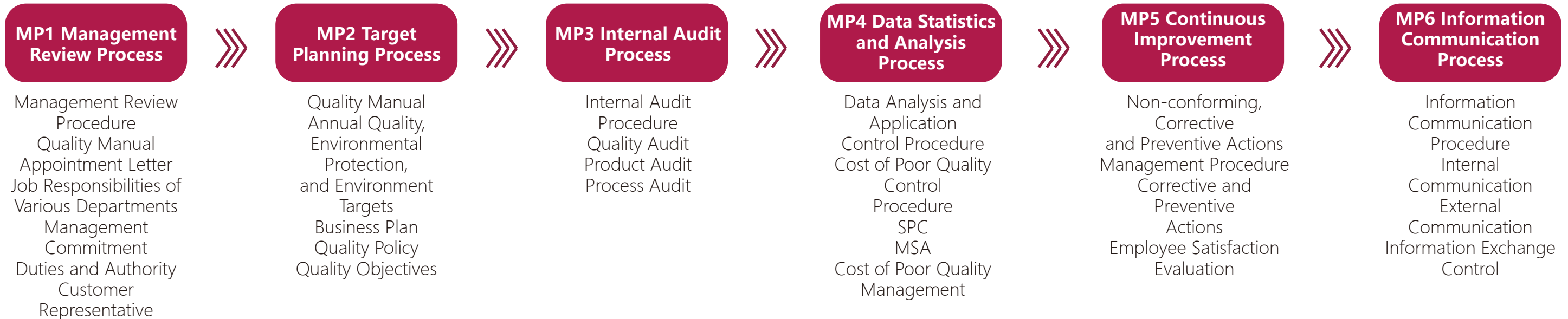
Senior Management is responsible for driving the implementation of established policies and goals by the Board of Directors, establishing cross-departmental communication and collaboration mechanisms, implementing national laws, regulations, and industry standards, regularly organizing management reviews and performance evaluations, and continuously enhancing the quality, service, safety, and ethical awareness of all employees, ensuring the efficient operation of various management systems.

At the execution level, professional division of labor and full-process control is implemented.

Strategy

Product Quality and Safety

To ensure the efficient, stable, and standardized operation of the quality management system and build a solid foundation for product quality, Sunway Communication formulated the "System Management Manual", specially set up a quality control department, and comprehensively coordinated all aspects of corporate product quality management. The company builds a full-value-chain quality control system covering R&D, procurement, production, inspection, delivery, and after-sales, establishing standardized, normalized, and traceable quality management operational processes. It clarifies control requirements and responsible entities for each link to ensure the whole quality management process follows rules, has traceable evidence, and is fully controllable.



Sunway Communication Quality Management System Management Process

Customer Service and Satisfaction

Sunway Communication strictly implements the "Law of the People's Republic of China on the Protection of Consumer Rights and Interests", adheres to a customer-centric approach, and takes customer service and satisfaction improvement as a core strategy for corporate sustainable development. The company has built a customer service management system covering the full lifecycle. Through a system matrix including the "Customer Complaint Handling Control Procedure", "Customer Property Control Procedure", and "Customer Satisfaction Control Procedure", it implements standardized control over key links such as sales processes, customer maintenance, information security, and privacy protection, continuously optimizing service response efficiency and service quality, practically protecting customers' legitimate rights and interests, and constantly enhancing customer satisfaction and brand loyalty.

In terms of data security and customer privacy, Sunway Communication incorporates it into the core ESG governance framework, building an all-around, full-process protection system and strictly complying with applicable laws and regulations. The company formulated institutional documents such as the "Data Security Management Procedure" and "Personal (Visitor) Privacy Management Policy". Referring to the "Emergency Incident Handling Procedure", it established a customer privacy leak emergency plan, achieving closed-loop management of proactive prevention, mid-process control, and post-event disposal, ensuring customer information security and privacy rights are fully protected, building a solid cornerstone of customer trust.

Technological Innovation

The company adheres to the innovation development strategy, taking technological R&D as a key grip for cultivating core competitiveness. By building a sound R&D management and innovation system, the company formulated four core systems: the "R&D Project Initiation Process", "R&D Project Process Management Process", "R&D Project Acceptance Process", and "Intellectual Property Management Process". It implements full-process standardized control over links such as R&D project initiation, process implementation, achievement acceptance, and intellectual property protection to ensure technological innovation is advanced orderly and lands efficiently, continuously providing the market and customers with more competitive products and solutions.

In the field of intellectual property, Sunway Communication established a patent strategic tone primarily focused on defense and supplemented by value creation, formulating short, medium, and long-term patent strategies and implementing them in stages. Closely combining the industry competitive landscape with its own R&D and product routes, the company benchmarks against the patent layouts of the industry and main competitors. Relying on technical standards and workaround designs, it continuously builds a high-quality, high-value patent portfolio, effectively circumventing product patent risks while strengthening patent layouts.

Establish a perfect intellectual property management system: the company passed the intellectual property management system certification in 2018. Strictly in accordance with the requirements of "Enterprise Intellectual Property Management Standard" (GB/T29490-2013), it formulated and implemented system documents such as the "Intellectual Property Management Manual", "Document Management Control Procedure", and "Record Management Control Procedure", clarifying intellectual property management policies and goals, and establishing and continuously improving the intellectual property management system. Through the establishment, operation, maintenance, and optimization of the system, the company comprehensively standardizes full-process intellectual property management work in R&D, production, operations, etc., significantly enhancing capabilities in intellectual property creation, application, protection, and management.

Build an intellectual property management system: the company establishes a sound intellectual property system, formulating a series of rules and regulations such as the "Intellectual Property Management Manual", "Patent Management System", "Trademark Management System", and "Trade Secret Management System". This continuously improves the company's ability and level to use the intellectual property system, cultivates independent innovative talent teams, comprehensively enhances the company's innovation capability and comprehensive competitiveness, and provides strong support for the company's high-quality development.

Establish a patent incentive mechanism: To encourage invention and creation, stimulate employees' enthusiasm for technological innovation, and guarantee the continuous accumulation of corporate patent assets, the company formulated the "Patent Reward Measures", commending and rewarding patent inventors to fully mobilize employees' initiative and creativity in participating in technological innovation and patent declarations.

Continuously increase R&D investment and talent team construction: the company adheres to innovation development. In 2025, R&D investment accounted for 7.11% of operating revenue. We continuously introduce high-level technical and management talents from home and abroad, continuously enhance core technological competitiveness, and better meet global customer needs.

Ethics of Science and Technology

Sunway Communication strictly complies with applicable laws and regulations such as the "Law of the People's Republic of China on Progress of Science and Technology" and the "Data Security Law of the People's Republic of China", follows ethics of science and technology guidelines that are open, transparent, secure, controllable, and people-oriented, and abides by ethics of science and technology governance requirements. Combining business realities, the company establishes a sound ethics of science and technology internal management system and working mechanism, embedding ethical review and risk prevention and control requirements into the full process of technological innovation, product R&D, and data application, adhering to innovation bottom lines, practicing responsible innovation concepts, and promoting technology for good and compliant development.

Risk and Opportunity Management

Sunway Communication continuously strengthens the management of risks and opportunities in the fields of full-process quality, customer service, and technological innovation, systematically improving capabilities in risk identification, assessment, and early warning response. While focusing on four core topics—product and service safety and quality, customer service and satisfaction, technological innovation, and ethics of science and technology—the company scientifically judges industry trends and potential risks, actively grasps development opportunities, and formulates targeted systematic countermeasures, providing a solid guarantee for the company's high-quality development.

Quality-related Risks, Opportunities, and Countermeasures

Topic	Risks	Opportunities	Countermeasures
Product Quality and Safety	Product defects trigger customer complaints, recalls, and brand reputation damage; production process safety accidents lead to operational interruption; substandard quality compliance faces regulatory penalties.	Establish industry benchmarks with high-standard quality to enhance customer trust and market competitiveness, achieve cost reduction and efficiency enhancement through quality improvement, and strengthen supply chain resilience.	Build a full-value-chain quality control system, apply Six Sigma and Lean Production, and establish quality traceability and PDCA closed-loop improvement mechanisms.
Customer Service and Satisfaction	Delayed response to customer complaints leads to declining satisfaction; improper protection of customer information triggers compliance risks; poor service experience causes customer loss.	Optimize the customer service system, enhance customer loyalty and brand reputation, drive product iteration through customer feedback, and enhance market adaptability.	Improve the customer complaint handling mechanism, conduct satisfaction research and drive improvement, and strengthen customer information security management.
Technological Innovation	Imbalance in R&D input and output, restricted core technologies, insufficient conversion efficiency of innovation achievements affects the realization of commercial value.	Technological breakthroughs seize industry commanding heights; innovative products open up new market spaces; intellectual property layout builds competitive barriers.	Standardize full-process R&D control, increase investment in core technologies, and perfect mechanisms for intellectual property and achievement transformation.
Ethics of Science and Technology	Technology application violating ethical guidelines triggers social controversy.	Practice responsible innovation, enhance brand credibility and social recognition, compliant ethical practices enhance the trust of investors and partners.	Comply with applicable laws and regulations, establish an internal ethical management system, embed ethical reviews into the full R&D process, and cultivate a compliance culture.

Indicators and Targets

Topic	Targets	Progress in 2025
Product Quality and Safety	Achieve zero major quality and safety accidents.	- Sunway Communication and relevant subsidiaries have all passed the ISO 9001 quality management system certification; subsidiaries engaged in the production of automotive products have also all passed the IATF 16949 automotive industry quality management system certification; 0 major liability accidents related to product and service safety and quality.
Customer Service and Satisfaction	- Build a customer-centric full-link service system to achieve industry-leading customer satisfaction; - Continuously optimize the customer experience and establish long-term stable customer trust.	- The company's overall customer satisfaction remains above 95%-97%; - No product recall events occurred.
Technological Innovation	- Build an innovation ecosystem with independent and controllable core technologies, keeping R&D investment intensity in key areas at the forefront of the industry; - Strengthen intellectual property layouts, improve patent quality and transformation efficiency, and rely on innovation to grow main business; - Create a high-quality R&D talent echelon to form sustainable technological innovation capabilities.	- The company's R&D investment reached CNY 633,437,613.43, accounting for 7.11% of the main business income; - The scale of R&D personnel reached 2,742, accounting for 18.57% of the total number of employees; - There are 231 invention patents applied to the main business, the total number of invention patent applications is 119, the total number of authorizations is 14, and number of valid patents reaches 3,571.
Ethics of Science and Technology	Adhere to the concept of technology for good, eliminate violations of ethics of science and technology, and maintain corporate brand reputation and social trust.	No ethics of science and technology violations, complaint disputes, or related risk hazards.

Product Quality and Safety

The company strictly complies with the "Product Quality Law of the People's Republic of China", the "Standardization Law of the People's Republic of China", and applicable laws, regulations, and industry standards at operating locations. At the same time, referring to the ISO 9001:2015 quality management system standard and the IATF 16949:2016 automotive industry quality management system special requirements, we build a quality management structure with industry demonstration effects. Through full-process closed-loop management, we achieve full-link monitoring from raw material batch traceability to final product qualified release, continuously pursuing the zero-defect quality goal.

In 2025, the company continuously deepened the construction of the ISO 9001 quality management system. During the reporting period, Sunway Communication and relevant subsidiaries all passed the ISO 9001 quality management system certification; subsidiaries engaged in the production of automotive products also all passed the IATF 16949 automotive industry quality management system certification.



ISO 9001:2015 Certificates of Sunway Communication



IATF 16949 Certificates of Jiangsu Sunway

Quality Management System

To continuously improve the applicability and effectiveness of the quality management system and build a normalized system optimization and upgrading mechanism, the company focuses on three core dimensions: standard construction, method iteration, and process control, to systematically perfect the quality management system. Details are as follows:

(1) Refined construction of standard systems: Based on industry-accepted standards, national and international regulatory requirements, combined with customized customer needs, we build an internal quality management specification that is systematic, scientific, and operable. Through the establishment of a multi-dimensional benchmarking mechanism, we ensure the standard system dynamically aligns with industry development trends.

(2) Iterative application of management methods: Deeply implant Six Sigma management methods to reduce product defects and process variations, and improve the stability of product quality; comprehensively implement Lean Production to eliminate waste in the production process, optimize production processes, and improve product quality.

(3) Full-process quality monitoring mechanism: Build an all-around audit mechanism covering the full value chain, regularly carry out internal quality audits and management reviews, comprehensively check the actual operation of the quality management system, promptly discover problems, and troubleshoot hidden dangers. Strictly implement the PDCA (Plan - Do - Check - Act) cyclic improvement model to form a closedloop management of "discovering problems - analyzing causes - rectifying and implementing - reviewing and optimizing", continuously enhancing system operational efficiency. At the same time, to strengthen product quality inspection and control, Sunway Communication specially formulated the "Incoming Material Inspection Control Procedure", "In-Process Inspection Control Procedure", "Finished Product Inspection Control Procedure", and "Monitoring and Measurement Resource Control Procedure", clarifying inspection standards, processes, and responsibilities, ensuring that quality in the incoming material, in-process, and finished product links is controllable and traceable.

During the reporting period,

the company had no major liability accidents involving product and service safety and quality.

Special Training on Product Quality Capability Building

Sunway Communication has always regarded product quality as the lifeline of corporate development, attaching great importance to the cultivation of quality awareness among all production line staff, striving to gather an upper-to-lower, excellence-striving quality consensus, and consolidating the brand foundation with excellent quality.

During the reporting period, the company continuously deepened the construction of a multi-level quality management empowerment system, routinely carrying out a series of special training sessions on quality awareness enhancement, quality concept publicity, and quality control practices. This comprehensively strengthened employees' quality responsibility awareness and professional control capabilities, providing a solid guarantee for the continuous and stable improvement of product quality.



Sunway Communication's Quality Awareness Training Pictures

Customer Service and Satisfaction

We take "Customer Satisfaction" as the core value of Sunway Communication, build a customer demand-oriented service value system, and achieve an all-around enhancement of the customer experience through the following measures:

Service Culture Shaping

Implementing Core Values: Integrate "Customer satisfaction is the best result" into our corporate DNA, focus on the true needs of our customers, and continuously enhance our capabilities to put customer satisfaction into practice;

Internal Customer Synergy Mechanism: Establish a cross-departmental service commitment system, starting from oneself and from internal customers, build a cross-departmental service commitment system, and promote the cultural concept of "letting the next process experience customer-like satisfaction" to achieve closed-loop management of service experiences.

Customer Satisfaction Monitoring

To understand the satisfaction degree of customers with Sunway Communication's products and services, reduce potential negative impacts, and improve customer satisfaction, Sunway Communication formulated the "Customer Satisfaction Control Procedure".

Implementation Mechanism:

(1) Regular Survey Mode: the company conducts classified surveys of customer satisfaction every six months, adopting multiple outreach methods such as email pushes, online questionnaires, and telephone interviews.

(2) Data Analysis Model: We establish an evaluation system to statistically analyze the results of customer satisfaction surveys, and produce the "Customer Satisfaction Survey Summary Form" and improvement roadmaps based on the statistical results.

Improvement Process:

(1) Recovery Rate Control: When the recovery rate of the satisfaction survey form fails to meet the standard, the "Corrective and Preventive Action Form" is triggered and dispatched to the responsible department, requiring cause analysis and the formulation of improvement countermeasures.

(2) Closed-loop Management of Improvement: If the effect of improvement countermeasures is poor, it is returned to the relevant responsible unit to propose new countermeasures; if the effect of improvement countermeasures is good, continuous improvement execution and tracking to closure are carried out.

(3) Management Review Application: Incorporate the results of the customer satisfaction survey into the internal audit of the management system, focusing on verifying:

Service process compliance;

Customer satisfaction degree;

Effectiveness of planning and implementation;

Effectiveness of measures to address risks and opportunities;

External provider cooperation performance;

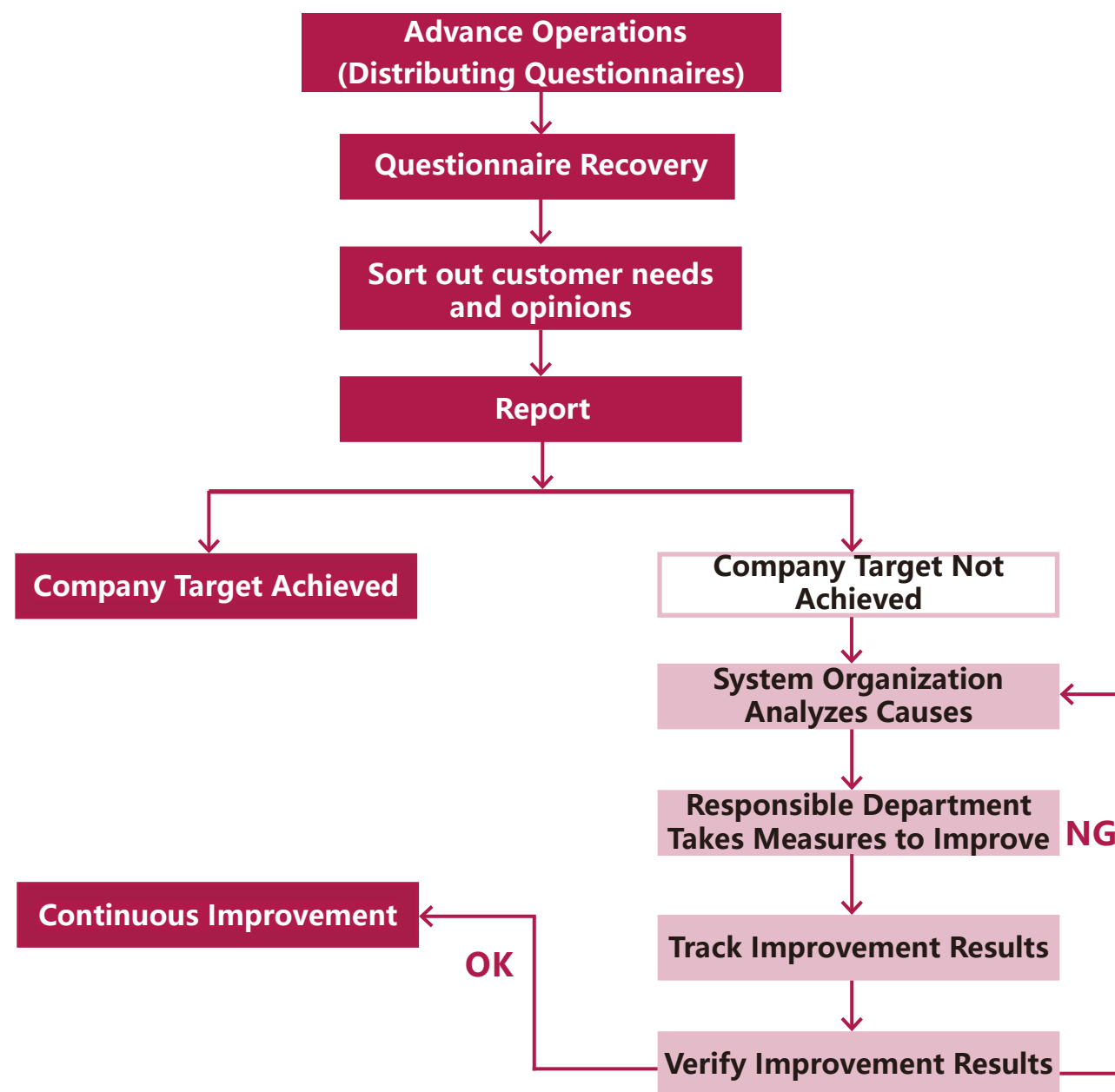
Needs for management system improvement.

Customer Complaint Handling

Sunway Communication attaches great importance to customer feedback and after-sales service, establishing a perfect customer complaint management system, and formulating standard documents such as the "Customer Complaint Handling Control Procedure" and "Product Recall System" to ensure that customer demands are handled promptly and effectively.

For customer complaints and corrective action report requirements, the company strictly executes the "2485" rapid response mechanism: complete initial response within 2 hours, implement emergency measures and complete secondary response within 24 hours, complete cause analysis and countermeasure formulation and complete tertiary response within 48 hours, and complete countermeasure implementation, effect verification, and quaternary response within 5 days. If the customer has specific regulations on the timeliness and requirements of problem-solving, priority is given to executing according to the customer's standards.

The company completely records and archives the entire process of customer complaints and handling, providing a basis for subsequent traceability, analysis and improvement, and internal review; after the complaint is handled, we continue to follow up on customer feedback, continuously optimizing service quality and product level.

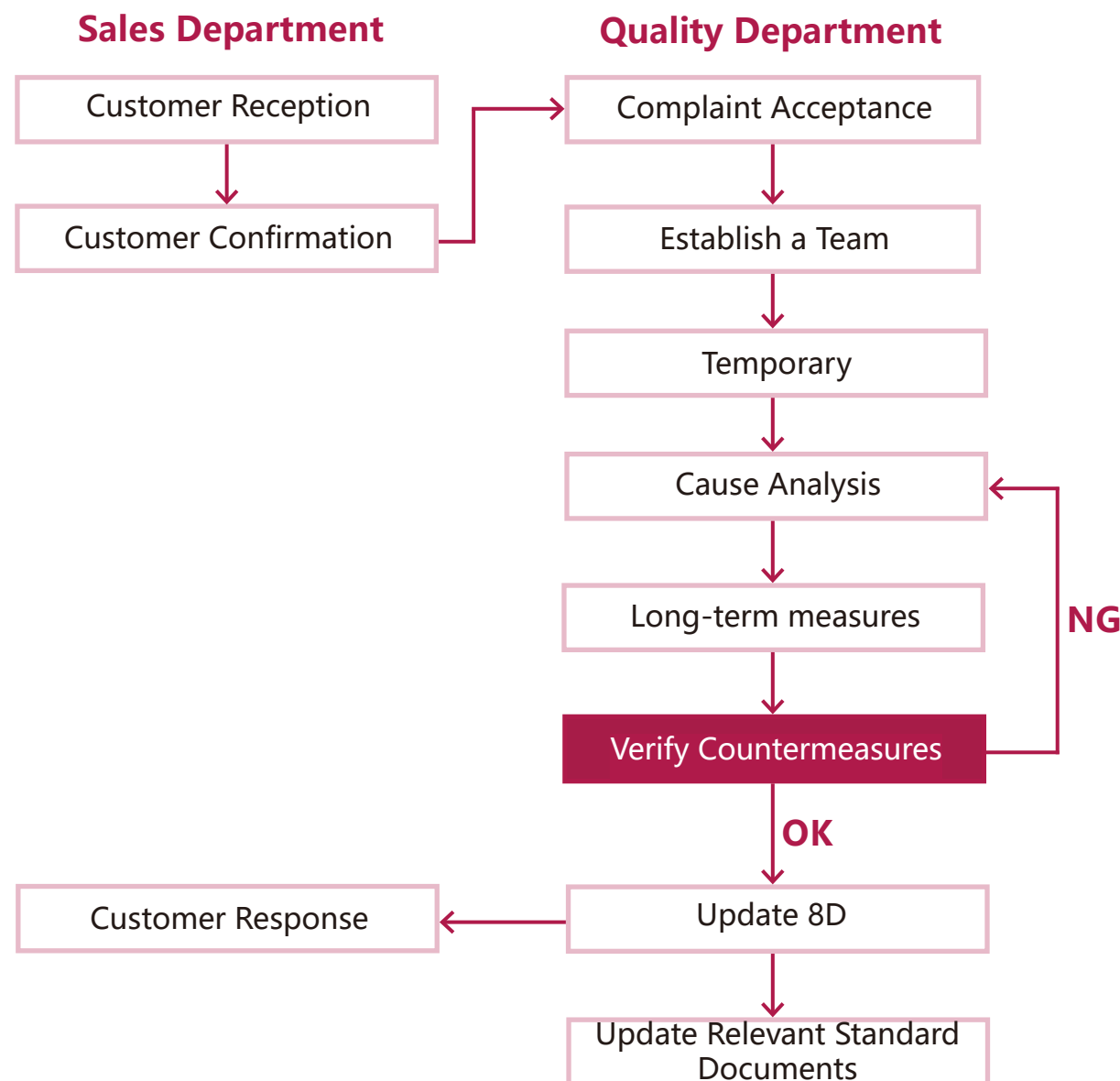


Sunway Communication Customer Satisfaction Control Process



During the reporting period,

the company's overall customer satisfaction remains above **95%–97%**, and no product recall events have occurred.



Sunway Communication's Customer Complaint Handling Flowchart

Data Security and Customer Privacy

Data Security and Customer Privacy Measures

Sunway Communication incorporates data security and customer privacy as an important part of the ESG management system. Always upholding the principle of compliance first and combining prevention and control, we build a full-process closed-loop management system covering institutional norms, technical protection, supply chain management, data backup, and security review. This practically ensures the security and controllability of employee personal information, customer privacy, and the company's core data, assisting in corporate sustainable development. To clarify the core criteria and execution requirements for information protection, the company officially released the "Privacy and Data Security Protection Statement". Covering the full process of business dealings and employee management, it explicitly standardizes key links such as the collection, use, retention, disclosure, and transmission of relevant information, providing solid compliance guidance for information protection work. Concurrently, we formulated the "Document Classification Management Guidelines", implementing refined division into five categories: external public, internal public, internal restricted, internal confidential, and internal top-secret, achieving standardized control of corporate documents and preventing document leakage risks from the source. In terms of technical protection, the company continuously increases investment, comprehensively deploying and implementing a series of professional technical measures such as IP-Guard, Symantec antivirus, DLP, encryption systems, zero-trust a-trust, and network access authentication 802.1x, building an all-around, multi-level technical protection barrier, and effectively curbing various security hidden dangers such as data leaks and cyber attacks. Aiming at information security risks on the supply chain side, the company strictly executes the "Supplier Control Procedure" to comprehensively extend privacy and data security protection requirements to all links of the supply chain, explicitly requiring all cooperative suppliers to sign confidentiality agreements to ensure information security and controllability throughout the entire supply chain.

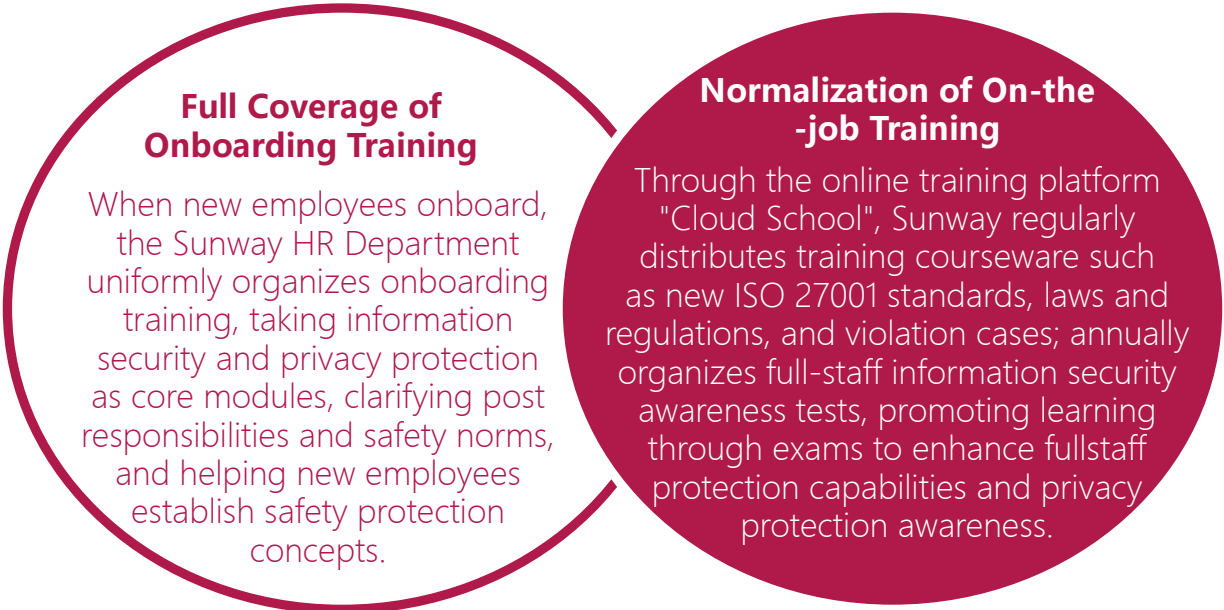


To prevent data loss risks and ensure core business continuity, the company relies on the H3C backup system to implement comprehensive backups of key data of all important business systems needed for production and operations, such as the MES system and internal collaborative office OA system. It synchronously activates the backup encryption function to provide long-term encrypted protection for backup data, ensuring the security and availability of backup data. In terms of security review, the company establishes and perfects a normalized review mechanism combining internal and external audits. Internally, the System Department takes the lead to form a professional information security team. Based on relevant standards, they formulate the "Internal Comprehensive Inspection Checklist for Information Security" to conduct quarterly audit inspections on all areas covered by the ISO 27001 certification, promptly troubleshooting and rectifying various information security hidden dangers; externally, we actively accept irregular information security audits initiated by clients, and cooperate with third-party certification bodies to complete annual certification audits. Through normalized reviews, we continuously optimize the information security management system, ensuring that data security and privacy protection work always comply with industry standards and relevant compliance requirements, and practically fulfilling corporate social responsibility.



Training and Emergency Drills for Data Security and Customer Privacy

To firmly build the data security defense line and strengthen full-staff privacy protection awareness, Sunway Communication establishes a full-cycle training system and normalizes emergency drills to comprehensively protect data security and customer privacy.



Sunway Communication's Training on Data Security and Customer Privacy

The company strictly complies with the "Emergency Incident Handling Procedure" and "Information Security Incident Control Procedure". The Group's IT Department formulates the "Business Continuity Management Implementation Plan" annually, organizing IT, System, and various business departments to conduct a tabletop exercise. By simulating incident scenarios and drilling disposal processes, we optimize emergency plans and enhance the collaborative disposal capabilities of various departments, safeguarding data security and customer privacy.

Technological Innovation

Innovation is the core kinetic energy driving industry evolution and green transformation, and the strategic cornerstone for enterprises to achieve sustainable development. As a globally technology-driven enterprise, Sunway Communication always takes basic tn deeply integrates innovation into its corporate development DNA, regarding it as its core competitiveness. By continuously breaking through new products, new technologies, and new processes, it steadily advances the strategic goal of "becoming a world-class enterprise", assisting in the high-quality and green development of the industry.

R&D Investment and Achievements

In R&D layout, the company has built a global R&D network of "one institute and five centers". Taking the Central Research Institute as the core, it focuses on tackling cutting-edge technologies, mainly laying out directions such as next-generation antenna design, RF front-end integration, and core materials for the Internet of Things; relying on localization advantages, the five regional R&D centers promote customized technical R&D and industrialization implementation, forming an R&D pattern of global coordination and up-down linkage.

In 2025, Sunway Communication continued to increase R&D investment, closely tracking the development trends of cutting-edge technologies such as 5G A/6G, data centers, and artificial intelligence, iterating and upgrading products and services with technological innovation, and continuously maintaining core innovative vitality.

In the field of basic materials, the company continues to consolidate the four core material platforms of polymer materials, magnetic materials, ceramic materials, and heat dissipation materials, strengthening key technology breakthroughs and achievement transformation. Among them, localized LCP materials achieved key performance breakthroughs and large-scale applications, providing onestop high-frequency and high-speed solutions from films to modules; high-frequency, high-power, lowloss magnetic materials support technology upgrades in the wireless charging field; ceramic materials assist in enhancing the competitiveness of high-end components; and heat dissipation materials have gradually begun serving North American customers.

At the basic technology level, relying on its global R&D network, the company focuses on laying out high-end antenna and module products such as flexible reconfigurable antennas and satellite communication phased array antennas, continuously reserving core technologies such as wireless charging and high-frequency, high-speed connectors; the UWB business has formed a full-chain technology reserve, reached strategic cooperation with NXP, and achieved multi-scenario application landings. In addition, the company actively participates in formulating international standards, promoting the standardized development of industry technologies, and further consolidating its technological leadership.

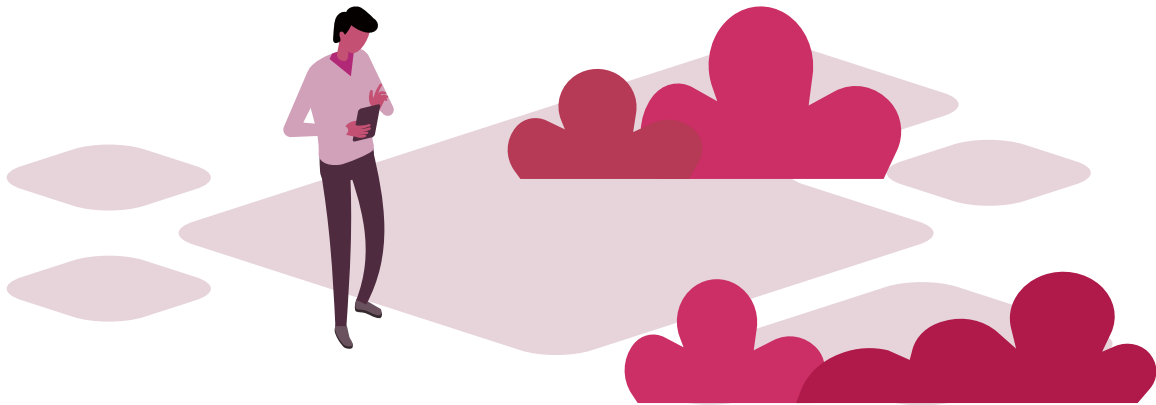
2025 Corporate Certification of Sunway Communication

Company Name	Certification Status
Shenzhen Sunway Communication Co., Ltd.	National High-tech Enterprise
Shenzhen Sunway Communication Co., Ltd.	Shenzhen High-tech Enterprise

In terms of industry cooperation, Sunway Communication has joined multiple authoritative industry organizations at home and abroad, such as the International Wireless Industry Consortium (IWPC), CTIA (Cellular Telecommunications Industry Association), European 3D MID Association, Wireless Power Consortium (WPC), China Institute of Communications (CIC), FiRa Consortium, and Car Connectivity Consortium.

During the reporting period,

the company's R&D investment reached CNY **633,437,613.43**, accounting for **7.11%** of the main business income; there are **2,742** R&D personnel, accounting for **18.57%** of the total number of employees, providing solid support for technological innovation and sustainable development.





Shenzhen Sunway R&D Personnel Participated in the "Gathering Wisdom, Innovating the Future" 2025 Jingbo Science and Technology Award Chemical Sustainable Development Forum

The "Gathering Wisdom, Innovating the Future" 2025 Jingbo Science and Technology Award Chemical Sustainable Development Forum is scheduled to be grandly held from August 9 to 11, 2025. The event focuses on core fields such as high-end chemicals, green chemicals, and high-performance materials, building a high-quality platform for cutting-edge industry exchange and technology sharing. Relying on his profound attainments and outstanding R&D strength in the materials field, our R&D personnel Yu Chengcheng was invited to attend the Green Polyolefin New Materials Innovative Development Sub-forum as a specially invited report guest. He will deliver a special report around the core topic of "Application of Advanced Materials in the Field of High-frequency and Highspeed Communications", deeply sharing forward-looking trend judgments and core research results in the industry, and exploring technological innovation paths and promoting industrial transformation and upgrading together with industry colleagues.

Being invited to participate in the conference and giving a special sharing on stage is not only the industry's high recognition of our R&D strength but also demonstrates our professional influence in the field of advanced material R&D. In the future, we will continue to deeply cultivate the field of material R&D, focus on technological innovation, and assist the high-quality development of the industry.



Intellectual Property

The company established a dedicated intellectual property management department in 2010. As of now, the intellectual property department is equipped with 5 full-time personnel, including 4 patent engineers and 1 intellectual property affairs personnel; the team has 2 personnel with legal professional qualifications and 1 personnel with patent agent qualifications, providing professional and systematized support and guarantee for the company's intellectual property work.

During the reporting period,

the company has **231** invention patents applied to its main business; the total number of invention patent applications is **119**, and the total number of invention patent authorizations is **14**; the company's total number of valid patents is **3,571**.



Some Patent Certificates of Sunway Communication

Green Innovation

Sunway Communication adheres to innovation development, actively promotes low-carbon product design, continuously improves product energy utilization efficiency, and deeply practices green innovation concepts in full-chain links such as product R&D, material selection, and energy utilization.

During the R&D design and material selection stage, by increasing the proportion of renewable and degradable materials used, the company reduces reliance on non-renewable resources, reducing the impact of products and services on the ecological environment from the source. For example, during the assembly process of wireless charging modules, environmentally friendly materials such as recyclable copper, tin, and PET are used to assist sustainable development with green innovation.

Ethics of Science and Technology

During the reporting period,

Sunway Communication had no ethics of science and technology violations, complaint disputes, or related risk hazards, practically fulfilling its main corporate responsibility.



Collaborative Innovation and Shared Value

Governance

Sunway Communication builds a clear full-process supplier management structure and system based on applicable laws and regulations in quality, environment, occupational health and safety, social responsibility, as well as customer and company requirements. To ensure that procurement business decisions are fair, just, transparent, efficient, and safe, the company establishes the Procurement Committee as the procurement business decision-making body under the principle of "building rules first, operating later, and collectively deciding on abnormal situations", which is supervised by the Group Audit Department. The Procurement Committee is responsible for deciding business rules, strategic category strategies, blacklisted suppliers, and major abnormalities, as well as approving supplier certification, selection, graded management, and supplier penalty results. The company's Procurement Department is responsible for new supplier development, on-site audits, etc., specifically implementing the strategies formulated by the Procurement Committee. The company's R&D Department, Quality Department, System Department, and Finance Department cooperate closely with the Procurement Department to conduct comprehensive audits and management of suppliers.

Strategy

Sunway Communication integrates responsible procurement and sustainable development concepts into the whole process of supply chain management, advocating the value orientation of fair competition, compliant operation, and long-term cooperation. By strengthening risk awareness and bottom-line thinking, we drive all participants in the supply chain to jointly follow requirements in quality, environment, occupational health and safety, and commercial ethics, building a stable, transparent, and trustworthy cooperation ecosystem. The company focuses on establishing mutually trusted and win-win long-term partnerships with core suppliers, enhancing overall supply chain resilience and synergy.

Risk and Opportunity Management

Supply Chain Management-related Risks, Opportunities, and Countermeasures

Topic	Risks	Opportunities	Countermeasures
Supply Chain Security	If the supply chain is unstable or disrupted, it may lead to production delays, delivery obstacles, or increased costs, thereby affecting customer cooperation and corporate operating performance.	Strengthening supply chain security management can guarantee the stable supply of key materials and production capacity, reduce delivery uncertainty, and enhance corporate business stability.	Through graded management, diversified layout, and dynamic evaluation mechanisms, the company strengthens key material guarantees and abnormal emergency response capabilities.
Responsible Procurement	If responsible requirements are not effectively implemented in the procurement process, it may trigger supply chain compliance risks, customer audit failures, or restricted cooperation, adversely affecting corporate operations.	Implementing responsible procurement and building a compliant supply chain system helps the company stabilize key material supply, reduce the risk of supply chain disruption caused by compliance issues, and thereby guarantee the stability of order execution.	The company incorporates compliance and social responsibility requirements into supplier admission and performance management, strengthening audit supervision and rectification closed-loop management.
Equal Treatment of SMEs	If SMEs are treated unfairly or unreasonably during cooperation, it may trigger cooperation disputes or supply chain instability, thereby affecting corporate reputation and normal operations.	Equal treatment of SMEs in business cooperation and procurement helps expand and stabilize cooperation resources, enhances supply and service flexibility, and supports steady corporate business development.	The company adheres to open and transparent procurement principles, ensures equal participation opportunities for SMEs, and promotes synergistic development.

Indicators and Targets

Topic	Targets	Progress in 2025
Supply Chain Security	Continuously improve the supply chain risk management system, enhance key material guarantee capabilities and supply continuity levels, and strengthen overall supply chain resilience.	- Supplier localization ratio of 90%; - Localized procurement ratio reaches 80%.
Responsible Procurement	Integrate compliance and social responsibility requirements into full process supplier management, promoting standardized, transparent, and sustainable supply chain development.	No major supplier compliance risk events occurred during the reporting period.
Equal Treatment of SMEs	Adhere to fair, just, and transparent procurement principles, guarantee equal participation opportunities for all types of suppliers, and promote the diversified development of the supply chain ecosystem.	During the reporting period, the company's accounts payable management and settlement work for SMEs complied with relevant national regulations and industry standards.

Supply Chain Management

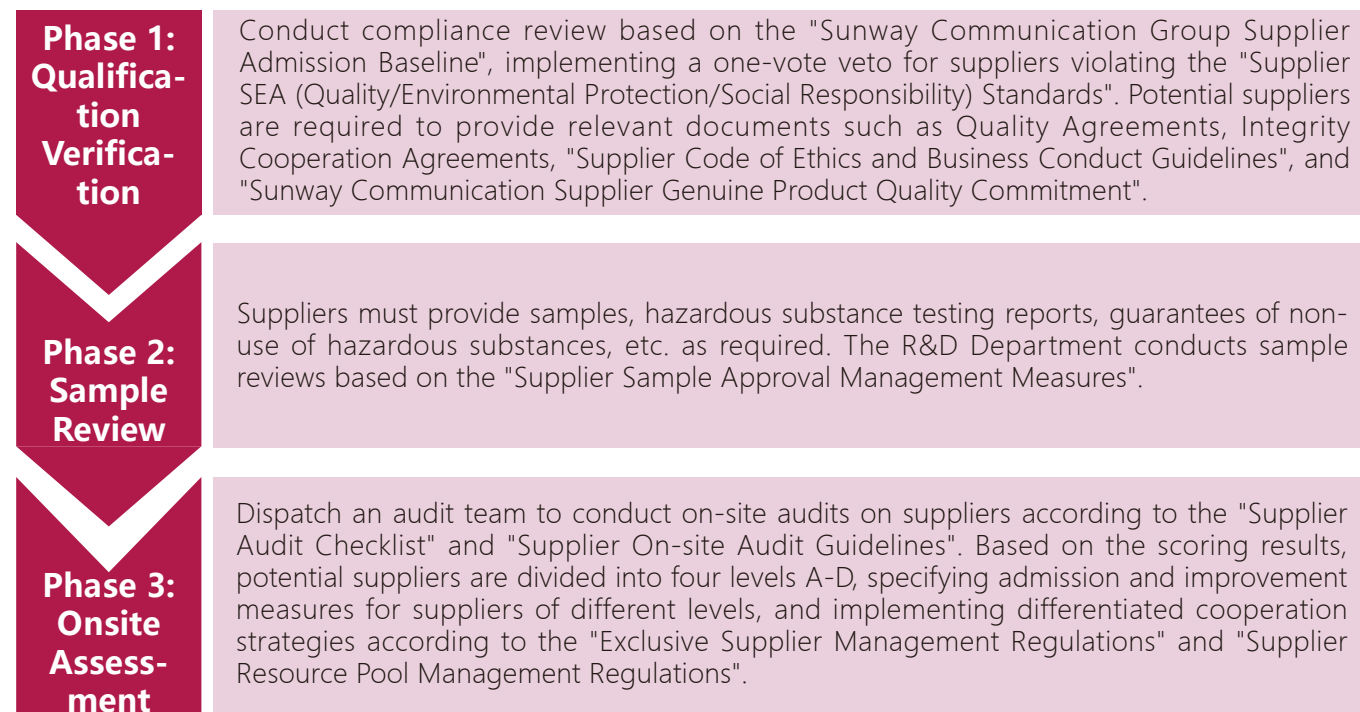
New Supplier Admission

Sunway Communication continuously optimizes the admission process in supplier management to ensure the high quality and sustainability of the supply chain. The company formulates and strictly executes the "Control Procedure for Green Supplier Evaluation and Selection", conducting reasonable and effective evaluation and selection of suppliers to ensure that supply resources can meet the company's requirements for product quality, cost, supply, and sustainable development.

Sunway Communication's Basic Requirements for New Supplier Admission



New Supplier Admission Processes of Sunway Communication



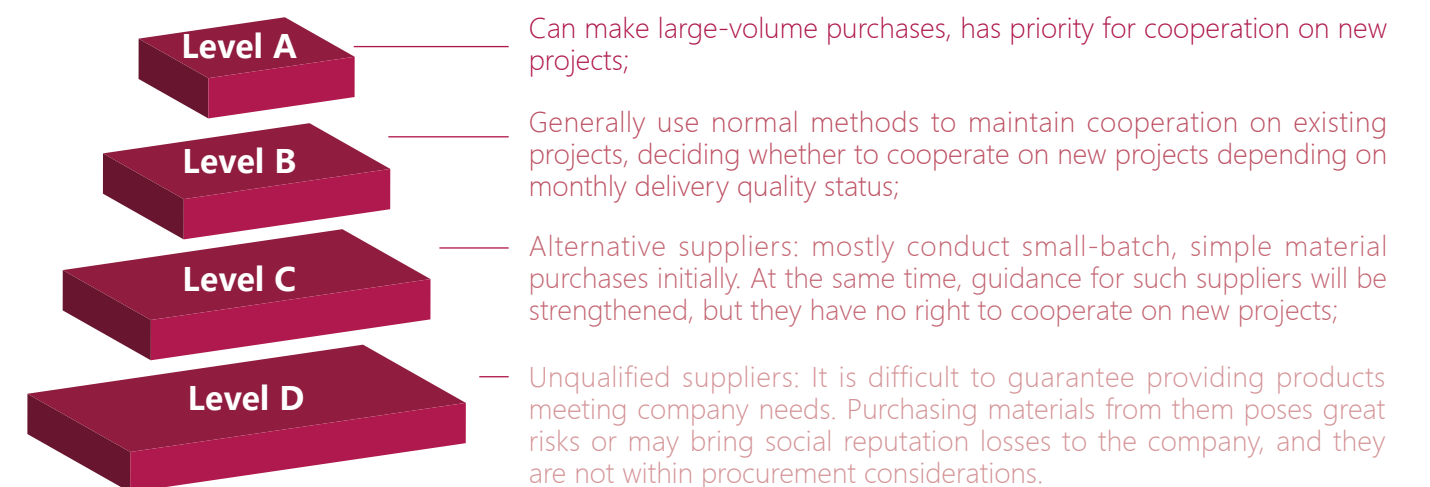
Sunway Communication's Supplier Assessment Levels and Measures Taken

Assessment Level	Overview of Job Content
Level A: Excellent	Require suppliers to reply with an improve-ment plan and submit evidence of improvement: 1. Reply with an improvement plan (within one week); 2. Complete improvements and submit evidence of improvement (Quality, Environmental Protection: within 30 days; SEA: within 60 days).
Level B: Qualified	
Level C: Conditionally Qualified	Require suppliers to reply with an improvement plan and submit evidence of improvement: 1. Reply with an improvement plan (within one week); 2. Complete improvements and submit evidence of improvement (Quality, Environmental Protection: within 30 days; SEA: within 60 days); 3. The Sourcing Department organizes the audit team to conduct an onsite re-audit on the supplier. The supplier qualification application can be initiated only when the re-audit result reaches 75 points or above.
Level D: Unqualified	The improvement report replied to by the supplier must be approved by all members of the audit team. The Sourcing Department again organizes the audit team to conduct an on-site re-audit on the supplier. The supplier qualification application can be initiated only when the re-audit result reaches 75 points or above. If the conditions for qualified suppliers still cannot be met after re-auditing, the application and introduction of the qualified supplier will be suspended.

Periodic Supplier Audits

To strengthen supply chain resilience, the company establishes and perfects a periodic supplier audit mechanism. Based on the "Supplier Performance Assessment Standards" and "Supplier On-site Audit Guidelines", the head of supplier quality management periodically conducts comprehensive assessments on the annual delivery batches, quality control levels, and hazardous substance management risks of qualified suppliers, and formulates the "Annual Supplier Audit Plan" at the end of each year. Based on the audit results, the company divides suppliers into four levels A-D and implements differentiated graded management measures.

Sunway Communication Supplier Graded Management



Supplier Exit Mechanism

The company strictly executes the supplier exit mechanism. When any of the following situations occurs with a supplier, the exit procedure is immediately initiated.



Supplier Exit Mechanism

Compliance Red Line

Suppliers face administrative penalties due to violations of laws and regulations concerning labor human rights, environment, occupational health, and commercial ethics, or major social responsibility accidents are exposed by media causing severe social impacts.

Quality Accident

The company suffers major losses in environmental protection or occupational health due to supplier product defects despite using the product according to relevant operating procedures and instructions.

Integrity Crisis

Verified violations of integrity agreements and serious integrity problems (such as providing false qualification documents).

Enviromental Non-compliance

Environmental hazardous substances exceed standards discovered during incoming material/in-process/finished product/customer sampling inspections; supplier's environmental audit score is unqualified, and no rectification plan can be proposed.

Supplier Hazardous Substance Control

To enhance the safety and stability of the supply chain and minimize negative impacts brought by potential risks, Sunway Communication formulates and requires suppliers to execute the relevant management requirements of the "Sunway Environmental Controlled Substance Management Specification". Suppliers must effectively control environmentally controlled substances and provide relevant materials such as hazardous substance testing reports and guarantees of non-use of hazardous substances during the sample review phase of the admission stage. In the mass production stage, suppliers must continuously provide material proofs such as "Hazardous Substance Questionnaires", "Component REACH Information Forms", MSDS, and environmental testing reports for products, components, assemblies, and materials. Concurrently, targeting electroplating and coating, Sunway Communication established two processes: procurement (outsourcing) control and supplier management control, to ensure effective control of hazardous substances in outsourcing processes as well.

Supplier Performance Assessment

Sunway Communication built an IT-enabled, systematic supplier performance assessment mechanism to objectively and fairly evaluate supplier performance, providing data support for the distribution ratio of purchase orders and the survival of the fittest among suppliers.

Supplier Performance Assessment of Sunway Communication

Assessment Item	Assessment Department	Assessment Item Details
Quality	Quality Department	Market quality, incoming material batch pass rate, production accumulative return DPPM, mixing errors, SCAR timeliness and effectiveness, key quality red lines (deduction items).
Commerce	Procurement Department	On-time quotation, sample delivery on-time rate, new product price competitiveness, old product cooperation, payment terms.
Delivery	Planning Department	On-time delivery rate, delivery deadline adjustment fulfillment rate, L/T comparison with suppliers in the same category, delivery capability comparison, supplier delivery willingness to prepare stock, major events.

Conflict Minerals Management

Sunway Communication adheres to the bottom line of compliant procurement, focusing on building a responsible mineral procurement supply chain. We strictly follow international responsible mineral initiatives, resolutely boycotting mineral raw materials of unknown origin such as tin, tantalum, tungsten, gold, and cobalt from the Democratic Republic of Congo and surrounding conflict areas. We actively respond to the Responsible Business Alliance (RBA) and Global e-Sustainability Initiative (GeSI) conflict mineral management guidelines, fully building a conflict-free and sustainable supply chain control system.

The company formulates the "Conflict Minerals Working Instructions", comprehensively transmitting compliance requirements to all suppliers, explicitly stating that neither the company nor suppliers may purchase or use conflict minerals. We commit to only purchasing raw materials from compliant smelters/refiners verified by independent third parties, refusing to support armed conflicts, illegal mining, and terrible labor mining practices. Related control policies have been publicly posted on the company's official website, actively accepting external supervision.



Sunway Communication establishes standardized due diligence procurement standards for conflict minerals, embedding compliance control into the full-lifecycle management process of suppliers. During the supplier admission phase, qualifications are strictly reviewed, requiring suppliers to sign the "Conflict-Free Mineral Declaration" and complete RMT_CMRT due diligence; during the cooperation period, urge suppliers to fulfill responsible mineral due diligence obligations, share compliance information, and jointly promote supply chain sustainable development upstream and downstream.

Combining the actual situation that products contain small amounts of five metals: tin, tantalum, tungsten, gold, and cobalt, the company refers to the OECD due diligence five-step framework to build an exclusive conflict mineral traceability investigation procedure, accurately troubleshooting mineral source risks. We conduct basic traceability through Reasonable Country of Origin Inquiry (RCOI). For minerals whose origins cannot be confirmed, we deepen due diligence by connecting with smelters and using professional evaluation tools to ensure that the minerals used in products all come from conflict-free areas.

In 2025, the company continuously strengthened normalized control of conflict minerals, refining full-chain supervision actions: conducting supplier RMT_CMRT and cobalt due diligence semiannually; the System Department logs onto the Responsible Minerals Initiative (RMI) website monthly to verify smelter qualifications, ensuring cooperative smelters are all on the compliant certification list; synchronously optimizing conflict mineral report templates, perfecting data filling and verification mechanisms, and improving control accuracy.

During the reporting period,

through reasonable country of origin investigations and due diligence work, the company determined the compliant ratio of supplier smelters/refiners to be **100%**, and released the "Sunway Communication: 2025 Annual Conflict Minerals Report".

2025 Conflict Minerals Due Diligence Results of Sunway Communication

Name of Conflict Mineral	Number of Smelters or Refiners	Qualified Smelters	Smelters under Audit	Extension or Communicating Smelters	Qualified Smelter Ratio (%)
Au–Gold	92	92	0	0	100%
Ta–Tantalum	29	29	0	0	100%
Sn–Tin	47	47	0	0	100%
W–Tungsten	27	27	0	0	100%
Co–Cobalt	40	40	0	0	100%
Copper	18	18	0	0	100%
Nickel	18	18	0	0	100%
Overall	271	271	0	0	100%

Supplier Communication

Sunway Communication values supplier capability building. The company formulates the "Training Supplier Management Measures". Through activities such as supplier training and supplier conferences, we help improve suppliers' comprehensive capabilities in sustainable development such as environmental governance, social responsibility fulfillment, and commercial ethics construction, achieving synergistic enhancement of overall industrial chain competitiveness.





Case

2025 Supply Chain Sustainable Development Conference of Sunway Communication

On July 23, Sunway Communication organized and held the 2025 Supply Chain Sustainable Development Conference, with 50 suppliers and 70 representatives attending. The meeting reviewed the progress of the company's annual sustainable development work, introduced the progress of carbon neutrality goals, sorted out the implementation of suppliers' sustainable development work, and commended suppliers with better fulfillment performance. At the same time, the company publicized the latest developments of regulatory provisions such as the RoHS Directive and REACH Regulation to suppliers, and analyzed the external challenges the company currently faces by combining European and American customers' requirements in environmental compliance and supply chain responsibility management. Through thematic explanations and exchanges, the company further strengthened the consensus with suppliers on environmental governance, social responsibility, and compliance management, and enhanced the overall sustainable development awareness of the supply chain.



Equal Treatment of SMEs

Sunway Communication actively seeks mutually beneficial and trusted cooperation models, working hands with domestic and foreign partners to build a sustainable value chain and promote the fair and orderly development of SMEs. The company adheres to open, fair, and just procurement principles, implementing unified standards and standardized processes during supplier admission, review, and cooperation, guaranteeing equal participation opportunities for all market entities, including SMEs. The company respects the developmental characteristics of enterprises of different scales, focuses on cooperating with SMEs possessing professional capabilities and innovative advantages, and promotes the formation of a diverse and stable supply chain structure.

During the reporting period, the company's accounts payable management and settlement work for SMEs complied with relevant national regulations and industry standards.

Empowering Public Welfare and Fulfilling the Mission



Social Contributions

Shenzhen Sunway Charity Foundation was initiated and funded by Shenzhen Sunway Communication Co., Ltd., taking "helping philanthropists in difficulty" as its core positioning, dedicated to guarding ordinary goodwill, and making groups who insist on philanthropy despite being in difficulty more capable and dignified to spread warmth.

On the basis of providing direct financial assistance to philanthropists, the foundation actively builds public welfare assistance platforms, integrating social resources such as medical care, mental health, employment, and education, to provide systematic, multi-level, and sustainable in-depth support for philanthropists in difficulty. Meanwhile, by spreading the deeds of philanthropists, it carries forward the charitable spirit of turning towards goodness, transmits social positive energy, and assists in creating a good social custom where people's hearts turn towards goodness and everyone does good deeds.

Case
Elderly Autism Group Assistance Project

Currently, the elderly autism group generally faces social integration difficulties such as capability degradation, high family care pressure, and occupational rehabilitation and market connection difficulties. To practically address this pain point, the Sunway Charity Foundation launched the "Sheltered Workshop" project, providing sustainable employment opportunities for the elderly disabled group, promoting community integration, and helping them achieve a dignified and valuable life.

The "Morning Glory Potential Development Center" founded by philanthropist Li Ting has been deeply cultivating the field of young autistic children's rehabilitation for over a decade, possessing rich practical experience. Starting in 2024, Li Ting focused on the community integration and employment support of the elderly autistic group, setting up a sheltered workshop in Shilong Town, Dongguan. Taking sheltered employment (clothing production) as the core, the project provides systematic skill training for disabled youth. Once fully operational, the production line can meet the employment needs of about 30 autistic youths.

After multi-party price comparison and approval by the Foundation's Board of Directors, the Foundation provided financial support totaling CNY 336,060 for the project, used for equipment procurement and early-stage operations. Currently, core production equipment such as computer flat cars, template machines, and ironing equipment have completed installation and commissioning. The first sheltered practical training production line was built and put into trial operation in November 2025, synchronously conducting operational skill training tailored for disabled trainees.

The production line has successively undertaken work uniform and public welfare custom orders from units and caring organizations such as Sunway Communication, the Revolutionary Committee of the Chinese Kuomintang, and the New Social Stratum Professionals Federation, gradually achieving market-oriented production.

The project formed a complete closed loop of "socialized training - community integration employment - market-oriented product production - personal and family income increase, institutional sustainable operation", laying a solid foundation for elderly autistic youths to achieve socialized independent employment in the future.

For elderly disabled youths and their families, the sheltered workshop not only provides occupational skill training and labor income but also allows trainees to gain healing, growth, and self-value recognition at work, practically enhancing life quality and family happiness.



 Case

Saluting Philanthropists - Guangxi and Xi'an Trips

In 2025, the Foundation successively traveled to Guangxi and Xi'an to conduct visits and offer condolences, sending care and practical support to 6 philanthropists who have stayed on the frontline for a long time, saluting their extraordinary perseverance in ordinary lives.

1. Longwan Caring Home - Ban Aihua

In June, the Foundation visited Ban Aihua, founder of Longwan Caring Home in Dahua Yao Autonomous County, Guangxi. For 23 years, she has stayed in the countryside, taking in and caring for 170 children in difficulty (including 119 left-behind children, 41 single-parent children, and 10 orphans) for free. She both teaches and educates them, and rents and farms land to maintain the home's operation. The children affectionately call her "Teacher Mom". The Foundation awarded Ban Aihua CNY 10,000 in special operating funds to help relieve the pressure of the home's daily expenses and continue this love and perseverance rooted in the countryside.

2. Green Leaf Caring Home - Tang Cuiyu

For twelve years, "Caring Mom" Tang Cuiyu has persisted in charity, voluntarily supporting 16 widowed elderly people and subsidizing 68 students to complete their studies. Currently, she still cares for 35 children. With a low educational level herself, she relies on babysitting income to support the home's operation, hiring teachers for the children and providing life guarantees, bearing huge physical and mental pressure for a long time. The Foundation provided a CNY 10,000 special donation to improve the children's living and learning conditions, making goodwill more supported.

3. Xi'an Xinyu Home - Chang Xiangyang

Xinyu Home provides free accommodation and living assistance for impoverished families of sick children traveling to Xi'an for medical treatment from other places. Over seven years, it has cumulatively served more than 2,000 families. Founder Chang Xiangyang not only guarantees basic board and lodging but also set up "Little White Classrooms" to provide psychological counseling and emotional support for parents, making the home a warm post station for families in difficulty. The Foundation conducted on-site visits and condolences, saluting this guardian and companionship that has remained unchanged for seven years.





Case

Saluting Philanthropists - Guangxi and Xi'an Trips

4. Qidian Star Rehabilitation Center - Di Zhenwei

Di Zhenwei has deeply cultivated the special children's rehabilitation cause for fourteen years, founding the Qidian Star Rehabilitation Center. He has cumulatively provided rehabilitation training for more than 620 special children, waiving fees for extremely impoverished families. He raised funds himself, renovated the venue by hand, and focused on social integration and confidence building, helping special children gradually return to society. The Foundation donated CNY 10,000 specially used for autistic children's rehabilitation training work.

5. Gaoling Hand-in-Hand Special Education Center - Wei Hongli

Engaged in special education for 11 years, Wei Hongli used her own house, spent all her savings, and took loans to found the special education center. In 8 years, she took in and assisted over 400 special children with cerebral palsy, intellectual disabilities, autism, etc. She respects each child's growth pace and accompanies them with patience and love. The Foundation donated CNY 10,000 to improve the school building environment and teaching conditions, supporting the sustainable development of the special education cause.

6. Cangxiao Studio - Sun Xiaocang and his wife

Sun Xiaocang and his wife are both hearing-impaired. They raised funds for a venue to found Cangxiao Studio, providing professional art training for hearing-impaired children using sign language teaching. Over four years, they have helped 42 deaf-mute students get into college, opening new doors of art and life for them with paintbrushes. The Foundation donated CNY 10,000 to help hearing-impaired students with art training and growth development.



Case

Psychological Assistance for Philanthropists

During the long-term service of frontline philanthropists, the Foundation found that many individual philanthropists who persist in charity causes for a long time generally suffer from psychological health problems such as emotional exhaustion, anxiety, and insomnia due to continuous giving and bearing physical and mental pressure. To this end, the Foundation extended its assistance focus from traditional material support to specialized and personalized psychological care and physical and mental healing.

Through professional evaluation and practical argumentation, the Foundation introduced aromatherapy. According to the physical and mental state and actual needs of each philanthropist, it provides customized and gentle healing services to help them relieve stress, regulate emotions, and restore physical and mental energy.

To date, aromatherapy has cumulatively served 27 people, including 21 philanthropists and 6 project volunteers. After case tracking and feedback, the emotional state, sleep quality, and psychological resilience of the served subjects have all improved significantly, with remarkable assistance effects.



 Case

Sunway Communication Warm Condolence Activity for Community Sanitation Workers

To practice corporate social responsibility, convey social warmth, and salute grassroots workers sticking to the frontline, on the afternoon of November 10, the Sunway Charity Foundation and Sunway Communication Party Branch united with the Party Committee of Heyi Community, Shajing Subdistrict, Shenzhen to jointly carry out the warm condolence activity "Tying Love to Sanitation Workers, Conveying Warm Strength", extending sincere respect and holiday care to over 200 sanitation workers.

This activity was led by the Sunway Charity Foundation, and 22 corporate volunteers jointly participated. A total of 260 caring condolence material packages were prepared, including 65 boxes each of rice, cooking oil, and laundry detergent, totaling 196 boxes. At the event site, volunteers handed "warm gift bags" full of affection to the sanitation workers, extending thanks and greetings to the "city beauticians" who silently dedicate themselves for a long time. We thanked them for their hard work in guarding the clean and beautiful environment of the community, making frontline workers truly feel the care and warmth from the company and community.

A representative from the Sunway Charity Foundation stated at the event that through this condolence, we hope to let honorable workers feel society's respect and love. Sunway Communication Charity will continuously use practical actions to pass warmth to every corner that needs it. The Secretary of the Heyi Community Party Committee highly affirmed the Foundation's good deeds, believing that this condolence not only provided material support to sanitation workers but also brought spiritual encouragement, powerfully promoting the good community custom of "respecting laborers and caring for contributors".

They look forward to working hands with more caring enterprises in the future to co-build a warm and harmonious community environment. The sanitation workers expressed that this care made everyone feel extremely warm and encouraged. In the future, they will continue to stick to their posts, perform their duties, and strive to create a cleaner and more beautiful environment for the community.

Every perseverance deserves to be seen, and every goodwill can converge into warm strength. This condolence activity is not only Sunway Communication's salute and care for frontline laborers but also a vivid practice of the company actively fulfilling social responsibilities and conveying the city's temperature. In the future, Sunway Communication will continue to throw itself into charity causes, gathering love warm currents with little actions, making the community more loving and the city warmer.



Performance Indicator Table

ESG Indicators	Unit	Data in 2025
Environment		
Environmental Protection Investment	CNY	21,118,609.84
Major Environmental Accidents	times	0
Total Energy Consumption	tons of standard coal	28,240.90
Purchased Electricity Consumption	MWh	223,811.31
Consumption of Renewable Energy such as Purchased Green Electricity and Photovoltaics	MWh	152,094.31
Gasoline Consumption	liters	119,826.64
Diesel Consumption	liters	26,256.52
Natural Gas Consumption	m ³	430,738.20
Direct (Scope 1) Greenhouse Gas Emissions	tCO ₂ e	7,883.66
Indirect (Scope 2) Greenhouse Gas Emissions (Location-based)	tCO ₂ e	119,393.50
Indirect (Scope 2) Greenhouse Gas Emissions (Market-based)	tCO ₂ e	58,820.95
Total Greenhouse Gas Emissions (Scope 1 and Scope 2) (Location-based)	tCO ₂ e	127,227.16
Total Greenhouse Gas Emissions (Scope 1 and Scope 2) (Market-based)	tCO ₂ e	66,704.61
Other Indirect (Scope 3) Greenhouse Gas Emissions	tCO ₂ e	728,327.36
Total Amount of Hazardous Waste Generated	tons	619.37
Total Amount of Non-hazardous Waste Generated	tons	6,354.47
Total Amount of Waste Recycled	tons	4,120.83
Total Water Withdrawal	m ³	1,107,751.00
Wastewater Discharge Volume	m ³	752,850.80

ESG Indicators	Unit	Data in 2025
Environment		
Total Water Saved	m ³	115,515.00
Total Recycled and Reused Water	m ³	179,585.00
Volatile Organic Compounds (VOCs) Emissions	kg	1,175.00
Particulate Matter (PM) Emissions	kg	2,234.04
Nitrogen Oxides (NOx) Emissions	kg	248.52
Non-Methane Total Hydrocarbons (NMHC) Emissions	kg	1,533.60
Number of Administrative Penalties due to Non-compliant Pollutant Discharge	times	0
Society		
Supplier Localization Ratio	%	90
Localized Procurement Ratio	%	80
Total Investment in Employee Training	ten thousand yuan	137.86
Labor Contract Signing Rate and Employee Social Insurance Coverage Rate	%	100
Employee Training Coverage Rate	%	100
Total Training Sessions	sessions	2,310
Training Participation	person-times	36,684
Total Number of Employees	persons	14,764
Total Number of Male Employees	persons	8,506
Total Number of Female Employees	persons	6,258
Proportion of Female Employees	%	42.39
Number of Employees Under 30 Years Old	persons	6,212
Number of Employees 30-40 Years Old	persons	6,371
Number of Employees Over 40 Years Old	persons	2,181

ESG Indicators	Unit	Data in 2025
Society		
Total Number of Employees with Disabilities	persons	30
Employee Turnover Rate	%	12.33
Employee Satisfaction	%	81.32
Customer Satisfaction		95%-97% and above
Published "CEO on Culture"	chapters	7
Published "Fortnightly Talk"	issues	14
Published "Sunway Communication Internal Journal"	issues	3
Number of Valid Patents	items	3,571
Number of Invention Patents Applied to Main Business	items	231
Number of Invention Patent Applications	items	119
Number of Invention Patent Authorizations	items	14
Number of R&D Employees	persons	2,742
Proportion of R&D Employees	%	18.57
R&D Investment	CNY	633,437,613.43
Proportion of R&D Investment to Operating Revenue	%	7.11
Occupational Disease Incidence Rate	%	0
Work-related Injury Rate	%	0.03
Injury Rate per Million Work Hours		0.18
Work Safety Liability Insurance Personnel Coverage Rate	%	100
Carried out Occupational Health and Safety Training	sessions	191
Total Duration of Occupational Health and Safety Training	hour	61,025
Participation in Occupational Health and Safety Training	person-times	6,267

ESG Indicators	Unit	Data in 2025
Society		
Occupational Health and Safety Management Investment	ten thousand yuan	1,653.96
Proportion of Work Safety Investment to Operating Revenue	%	0.22
Governance		
Total Number of Directors	persons	9
Number of Male Directors	persons	7
Number of Female Directors	persons	2
Proportion of Female Directors	%	22.22
Number of Independent Directors	persons	3
Number of Non-Independent Directors	persons	6
Number of Board Meetings Held	times	6
Average Attendance Rate of Board Meetings	%	100
Number of Audit Committee Meetings Held	times	6
Number of Strategy and Sustainability Committee Meetings Held	times	2
Number of Remuneration and Appraisal Committee Meetings Held	times	2
Number of Nomination Committee Meetings Held	times	2



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	Risk and Opportunity Management		

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Feedback Form

Dear Readers:

In order to continuously improve the preparation of this report, we particularly hope to listen to your opinions and suggestions. Please assist us in answering the following relevant questions:

Your information:

Name (Optional)	
Telephone (Optional)	
Email or other contact methods (Optional)	
Employer (Optional)	

Open-ended Questions:

1. Will you continue to pay attention to our ESG reports in the future?
2. What aspect of this report satisfies you the most?
3. Which part of the report's content arouses your interest the most?
4. What other information do you need to know?
5. What suggestions do you have for our future sustainability reports?

Multiple Choice Questions (Please check √ in the corresponding position):

1. What is your overall evaluation of this report?

☐ Excellent ☐ Good ☐ General ☐ Poor ☐ Very Poor
2. This report comprehensively and accurately reflects the company's significant impacts on the economy, society, and environment.

☐ Excellent ☐ Good ☐ General ☐ Poor ☐ Very Poor
3. This report responds to and discloses issues of concern to stakeholders.

☐ Excellent ☐ Good ☐ General ☐ Poor ☐ Very Poor
4. The information, indicators, and data disclosed in this report are clear, accurate, and complete.

☐ Excellent ☐ Good ☐ General ☐ Poor ☐ Very Poor
5. The readability of this report, namely the logical mainline, content design, language wording, and layout design of the report.

☐ Excellent ☐ Good ☐ General ☐ Poor ☐ Very Poor



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