



2025

SUSTAINABILITY REPORT

EverProX Technologies Company Limited

About the Report

This report is the first sustainability report released by EverProX Technologies Company Limited to various stakeholders. The report details our management, practices, and achievements in Environmental, Social, and Governance (ESG) in 2025. This report should be read in conjunction with relevant chapters of the EverProX Technologies Company Limited 2025 Annual Report to help readers gain a more comprehensive understanding of the Company's practices and achievements in sustainable development.

Reporting Period and Scope	Reporting Period: From January 1, 2025 to December 31, 2025. To enhance the completeness and comparability of the report's narrative, some content has been appropriately extended to previous or subsequent years. Reporting Scope: Unless otherwise specified, the reporting scope includes EverProX Technologies Company Limited and the wholly-owned or controlled subsidiaries listed in the table below. All currencies involved in this report are denominated in RMB. Relevant typical cases in the report are from affiliated enterprises. We regularly review and confirm the organizational scope of the report to ensure the reporting scope covers the material ESG impacts of the Company's overall business portfolio.												
Definitions	<table><tr><th>Full Name</th><th>Abbreviation</th></tr><tr><td>EverProX Technologies Company Limited</td><td>"EverProX" or "we" or "the Company"</td></tr><tr><td>EverProX Technologies Chengdu Company Limited</td><td>EverProX Technologies Chengdu Company Limited</td></tr><tr><td>EverPro (Wuhan) Technologies Joint Stock Limited Company</td><td>EverPro Wuhan</td></tr><tr><td>PT EverPro Indonesia Technologies</td><td>PT EverPro Indonesia Technologies</td></tr><tr><td>EverPro (Hanchuan) Technologies Co., Ltd.</td><td>EverPro Hanchuan</td></tr></table>	Full Name	Abbreviation	EverProX Technologies Company Limited	"EverProX" or "we" or "the Company"	EverProX Technologies Chengdu Company Limited	EverProX Technologies Chengdu Company Limited	EverPro (Wuhan) Technologies Joint Stock Limited Company	EverPro Wuhan	PT EverPro Indonesia Technologies	PT EverPro Indonesia Technologies	EverPro (Hanchuan) Technologies Co., Ltd.	EverPro Hanchuan
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Basis of Preparation	This report is prepared in accordance with the Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation), and with reference to the Ten Principles of the United Nations Global Compact, the Global Reporting Initiative's (GRI) GRI Standards, and the Self-Regulatory Guidance No. 3 for Companies Listed on the ChiNext Market of Shenzhen Stock Exchange—Preparation of Sustainability Report (2026 Revised Version).												
Sources of Information	The information disclosed in this report is derived from the formal internal documents, statistical reports, and annual reports of EverProX. The data sources in this report are primarily based on the actual operational databases of EverProX, public materials released by government departments, annual financial data, relevant internal statistical statements, third-party questionnaire surveys, as well as customer and third-party evaluations and interviews.												
Preparation Principles	The preparation of this report follows the three principles of materiality, balance, and quantifiability, which are detailed as follows: Materiality: During the preparation process, we have identified key stakeholders and their concerned ESG topics, and made targeted disclosures in this report based on the relative importance of these topics. Balance: This report follows the principle of balance to objectively present the ESG performance and management status of the Company. Quantifiability: The coverage scope and calculation methods of the data involved in the report have been marked within the report.												
Confirmation and Approval	This report was reviewed and approved by the Board of Directors on March 27, 2026.												
Access to the Report	This report is provided in an electronic version for your reading. You can log onto the website of the Shenzhen Stock Exchange (https://www.szse.cn/index/index.html) to access it.												
Contact Us	We attach great importance to the opinions of stakeholders and welcome readers to contact us through the following contact methods. Your opinions will assist us in further improving this report, so as to enhance the overall performance of the Company in environmental, social, and governance management. Address: No. 306 Yatai Road, Nanhu District, Jiaxing City, Zhejiang Province, China Tel: 0573-82585880 Email: stock@everprox.com												

EverproX

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Message from the Management



Tom Tang, CEO of EverProX Technologies Company Limited

Reflecting on the past year, we moved forward with focus and resolve.

In 2025, AI computing and high-speed interconnection advanced at an unprecedented pace. Continuous innovation and closer collaboration across the global value chain fueled industry breakthroughs, while the transition to green and low-carbon development gained further momentum. During this year, as an outstanding enterprise in the optical communication industry, EverProX brought together the YOFC gene, the spirit of EverPro, and the Broadex platform. With our renaming and renewal as a starting point, we achieved a pivotal milestone in our strategic transformation. Facing the wave of global technological transformation, we leveraged coordinated capacity across our domestic and international production bases to solidify the foundation for our vision of becoming a global leader in optical and electrical interconnect solutions.

Strengthening Governance to Safeguard Steady Operations.

We continuously optimized our governance structure, adhered to integrating compliance principles throughout the entire business process. By strengthening our risk management system, we have implemented end-to-end oversight of compliance risks across both domestic and overseas facilities. We strictly uphold zero tolerance for commercial bribery and unfair competition, embedding integrity standards throughout corporate governance and supplier onboarding processes. Meanwhile, the Company has established a comprehensive ESG governance structure and stakeholder communication mechanism, maintaining open communication channels and proactively addressing stakeholder concerns.

Advancing Green Development to Co-build a Zero-carbon Earth.

We remain committed to continuous investment in green technological innovation in the optical communication field, strengthening environmental management, reducing the emissions of wastewater, exhaust gas, and waste to minimize our environmental impact to the greatest extent possible. At the same time, we always integrated environmental

responsibilities into product R&D and technological innovation, and committed to helping customers achieve green operations through energy-efficient, high-performance, and reliable solutions, driving the industry towards a more sustainable future. In 2025, our independently developed carbon-silicon symbiosis technology and green innovation cases were impressively showcased at industry exhibitions such as ECOC and COMNEXT. We also developed a new Athermal AWG product that reduces carbon emissions during the use phase to zero, earning the ZTE's "2025 Outstanding Green Innovation Case Award".

Forging Ahead Together to Write a New Chapter of Win-win Cooperation.

We remain customer focus, continuously improving our product quality and service excellence, and breaking barriers with "zero-error" and "fully compatible" data center products. Through active industry-academia-research collaboration with Huazhong University of Science and Technology, we have advanced the integration of research and industrial application. The Company consistently prioritizes employee development, safeguard fundamental employee rights as well as occupational health and safety, strengthens training programs, and fosters a supportive workplace culture. We actively contribute to society, share the benefits of development, and combine technological advancement with humanistic values to give back to the community and connect the future.

Looking Ahead to a Future of Enduring Progress.

EverProX will continue to uphold compliant governance, advance green development principles, and fulfill our social responsibilities. We are committed to providing a platform for employee growth and development, and to working hand in hand with suppliers, customers, partners, and other stakeholders to build a win-win industry ecosystem. Through the mutual advancement of technology and humanity, we will achieve the healthy and sustainable corporate development, and remain dedicated to building an enduring, long-standing "EverProX".

About EverProX

Company Profile

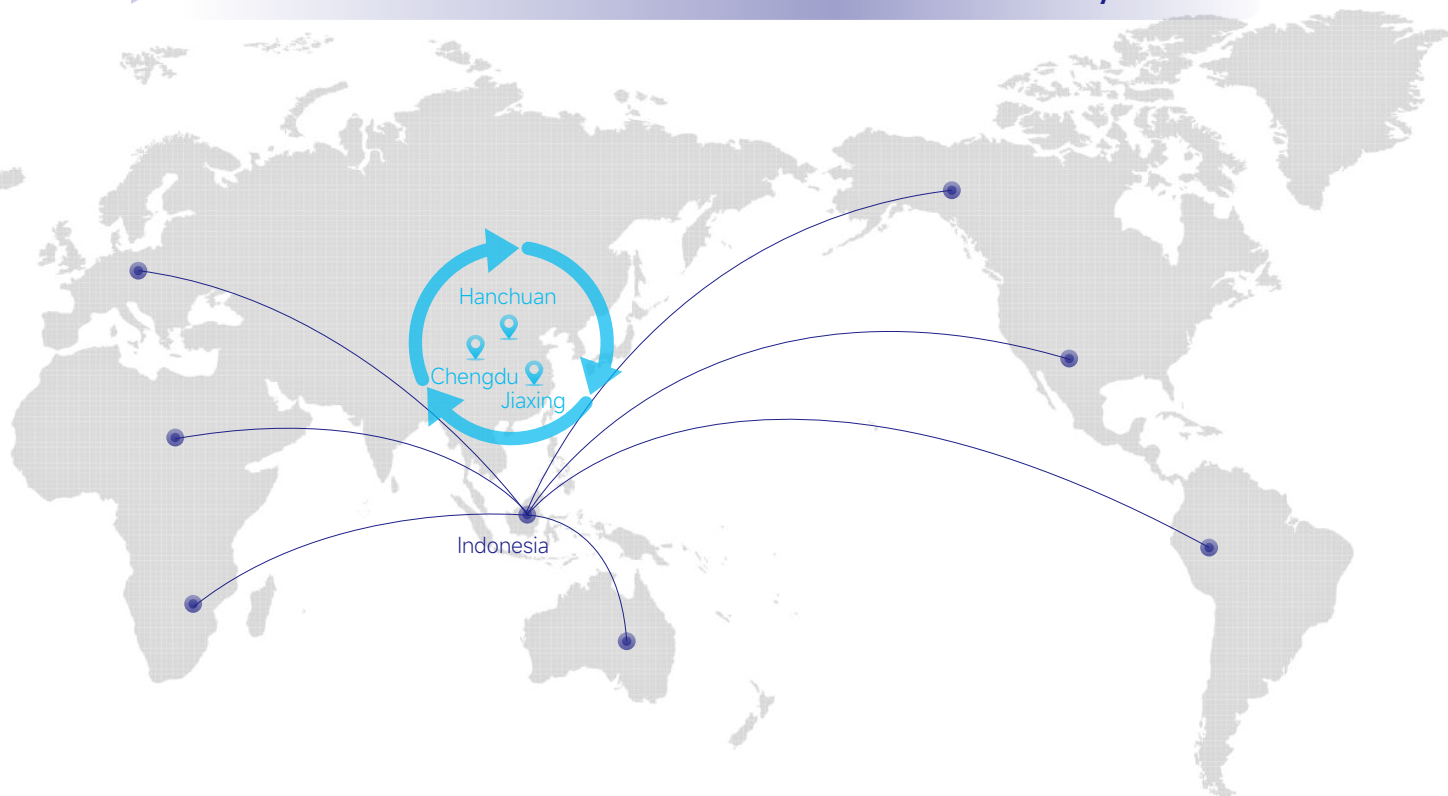
EverProX Technologies Company Limited (Stock Code: 300548.SZ) is committed to becoming a comprehensive optical-electrical interconnection solution provider. Our business covers related products and solutions such as optical-electrical chips, optoelectronic modules, integrated optoelectronic devices, optical transceivers, active optical cables (AOC), copper cables (DAC/ACC/AEC), and structured cabling. We have deployed four major production bases in Chengdu, Jiaxing, Hanchuan, and Indonesia overseas, ensuring efficient delivery to customers through our globalized production bases.

The Company's main products target the fields of telecommunications and data communications, as well as consumer and industrial interconnections. Products applied in the telecommunications market include PLC optical splitters and passive optical network (PON) optical transceiver modules, along with DWDM, AWG, and VMUX used for backbone networks and metropolitan area networks. Among them, our PLC optical splitters, dense wavelength division multiplexing (DWDM) devices, and 10G PON optical modules hold a leading global market share. Products applied in data communications include optical transceiver modules, active optical cables (AOC), and copper cable products (DAC/ACC/AEC), with transmission rates covering 10G to 800G. We are a core supplier to hyperscale cloud service providers in North America, and the Company's domestic market share of passive optical interconnection products for data centers ranks at the forefront of the industry. Products applied in consumer, industrial, and medical interconnections, we provide high-speed active optical cables, as well as chips and module components widely used in various active optical cables and processor interfaces. Among these, the global shipment volume of our consumer AOCs and the global market share of our low-power optical-electrical transceiver chips both rank at the forefront of the industry.

The Company has passed system audits including ISO 9001, ISO 14001, ISO 45001, IECQ QC080000, and ISO 13485, and has obtained international professional certifications such as CB, CE, TUV, UL, FDA, and FCC, ensuring the high standards and compliance of our products and services.



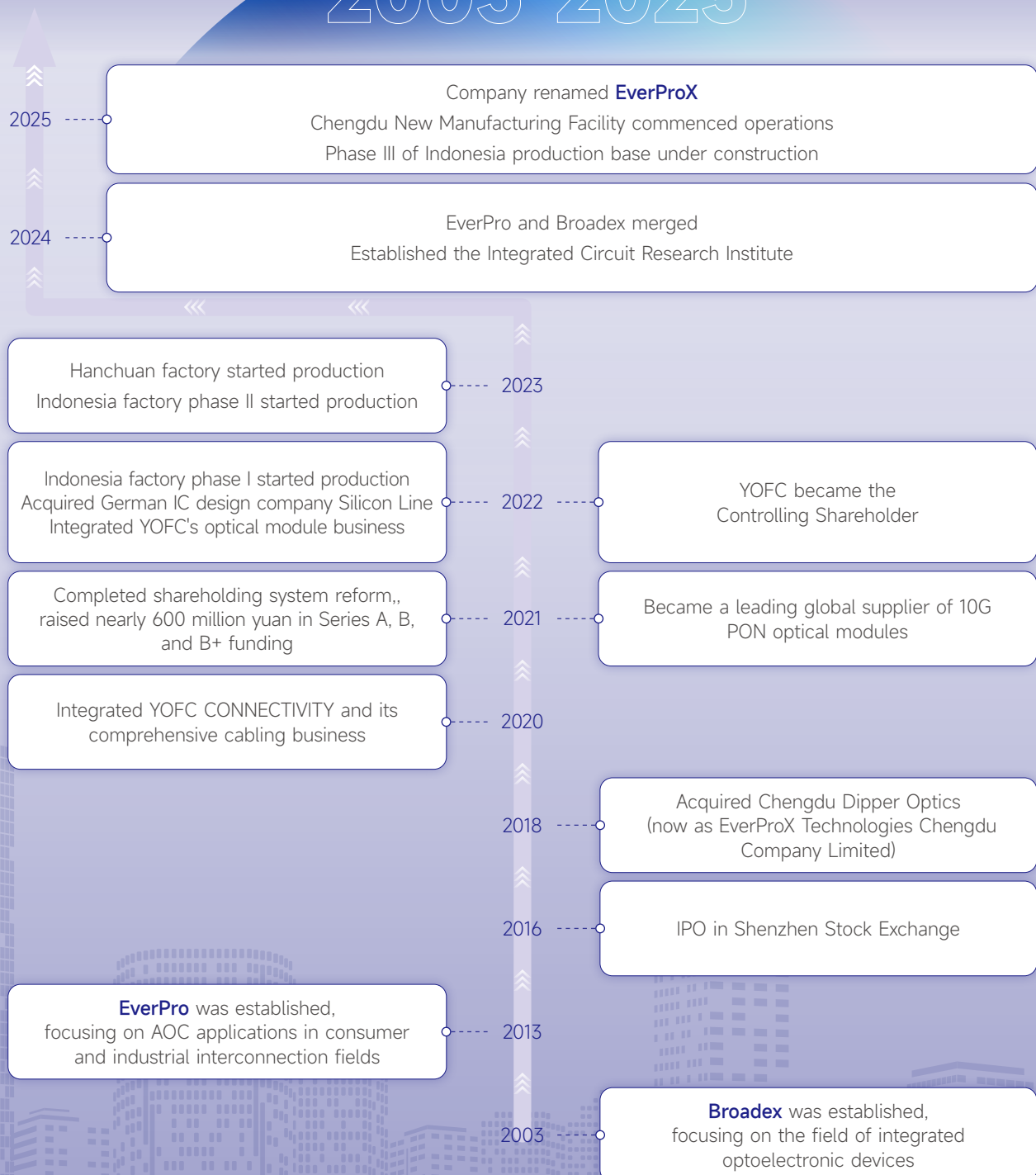
Globalized Production Bases Ensure Efficient Delivery



Development History

With 22 years of continuous dedication and relentless innovation, EverProX has always regarded technological innovation as the foundation of development. Through technology introduction, digestion, absorption, and independent re-innovation, we have continuously mastered the core technologies of high-speed optical transmission. We have achieved a perfect transformation from an industry technology follower to an innovation leader in the field of optical-electrical connections, driving the overall technological progress and industrial upgrading of the industry through core technological breakthroughs.

2003-2025



Marketing Network and Industrial Layout

The Company has established a globally integrated marketing network and industrial layout. We have five R&D centers, including four domestic R&D centers and one overseas R&D center, as well as four production bases, including three domestic production bases and one overseas production base. Our business covers 16 countries and regions, with employees located worldwide.



Enterprise Culture

Mission

Innovate Optical-electrical
Technology, Connect Better Life.

Vision

To be the leader in high-speed
optical-electrical connections.

Core Values

Customer Focus, Responsibility,
Integrity, Innovation, Win-win
Cooperation.

Enterprise Culture

Satisfy customer demands
through creation.
Seeking company development
through innovation.
Realize the value of life through
entrepreneurship.

Work Ethics

Details determine success or
failure, and communication
generates efficiency.

Quality Guidelines

Innovation and pragmatism,
customer satisfaction.
Continuous improvement,
pursuit of excellence.

Industry Leadership

EverProX actively participates in various industry exchange activities to showcase Company's latest products and service solutions. The Company collaborates with industry partners to jointly explore integrated innovation and a digital and intelligent future, leading the industry toward a path of sustainable development.

In 2025, EverProX participated in ten industry exchange meetings, including MWC, OFC, Wuhan Optoelectronics Expo, CFCF, the 2025 China Unicom Partner Conference, COMNEXT, CIOE, ECOC, China Mobile Global Partner Conference, and 5G+Industrial Internet Conference.



EverProX participated in the 2025 COMNEXT

EverProX participated in the 26th China International Optoelectronic Exhibition (CIOE)



EverProX participated in the 2025 China Unicom Partner Conference

EverProX participated in the 50th Optical Fiber Communication Conference and Exhibition (OFC)



Annual Sustainability Honors



Selected as one of "The winner of the Top 10 competitiveness enterprises in the optical components and auxiliary equipment field of China in 2025(19th)"



Received the Data Management Capability Maturity Level Certificate



Maintained the High and New Technology Enterprise Certificate



Won the iCONEC Brand - Most Influential Brand in China's Intelligent Building Industry



Won the iCONEC Brand - 2025 Fintech Innovation Case Award



Won the iCONEC Brand - Top 10 Ingenuity Product Brands of Generic Cabling System in China's Intelligent Building Industry



Won the iCONEC Brand - Asia Data Center User Satisfaction Brand Award



Won the iCONEC Brand - China IDC Industry Innovation Technology Product Award



Won the 2025 Leading Enterprise in the Microelectronics Industry (Jiaxing Nanhu High-tech Industrial Park)



Won the iCONEC Brand - Jiangxi Building Electrical Annual Meeting - Gold Sponsor



Won the Infostone Awards-Excellent Quality Award



Won ZTE's "2025 Outstanding Green Innovation Case Award"

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Social:
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Won the 18th Annual China Data Center
and Cabling Brand winning List 2025
CHINA CABLING TOP 10



Won the iCONEC Brand -
Recommended Brand Award in China's
Data Center and Generic Cabling
Industry



Achieved B Rating in CDP Score



Won the FIBBR Brand - Residential
Systems Picks Awards 2025



Sustainability Performance Highlights

Governance



Establishment of a **2025-2027 compliance implementation roadmap** in alignment with ISO 37301 and applicable laws and regulations



ISO 37001 Anti-Bribery Management System certification obtained

Environment

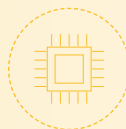


Organization-level **greenhouse gas verification** conducted, with systematic consolidation of carbon emissions data



Carbon footprint verification and certification obtained for optical fiber active connectors and other products of EverPro Wuhan; newly developed Athermal AWG products reduce **use-phase power consumption to zero** through passive design

Social



229 valid authorized patents in China (including **111** invention patents)



31 authorized overseas patents



Integrity Commitment Letters signed by senior management and incorporated into **KPI evaluations**



Zero lawsuits related to fraud or corruption during the reporting period



Anonymous whistleblowing platform established; and **annual conflict of interest declarations** completed for all employees



122 employees completed online integrity courses through the "EverProX Academy" in 2025



ISO 14001 Environmental Management System and **ISO 50001 Energy Management System** certifications obtained or maintained



22,876 online meetings held throughout the year, with total employee participation time of **40,977** hours, significantly reducing travel-related carbon footprint



Jiaxing Production Base recognized on the **2025 Jiaxing Green Factory List**



Mandatory signing of **Supplier Labor, Ethics, Health and Safety Commitment Letter** and **Anti-Commercial Bribery Commitment Letter** during supplier introduction stage



23,753 total employee training hours completed during the year, with **98.75%** of full-time employees trained



98.86% company-wide product inspection pass rate during the reporting period



Local Employment Rate at PT EverPro Indonesia Technologies Exceeded **80%**

Governance

Steady Operations to Co-create a "Core" Future

EverProX consistently upholds compliance-driven operations as a core principle, strictly complies with applicable laws, regulations, and administrative rules, aligns governance practices with high-standard corporate governance requirements, continuously optimizes governance structure, enhances internal control and compliance management, and strengthens risk prevention and control mechanisms to support the Company's continuous improvement and pursuit of excellence. Meanwhile, relying on the Double Materiality (Impact Materiality & Financial Materiality) analysis and a regular stakeholder communication mechanism, the Company continuously deepens the ESG governance system, and is committed to promoting high-quality development and long-term sustainable business value through a steady and transparent governance structure.

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United Nations Sustainable Development Goals(SDGs)



Optimizing Corporate Governance

EverProX always adheres to the core philosophy of compliant operations, strictly follows laws, regulations, and administrative rules, benchmarks against high-standard corporate governance requirements, continuously optimizes the governance structure, enhances internal control and compliance management, and strengthens risk prevention and control safeguards to help the Company continuously improve and pursue excellence. We regulate our business behaviors with rule-of-law thinking, aiming to promote high-quality development and create long-term and sustainable commercial value for shareholders through a steady and efficient governance system.

Improving the Governance Structure



In 2025,

10

the Company held Board of Directors meetings both in person and virtually; the contents of the meeting proposals were published on the Shenzhen Stock Exchange in the form of Board resolution announcements.

EverProX strictly complies with the requirements of the Company Law of the People's Republic of China, the Securities Law of the People's Republic of China, the Code of Corporate Governance for Listed Companies, and relevant laws and regulations. Referring to the ISO 37301 international compliance management system standard, we continuously improve the corporate governance structure and establish a sound internal management and control system. We have built a governance structure centered on the Shareholders' Meeting, the Board of Directors, and Senior Management to ensure clear, standardized, and efficient rights and responsibilities in corporate governance.

Shareholders' Meeting

- The Shareholders' Meeting is the highest organ of authority of the Company.
- The Company convenes the Shareholders' Meeting in accordance with requirements, strictly standardizing the convening, holding, and voting procedures to ensure the legitimate rights and interests of all shareholders, especially small and medium-sized investors.

Board of Directors

- The Board of Directors consists of nine directors (including three independent directors) and is responsible for making decisions on important strategic matters of the Company.
- The Board of Directors has four specialized committees: the Audit Committee, the Nomination Committee, the Remuneration and Appraisal Committee, and the Strategy Committee. These committees are responsible for professional oversight, preliminary review, risk prevention, and decision-making quality enhancement, assisting the Board in exercising its powers more scientifically, efficiently, and in compliance with regulations.

Senior Management

- Senior Management is responsible for the daily operations of the Company and the implementation and maintenance of the compliance management system.
- The senior management personnel of the Company strictly perform their duties and actively implement the various resolutions of the Shareholders' Meeting and the Board of Directors of the Company.

Strengthening Compliance Construction

EverProX strictly complies with the provisions of laws and regulations such as the Company Law, the Securities Law, the Code of Corporate Governance for Listed Companies, the ISO 37301 standard, and the Compliance Management Guidelines for Overseas Operations of Enterprises. We established the implementation roadmap of the compliance management system for 2025-2027. Through continuously improving the compliance governance structure of the Company and establishing and perfecting internal management and control systems, we ensure clear rights and responsibilities and highly efficient operations. In 2025, the total number of major compliance violations of the Company was zero.

Compliance Responsibilities of the Three-Tier Compliance Management Structure



Decision-Making Level (Audit Committee)

- Confirm the compliance management strategy and clarify compliance management objectives.
- Establish and improve the corporate compliance management system, and approve compliance management policies, procedures, and major compliance risk management plans.
- Listen to compliance management work reports, and guide, supervise, and evaluate compliance management work.



Senior Management Level (Compliance Officer)

- Implement the various requirements of the decision-making level for compliance management work, and take full responsibility for the compliance management work of the Company.
- Coordinate the relationship between compliance management and various business operations of the Company, supervise the execution of compliance management, and promptly resolve major issues arising during compliance management.
- Lead the compliance management department, strengthen the construction of the compliance management team, ensure effective personnel selection and training, and supervise the compliance management department to carry out work earnestly and effectively.



Execution Level (Compliance Management Department)

- Track the latest developments in laws, regulations, regulatory requirements, and international rules in our country and the countries (regions) involved in our business, and provide compliance advice in a timely manner.
- Formulate corporate compliance management systems and annual plans, and promote their implementation.
- Review and evaluate the compliance of the rules, regulations, and business processes of the Company, and organize and coordinate various business departments to sort out and revise them.
- Organize or assist in conducting compliance training, and provide compliance consultation to employees.
- Identify and assess the compliance risks of overseas operations and third parties (such as suppliers and agents), and provide compliance reviews and testing for new business development.
- Implement compliance risk assessment testing, identify defects in systems and processes, propose rectification opinions, and supervise their implementation.
- Formulate investigation plans based on compliance reporting information and carry out investigation work.
- Promote the integration of compliance responsibilities into job responsibilities and performance management, and establish and monitor compliance performance indicators.
- Establish compliance reports and record ledgers, and formulate compliance data management processes.
- Maintain daily contact with domestic and overseas regulatory agencies, and track and evaluate the implementation of regulatory opinions and requirements.

Strengthening Risk Management

EverProX has formulated risk internal control systems such as the Customer Credit Management Procedures, the Emergency Response Plan for Environmental Emergencies, the Company Safety Management System, the Risk and Opportunity Management Procedures, and the Employee Code of Business Conduct, integrating risk management into our core management and business operations to build an effectively operating internal control system.

With the joint collaboration of the Legal Department and the Internal Audit Department, the Company formulates compliance management measures for specific entities or risk areas to standardize the identification and assessment of risks such as safety, environment, customer and occupational health, market fluctuations, technological iterations, and data security. The Company also promptly adjusts response measures to ensure the stable and compliant production and operation activities of the Company.



Three Major Elements of Compliance Risk Management



Compliance Risk
Identification



Compliance Risk
Assessment



Compliance Risk
Response

Adhering to Business Ethics

EverProX always adheres to business ethics and has formulated the Integrity and Cleanliness Management System. We maintain a "zero-tolerance" attitude towards corruption and bribery, and resolutely eliminate any form of improper business practices. Meanwhile, we continuously improve our anti-bribery, anti-corruption, and whistleblowing handling mechanisms, and actively carry out employee awareness training. We are committed to continuously deepening the construction of a culture of integrity, creating a clean and upright operating environment, and effectively building a solid defense line for business ethics.

Governance

Board of Directors & Decision-Making Level	
Body	Audit Committee
Personnel Composition	The committee consists of two independent directors and one non-independent director.
Terms of Reference, Tasks and Objectives	Responsible for confirming compliance strategies and objectives; establishing and improving the management system of the Company, and approving policies and major risk plans; listening to reports, and guiding, supervising, and evaluating compliance work.
Management Level	
Personnel Composition	General Manager and Management Representative
Terms of Reference, Tasks and Objectives	The General Manager fully leads the planning, decision-making, and continuous improvement of the anti-bribery system. The Management Representative assists in conducting reviews, and is responsible for system operation monitoring, internal and external communication, and promotion to ensure the effective implementation of various requirements.
Execution Level	
Composition	Composed of other functional departments and subsidiaries
Body	Other functional departments and subsidiaries
Terms of Reference, Tasks and Objectives	By clarifying the specific responsibilities of the management and various functional departments in business ethics management, we establish a multi-level collaborative supervision mechanism, thereby effectively promoting the strict implementation of anti-commercial bribery and anti-corruption policies in our daily business activities.

By establishing a compliance management structure, EverProX continuously updates and improves our internal control system. We form a risk internal control management system comprising the Audit Committee and the internal audit department to supervise and evaluate internal control, effectively preventing risks in operation and management and promoting the realization of internal control objectives.

EverProX practices the core values of "Customer Focus, Responsibility, Integrity, Innovation, Win-win Cooperation", and incorporates business ethics and integrity compliance into corporate governance. The Company has formulated systems such as the Integrity and Cleanliness Management System and the Anti-Bribery Management Manual to clarify the requirements against unfair competition, commercial bribery, and corruption. We embed these requirements into our governance and internal control framework, and have established a leading group for integrity risk prevention and control management, which is responsible for directing and supervising integrity work.

Strategy

EverProX regards anti-unfair competition, anti-commercial bribery, and anti-corruption as important governance topics to safeguard the compliant operations and long-term value creation of the Company. In accordance with the Anti-Unfair Competition Law of the People's Republic of China, ISO 37001 Anti-bribery management systems Requirements with guidance for use, and other regulations, as well as the demands of stakeholders, we integrate business ethics and integrity compliance requirements into business decision-making. We establish the anti-bribery compliance system framework of the Company, build a good image of the Company and our workforce, encourage all employees to work with integrity and self-discipline, and prevent business ethics risks.

Risk	Description	Impact Timeline	Mitigation Measures
Supply Chain Cross-Regional Compliance Control Risk	Suppliers are widely distributed with significant differences. If we lack regionally differentiated strategies, this can easily lead to oversight of bribery and trigger compliance crises.	Short-Medium Term	Formulate regionally differentiated compliance strategies; mandate the signing of the Anti-Bribery Commitment Letter during the supplier admission stage; establish a supplier blacklist system.
Key Account Reliance and Benefit Transfer Risk	If business personnel violate ISO 37001 regulations when maintaining relationships with key accounts, the Company will be removed from the "clean supplier" list by customers, causing market losses.	Long Term	Establish customer integrity profiles; strictly implement the detailed rules for business entertainment expense management; cooperate with customer compliance audits and accept supervision.
Regulatory Compliance and Policy Rating Risk	In the High and New Technology Enterprise accreditation processes in provinces such as Sichuan and Guangdong, the weighting assigned to compliance has been increased to 20%. If the Company violates the Anti-Unfair Competition Law, the Company will face legal sanctions, which will affect our acquisition of policy subsidies.	Medium-Long Term	Build a compliance system covering local regulations to strive for policy dividends.
Employee Behavior Risk	A lack of effective training and guidance may lead to employee violations and trigger legal sanctions. Consequently, the Company may be placed on the integrity blacklist by core customers, causing market and reputation losses, and further triggering legal risks. This may also affect our ISO 37001 certification.	Short Term	Compile anti-bribery guideline system documents; conduct special training for high-risk positions (such as sales and procurement); establish a compliance incentive mechanism.
Opportunity	Description	Impact Timeline	Response Measures
Market Access Opportunity	Key accounts require partners to possess anti-bribery capabilities. By passing the ISO 37001 certification, we can form a competitive advantage and secure orders from top customers.	Short-Medium Term	Accelerate the promotion of ISO 37001 certification; conduct training jointly with customers to deepen strategic mutual trust.
Supply Chain Ecosystem Optimization Opportunity	By implementing strict compliance screening and blacklist systems, we force the supply chain to shift from being "relationship-oriented" to "capability-oriented", thereby reducing hidden costs and improving logistics response and collaborative efficiency.	Medium-Long Term	Formulate admission and scoring standards; utilize compliance screening to optimize our supplier database; implement anti-bribery requirements to co-build a clean supply chain.
Capital Value and Financing Convenience Opportunity	By establishing a sound ISO 37001 system and regularly disclosing our achievements, we send a signal of "standardized governance and controllable risks" to meet investor expectations, stabilize stock prices, and enhance our financing capabilities.	Long Term	Regularly report our achievements and make special disclosures in the annual report; introduce the compliance system during investor research to enhance investor confidence; ensure the compliance system passes third-party annual audits.
Professionalism Enhancement Opportunity	Our ISO 37001 training provides "professional protection" and "capability upgrades" for key positions such as sales and procurement, clarifying business boundaries.	Short-Medium Term	Formulate special training plans; establish a compliance incentive mechanism.

Note: Impact Timeline — Short Term: within 1 year; Medium Term: 1-5 years; Long Term: over 5 years.

Impact, Risk and Opportunity Management

EverProX strictly complies with national laws and regulations such as the Criminal Law of the People's Republic of China and the Anti-Unfair Competition Law of the People's Republic of China. In accordance with ISO 37001 Anti-bribery management systems — Requirements with guidance for use, and in light of the Company's actual operations, we have implemented strict control measures in anti-commercial bribery and anti-corruption, established a sound integrity management system, and created a culture of integrity.

Integrity Management System

We have built a comprehensive anti-bribery management system, deeply integrating integrity requirements into corporate governance and business processes. We established a leading group for integrity risk prevention and control management, which is responsible for directing and supervising integrity work, and conducting regular inspections of the integrity work of various functional departments and units. We have established an anonymous anti-bribery whistleblowing platform to encourage all employees to work with integrity and self-discipline. Meanwhile, the Company has formulated relevant systems such as the Anti-Bribery Procedure Document, the Anti-Bribery Management Manual, and the Integrity and Cleanliness Management System to ensure the effective implementation of various anti-bribery tasks.

Regarding corruption and bribery, we clearly adhere to the "Six Don'ts and One Observe" integrity practice principle, and formulate and publish the anti-bribery policy of the Company. The top management signed integrity commitment letters and incorporated them into KPI assessments, adopting a zero-tolerance approach to bribery within the organization. We conduct anti-bribery training to enhance employees' anti-corruption awareness. In 2025, no litigation cases caused by fraud or corruption occurred within the Company.

In accordance with the Management Regulations on the Declaration and Retrieval of Employee Conflicts of Interest, all employees of the Company fill out the conflict of interest declaration questionnaire on the information platform designated for annual declaration in September every year. We then investigate, retrieve, and verify the declared contents in December of the corresponding year.

EverProX's "Six Don'ts and One Observe" Principles

No improper affiliations, no bribery, no passing off substandard goods, no cutting corners, no falsification, and no commercial fraud. Observe promises.

Anti-Bribery Policy

Led by management and practiced by all employees;
Strictly comply with laws and regulations to build a foundation of integrity;
Zero tolerance for bribery with full-chain control;
Continuously improve to jointly protect the ecosystem of integrity.

EverProX's ISO 37001 Anti-Bribery Management Systems
Requirements with Guidance for Use Certificate



Integrity Culture Construction

EverProX attaches great importance to the construction of a corporate integrity culture and requires all employees to safeguard the interests of the Company, perform their duties with integrity, and remain loyal to their responsibilities.

We hold an "Integrity Culture Month" annually and provide employees with training, advice, and guidance regarding the anti-bribery management system and related anti-bribery issues to strengthen their awareness of integrity. This culture, characterized by "integrity" as its core, not only standardizes the professional behavior of our employees but also conveys to external stakeholders the firm determination of the Company to uphold business ethics and eliminate fraud and non-compliance.

In 2025,

the Company conducted internal training and uploaded the courses to the EverProX Academy, where

122 employees completed the online learning.



The Company carried out training on legal knowledge and risk prevention and control for sales and purchase contracts



The Company carried out training on the execution and implementation of the Contract Management System

Anti-Unfair Competition

EverProX attaches great importance to fair competition, strictly complies with the laws and regulations of the locations where we operate globally, and is committed to creating a fair, transparent, and honest business ecosystem. We continuously enhance employees' awareness of fair competition and strictly prohibit any employee from using illegal means to obtain competitors' trade secrets or other confidential information. Acts such as illegal intrusion, eavesdropping, bribery, and theft are strictly forbidden. When conducting due diligence on customers, we focus on verifying whether there are records of unfair competition, breach of contract, or complaints. Furthermore, we have formulated the EverProX Brand Management Specifications to standardize the release of relevant promotional information and avoid publishing false or misleading advertisements. In 2025, no litigation cases due to unfair competition or monopoly occurred within the Company.

Metrics and Targets

EverProX is well aware that targets are the precursors to action. Therefore, we have established hierarchical anti-bribery targets for anti-commercial bribery and anti-corruption to effectively guarantee the implementation of anti-unfair competition, anti-bribery, and anti-corruption practices, and to promote the sustainable development of the Company.

In 2025, all members of the Board of Directors participated in compliance training, achieving a 100% participation rate and setting a strong tone at the top. Meanwhile, employees across subsidiaries and business units were widely engaged in anti-corruption training to further strengthen organization-wide compliance awareness and professional ethics.

In 2025,

the number of Participants in Anti-Corruption Training
Directors Employees

9 Persons

720 Persons



Total Anti-Bribery Goals of the Company

In 2025, the number of corruption litigation cases involving the Company was zero. 0	Item	Target	Statistical Cycle	Statistical Method
	Number of Bribery Incidents	≤ 1 time	Monthly	Verified through complaint registration forms
	Effective Disposal Rate of Bribery Incidents	≥ 98%	Monthly	Number of effective disposals/Total number of bribery incidents*100%

Strengthening ESG Management

EverProX firmly believes that practicing ESG management is the core driving force for promoting the high-quality development of the Company. We deeply integrate the concept of sustainable development into the core content of our business management and continuously improve our ESG governance structure and mechanism. Through conducting double materiality assessments, we accurately identify and actively respond to the demands and concerns of stakeholders. We strive to effectively balance environmental and social responsibilities while pursuing economic growth, achieving the synergy between corporate value and sustainable development.

ESG Governance Structure

This section outlines the governance framework that ensures ESG principles are embedded throughout EverProX.



Board of Directors

Serves as the highest responsible and decision-making body of the ESG management system.



Strategy Committee

Responsible for reviewing risks and materiality related to ESG matters of the Company and auditing the annual sustainability (ESG) report; assumes full responsibility for the Company's ESG strategic planning, targets, information disclosure, and major matters.



ESG Working Group

Led by the Internal Audit Department and composed of heads of relevant functional departments and subsidiaries. Responsible for formulating the ESG strategy of the Company; approving and supervising ESG policies, systems, targets, and work plans; organizing the preparation of the annual sustainability report; and supporting various organizations in implementing actions aimed at achieving sustainability goals.



ESG Execution Group

Composed of ESG executors from various functional departments. Responsible for coordinating internal and external resources to promote the planning and implementation of ESG matters; formulating ESG systems and targets; and reporting work progress to the ESG Working Group regularly.

EverProX ESG Governance Structure



Stakeholder Communication

EverProX attaches great importance to communication and exchange with all stakeholders, viewing them as the important cornerstone for promoting the implementation of the sustainable development strategy of the Company. Based on our business characteristics and operational reality, we have identified key stakeholders including government and regulatory agencies, shareholders and investors, employees, customers, suppliers and partners, as well as communities and the public.

The Company has established a diversified communication mechanism that combines regular and specialized approaches. Through various online and offline channels, we regularly communicate the strategic planning, operating results, and ESG performance of the Company to stakeholders. We actively listen to and analyze their demands and expectations, transforming them into a driving force for improving the governance level and sustainable development capabilities of the Company.

Stakeholder	Topics of Concern	Communication Methods
 Government and Regulatory Agencies	- Compliance Management and Business Ethics - Technological Innovation - Energy Management - Product Responsibility	- Policy consultation - Work reporting - On-site inspections - Information disclosure - Meetings and exchanges with government agencies
 Shareholders and Investors	- Corporate Governance - Product Responsibility - Compliance Management and Business Ethics - Climate Change Mitigation	- Annual / Extraordinary General Meeting of Shareholders - Investor meetings - Results Briefing - Press releases and announcements - Investor hotline
 Employees	- Diversity, Equity, and Inclusion (DEI) - Health and Safety - Employee Training and Development	- Employee interviews - Internal publications - Employee hotline - Employee satisfaction surveys
 Suppliers	- Sustainable Supply Chain - Compliance Management and Business Ethics	- On-site audits - Supplier questionnaires - Supplier training - Telephone interviews
 Customers	- Data Security and Privacy Protection - Product Responsibility	- Customer satisfaction surveys - Customer service platform/hotline - Company website and social media interaction
 Media and NGOs	- Product Responsibility - Technological Innovation - Employee Care - Social Welfare	- Social media - Press conferences and releases - Seminars - Industry forums - Academic and technical exchange activities
 Community	- Pollution Prevention - Low-Carbon Emission Reduction - Social Welfare - Water Resource Management	- Press releases and announcements - Community public welfare activities - Volunteer activities - Complaint hotline

Double Materiality Analysis

In accordance with the requirements of the Self-Regulatory Guidelines No. 3 for Listed Companies on the ChiNext Board of the Shenzhen Stock Exchange — Preparation of Sustainability Reports, EverProX builds an ESG material topic database and establishes a scientific double materiality analysis process for ESG topics. We base this on the demands of stakeholders, the sustainable development strategy, and the actual operational situation of the Company, fully integrating domestic and international industry trends. Through questionnaire surveys, we conduct the “double materiality analysis” of ESG topics. Starting from the two dimensions of “financial materiality” and “impact materiality”, we identified, evaluated, and screened the key ESG topics for the year 2025.

Meanwhile, we evaluate the degree of impact of these topics on the Company and external stakeholders from multiple dimensions such as economy, governance, society, and environment. Based on financial data and professional analysis, we determine the potential impact of each topic on the financial condition of the Company.

Materiality Topic Assessment Process

Topic Identification

We actively listen to the analysis and suggestions of the management of the Company and internal and external experts. We regularly identify and analyze the demands of various stakeholders through multiple methods, such as sorting out regulatory and capital market indicators and conducting domestic and international peer benchmarking research, to identify ESG topics that are important to the Company and stakeholders in the current business environment, thereby forming an ESG topic database.

Impact Materiality Determination

Through methods such as questionnaire surveys and case studies, we conduct comprehensive quantitative and qualitative assessments of the identified ESG topics, focusing on investigating their impact on non-financial factors such as brand image, market reputation, and regulatory compliance.

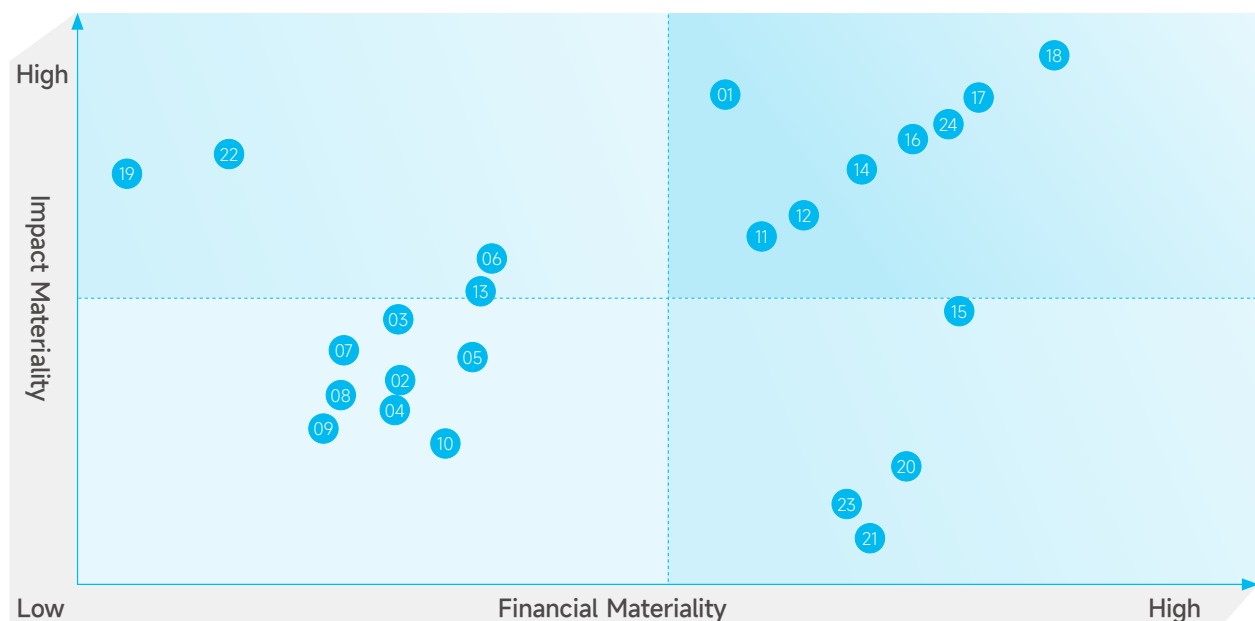
The Company systematically identifies and screens out 24 ESG topics that have a material impact on the Company and stakeholders by conducting stakeholder questionnaire surveys and industry benchmarking analysis. Based on the quantitative evaluation results of impact materiality and financial materiality, the Company presents the priority distribution of each topic in the form of a matrix, clarifying the priority directions and key areas of the ESG management of the Company.

Financial Materiality Determination

Through questionnaire surveys, we preliminarily analyze the topics that have a significant impact on the finances of the Company. We communicate and discuss deeply with the management of the Company to evaluate and determine the financial materiality of each ESG topic, combining the strategic goals, actual business operations, and external environmental requirements of the Company.

Result Analysis and Practice

Based on the assessment results, we form the 2025 double materiality topic matrix, determine the material topics of this year and their priorities, and carry out targeted disclosure and practical improvements based on the analysis results.



Double Materiality Topic Matrix

01 Climate Change Mitigation	07 Water Resource Utilization	13 Equal Treatment of SMEs	19 ESG Management
02 Pollutant Emissions	08 Circular Economy	14 Product and Service Safety and Quality	20 Corporate Governance
03 Waste Management	09 Rural Revitalization	15 Data Security and Customer Privacy Protection	21 Risk Management
04 Ecosystem and Biodiversity Protection	10 Social Contribution	16 Employee Training and Development	22 Stakeholder Communication
05 Environmental Compliance Management	11 Innovation-Driven Development	17 Protection of Employee Rights and Interests	23 Anti-Unfair Competition
06 Energy Utilization	12 Supply Chain Security	18 Occupational Health and Safety	24 Anti-Commercial Bribery and Anti-Corruption

Environment

Green Leadership, Co-creating the "Core" Ecosystem

EverProX adheres to a green development approach and continuously improves the environmental management system. The Company actively addresses climate change, implements environmental protection management measures, and reduces emissions of air pollutants, wastewater, solid waste, and noise. Through energy management and water resource management, the Company continuously enhances energy utilization efficiency. The Company also optimizes production processes, promotes resource recycling, and advances the development of a circular economy, striving to achieve harmonious coexistence between production and natural ecosystems while pursuing technological innovation.

Enhancing Environmental Management	/ 28
Addressing Climate Change	/ 29
Advancing Environmental Protection	/ 34
Promoting Resource Utilization	/ 36
Practicing Circular Economy	/ 37

Governance:
Steady Operations to
Co-create a "Core" Future

Environment:
**Green Leadership, Co-creating
the "Core" Ecosystem**

Social:
Promoting Industry for the Benefit of
the People and Co-creating a "Core" Life

Future
Outlook

Appendix



United Nations Sustainable Development Goals(SDGs)



Enhancing Environmental Management

EverProX strictly complies with laws and regulations in the locations where we operate globally, such as the Environmental Protection Law of the People's Republic of China and the Environmental Impact Assessment Law of the People's Republic of China. We have formulated systems such as the Environmental Management Operational Control Procedures and the Environmental Factor Identification and Evaluation Control Procedures to standardize environmental management work in various operating locations, continuously improve the construction of the environmental management system, and reduce the impact of production and operational activities on the environment. During the reporting period, EverProX obtained the ISO 14001 Environmental Management System certification.

The Company has formulated the Emergency Contingency Plan for Environmental Incidents in accordance with the Environmental Protection Law of the People's Republic of China, the National Emergency Contingency Plan for Environmental Incidents, and relevant laws and administrative regulations. We have established an emergency leadership group led by the General Manager, divided sudden environmental incidents into four levels, implemented hierarchical response and classified management, and established a sound environmental risk emergency management system.



EverProX ISO 14001 Certificate

Case Strengthening Environmental Risk Prevention and Assisting Ecological Civilization Construction

EverProX Technologies Chengdu Company Limited attaches great importance to environmental management and has established an Environment, Health, and Safety Committee (hereinafter referred to as the "EHS Committee") to build a strict management network.

At the execution level, we have established a dual supervision mechanism of "management inspection + functional department random inspection". The General Manager leads the team to conduct on-site environmental protection inspections every month, and the Safety and Environmental Protection Department conducts irregular random inspections and verifications on the operating status of environmental protection facilities. By regularly holding environmental protection training and emergency drills, we continuously enhance the environmental protection awareness of all employees. In 2025, EverProX Technologies Chengdu Company Limited successfully passed the ISO 14001 Environmental Management System certification.



Principal in Charge Leading Environmental Inspection



ISO 14001 Environmental Management System Certification

Case Practical Emergency Response Drill for Hazardous Chemical Leakage

To improve employees' emergency response capabilities for hazardous chemical leakage incidents, EverPro Hanchuan organized a special emergency drill at the hazardous chemical temporary storage room on December 6, 2025. The drill effectively tested the feasibility of the emergency plan, enabled employees to master standardized response procedures for hazardous chemical leakage, and achieved the expected results.



Wearing protective equipment



Covering with fire sand

Addressing Climate Change

Climate change mitigation is a global consensus and a material topic for corporate sustainable development. Climate change poses systematic risks to the ecological environment, economic operations, and the long-term value of enterprises. The frequent occurrence of extreme weather events and increasingly strict regulatory requirements prompt enterprises to actively identify and manage climate-related risks and opportunities, fulfilling the responsibility of protecting the environment.

EverProX continuously tracks global climate change-related policies and industry development trends. We follow the carbon management procedure, actively carry out the identification of climate risks and opportunities, promote the construction of green factories, explore diversified paths for carbon reduction and decarbonization, and assist in achieving the goals of carbon peak and carbon neutrality.

Governance

EverProX continuously improves the management mechanism for climate change mitigation, clarifying the governance structure of "decision-making level - senior management level - execution level". The Board of Directors of the Company attaches great importance to climate change topics and assumes leadership responsibility for the control of related risks and opportunities. At the specific execution level, we actively promote internal multi-departmental synergy, coordinate and carry out work related to green sustainable development, and integrate climate risk management into daily operations. By strengthening cross-departmental communication and cooperation, we continuously enhance the ability to identify, evaluate, and respond to climate risks, ensuring the effective implementation of climate change mitigation strategies.



Strategy

Referring to the information disclosure framework of the Task Force on Climate-related Financial Disclosures (TCFD) and combining the operational situation of the Company, EverProX actively promotes the identification of climate-related risks and opportunities. We are committed to exploring and formulating response measures adapted to the development stage of the Company through scientific methods.

Meanwhile, the Company attaches great importance to the potential impact that climate change may have on business operations, gradually integrating climate risk considerations into the overall risk management vision of the Company. We are committed to evaluating the significance of related risks to corporate sustainable development from a long-term perspective. By continuously optimizing risk management strategies, we safeguard the steady development of the Company.

	Physical Risks		Transition Risks	
Risk/ Opportunity Type	Acute Risks Extreme weather such as typhoons, floods, and heavy snow	Chronic Risks Sustained high temperatures, droughts, sea-level rise, etc.	Policy and Legal Risks	Technology Risks
Risk/ Opportunity Impact	- Extreme weather affects supplier transportation, resulting in revenue loss for the Company. - Buildings and equipment of factories and office buildings are damaged, causing asset losses and equipment failures; employees are unable to work normally, which affects production stability and business revenue, and generates additional operation and maintenance costs.	- Rising temperatures require the Company to increase the configuration of cooling equipment, leading to higher operating costs. - Employees find it difficult to work outdoors for long periods during high-temperature seasons, which may have an adverse impact on operational efficiency.	- Regulatory agencies issuing strict environmental protection policies may lead to an increase in related litigation or claim events. - National "Carbon Peaking and Carbon Neutrality" policies are becoming stricter, and the Company may face carbon emission quota restrictions or carbon tax costs in the future.	Failure to timely identify and apply low-carbon technologies results in the low-carbon transition of products lagging behind peers in the industry, which adversely affects the financial condition of the enterprise.
Response Measures	- Formulate emergency contingency plans for natural disasters and continuously optimize emergency response mechanisms for natural disasters. - Formulate action plans for factories to cope with heavy rainfall and floods. - Conduct emergency training and drills for employees.	- Plan to implement the variable-frequency transformation of air compressor systems; plan to start the variable-frequency transformation project of chiller systems in 2026. - Establish sound response mechanisms and emergency material reserves, and regularly improve response strategies to ensure production continuity.	- Apply for ISO 14001 environmental management system certification and carry out product carbon footprint verification. - Closely monitor changes in environmental laws, regulations, and policies, and formulate corresponding response measures in a timely manner. - Actively promote energy-saving and emission reduction measures to increase the proportion of clean energy use.	Enhance green product design capabilities through measures such as talent cultivation and retention to further improve the green and low-carbon attributes of products.

Impact, Risk, and Opportunity Management

EverProX actively carries out climate change mitigation actions, formulates physical risk contingency plans, and reduces carbon emissions through measures such as building green factories, researching, developing, and producing green products, and implementing green offices, thereby reducing the impact of climate risks on the business operations of the enterprise.

Transition Risks		Transition Opportunities			
Market Risks	Reputation Risks	Resource Efficiency	Products and Services	Market	Resilience
- Market customers inquire about emission reduction performance, require improved transparency in disclosing emission reduction progress information, and demand product carbon footprint data. - Failure to effectively meet consumer demands for green and low-carbon products.	- Negative feedback from stakeholders due to poor performance in climate change mitigation and sustainability fields. - If carbon emission compliance is not completed on time, the Company will face penalties from competent government departments, which will adversely affect the reputation and operations of the enterprise.	- Apply new technologies and new processes. - Supportive policy incentives.	R&D of green and low-carbon products.	Shift in user preferences expands green market demand.	- Increase in comprehensive energy service supply. - Articipation in renewable energy projects.
- Leverage technological R&D advantages to develop products with lower loss and that use environmentally friendly materials. - Provide carbon footprint data for some products according to customer requirements.	Improve the climate-related information disclosure level of the Company, actively mitigate climate change, enhance the transparency of relevant management, and respond to stakeholder concerns.	- Introduce digital management systems and optimize production scheduling to improve equipment operating efficiency. - Identify and respond to supportive government policies and green projects. - Increase investment in technological R&D for green and low-carbon technologies to continuously provide green and low-carbon products. - Meet customer ESG procurement indicators in the market and set an industry green benchmark. - Promote the development and utilization of renewable energy.			

Preventing Extreme Weather

Each subsidiary formulates corresponding climate risk response measures based on its geographical location and actual business situation.

EverPro Hanchuan focuses on logistics and transportation, and formulates guarantee plans and emergency response measures against extreme weather to ensure business operations and employee safety.

Jiaxing Production Base has established a specialized emergency leadership group, formulated the Company Emergency Contingency Plan for Typhoons and Rainstorms, and set up a dedicated emergency material reserve. We have established a strict preventive inspection mechanism. After a typhoon warning is issued and before landfall, we organize a joint multi-departmental dragnet inspection of the entire factory area, focusing on reinforcing outdoor facilities such as street lights and carports and eliminating hidden dangers. This ensures that risks are resolved before disasters occur, fully safeguarding factory safety and production continuity.

Green Factories

EverProX attaches great importance to the practice of green manufacturing, actively promotes the construction of green factories, and integrates energy conservation and consumption reduction, efficient resource utilization, and environmental management into the production and operation management system. In factory design, equipment management, and production process optimization, various bases continuously focus on improving energy efficiency and reducing environmental impact, and gradually achieve the goals of green factory construction through relevant reviews and certifications. Jiaxing Production Base was included in the second batch of green factories in Jiaxing City for 2025.

Green Products

EverProX always adheres to the concept of the circular economy, focuses on green design and low-carbon manufacturing in product R&D and production, and gradually establishes product life cycle management and carbon footprint management systems. By optimizing production processes, improving energy utilization efficiency, and conducting carbon footprint certification for core products, we promote the reduction of environmental impacts throughout the entire product life cycle, provide customers with greener product solutions, and lay a solid foundation for expanding the coverage of green products in the future.

In 2025, EverPro Wuhan completed carbon footprint verification for products such as optical fiber active connectors and obtained the product carbon footprint certification. In addition, EverProX mandates the use of eco-friendly materials for minimum packaging, avoids over-packaging, and reduces material usage, further enhancing the green competitiveness of our products.



Product Carbon Footprint Certification Certificate
of EverPro Wuhan



AAWG Product Image

EverProX has successfully developed new Athermal Arrayed Waveguide Grating (AAWG) products. By designing precision mechanical structures to clamp the AAWG chips or adding dedicated polymer materials, we ensure that the offset caused by temperature changes to the AAWG chips is compensated by the micro-deformation of the mechanical clamping components or polymer materials. This innovation achieves wavelength stability for the AAWG chips across the entire temperature range without the need for constant temperature control, thereby reducing the operating power consumption of the devices and significantly enhancing the energy-saving and environmental protection benefits of our products.

Green Office

EverProX advocates the concept of a green office and has formulated the Environmental Management Operational Procedures to standardize the quotas for office supplies and daily water and electricity (non-production) consumption. We encourage employees to save paper, advocate the double-sided use of paper, and strictly implement the energy-saving guidelines of "turning off lights when leaving and turning off computers", resolutely eliminating the phenomena of "ever-burning lights" and "ever-flowing water".

Meanwhile, relying on information technology, we deepen green office practices and vigorously promote video conferences and remote collaboration models to replace traditional high-carbon-emission business travel and paper-based communication. While ensuring the efficient circulation of business, we significantly reduce resource consumption during operations.

During the reporting period,

EverProX held a total of **22,876** online meetings throughout the year,

with **77,862** participants and

the total employee participation time of **40,977** hours, effectively reducing our travel carbon footprint.



Metrics and Targets

In terms of greenhouse gas emission reduction, we actively respond to the national strategy of "carbon peaking by 2030 and carbon neutrality by 2060". Based on our actual operations and deep benchmarking against customer demands, we scientifically reduce emissions and solidly advance corporate low-carbon practices.

In 2025, the Company conducted a greenhouse gas inventory covering organizational boundaries and systematically compiled and reviewed carbon emissions data.



Greenhouse Gas Verification Statement of EverPro

In 2025

Total Greenhouse Gas Emissions (Scope 1 and Scope 2 and Scope 3)

400,121.54 tCO₂e

Indirect Greenhouse Gas Emissions (Scope 2)

11,658.35 tCO₂e

Greenhouse Gas Emission (Scope 1 and Scope 2 and Scope 3)

157.99 tCO₂e / million RMB revenue

Direct Greenhouse Gas Emissions (Scope 1)

826.01 tCO₂e

Other Indirect Greenhouse Gas Emissions (Scope 3)

387,637.18 tCO₂e

Advancing Environmental Protection

EverProX strictly complies with national and local laws, regulations, and emission standards, including the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution, the Water Pollution Prevention and Control Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste, and the Regulations on Administration of Pollutant Discharge Permits, as well as all applicable laws and regulations in the regions where it operates. The Company has established and implemented internal management systems such as the Environmental Aspect Identification and Evaluation Control Procedure, the Integrated Management Manual for Quality, Environment, Occupational Health and Safety, and Hazardous Substances Processes, and the Environmental Operation Control Procedure. Through these frameworks, EverProX has developed a comprehensive environmental management system aimed at minimizing the environmental impact of its production and operational activities.

Waste Management

In accordance with relevant laws and regulations in its operating locations, EverProX has formulated and implemented policies and procedures including the Waste Disposal Procedure, the Hazardous Chemicals Management Policy, and the Solid Waste Pollution Prevention Responsibility System. These documents establish a comprehensive management framework covering the entire lifecycle—from chemical admission and usage to final waste disposal. Waste is categorized into general waste (including recyclable and non-recyclable waste) and hazardous waste. The Company standardizes the generation, collection, transfer, and treatment of waste, thereby ensuring full-process compliance in waste management throughout production and operations.

In addition, through new employee onboarding training and annual regular training programs, the Company ensures that employees are proficient in proper waste classification and collection, safe transportation procedures, and emergency response measures for leak incidents. These measures effectively prevent and control potential harm to human health and the environment caused by solid waste.

EverProX has established comprehensive waste treatment measures and further promotes waste reduction and recycling initiatives, as detailed in the table below.

EverProX Waste Disposal Measures	Category	Measures and Disposal Methods
	General Waste	Resource recycling: Resource utilization is carried out by selling after classification.
		Implement reduction measures: For waste paper, the Company stipulates that paper suitable for second-hand use should be reused first, and only the un-reusable parts will be shredded and sold. Paper that can be used as second-hand paper should be reused, and paper that cannot be reused will be shredded and sold.
	Non-recyclable Waste	Compliant and harmless disposal: Implement designated classified dumping, and uniform collection and harmless disposal by local sanitation departments or designated waste disposal units to ensure zero environmental pollution.
	Hazardous Waste	Strict control and closed-loop disposal: Strictly implement the hazardous waste transfer manifest system, and entrust qualified third-party institutions with 100% compliant disposal. Circular economy initiatives: For specific waste such as empty chemical barrels, implement a supplier reverse recycling mechanism, where the original manufacturer will recycle and reuse them, effectively reducing the generation of hazardous waste.

Exhaust Gas Management

The exhaust gas management goals and plans of EverProX strictly comply with national, local, and industry-related laws, regulations, and standards such as the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution and HJ/T 397-2007 Technical Specifications for Emission Monitoring of Stationary Sources. We continuously strengthen control measures to ensure that the pollutant concentration and emission rate of all exhaust gas emission outlets (organized and unorganized) stably meet the corresponding limit requirements. There are no illegal acts such as excessive emissions, stealthy discharges, or leakage, and we successfully pass the daily supervision, special inspections, and annual monitoring of environmental protection departments.

EverProX arranges safety officers to supervise the operation and emission status of air pollution prevention and control equipment, and the relevant operation departments and plant affairs arrange daily inspections in accordance with management regulations. In response to abnormal situations, we have established an immediate reporting and emergency response mechanism. We also entrust qualified institutions to monitor and verify the emission concentration annually to ensure that there are no illegal acts of excessive emissions or leakage, and we declare to the competent authorities on time according to the law.

Wastewater Management

EverProX strictly complies with applicable laws, regulations, and emission standards related to sewage treatment in all of its operating locations worldwide. We continuously optimize our wastewater discharge management measures and implement the principles of "diverting rain from sewage" and "diverting clean water from sewage." The sources of wastewater include production wastewater and domestic sewage. After being pre-treated by sedimentation in the collection pool of the factory area, the production wastewater is combined with the domestic sewage treated by the septic tank, and after meeting the standard, it is discharged into the municipal sewage pipe network.

The Company has obtained the License for Discharge of Urban Sewage into the Drainage Network, and all emission indicators stably meet the Integrated Wastewater Discharge Standard (GB 8978-1996) level3 standards.

Noise Management

EverProX complies with the Law of the People's Republic of China on Prevention and Control of Pollution from Environmental Noise and other laws and regulations in its operating locations to ensure that the Company's boundary noise meets the national Emission Standard for Industrial Enterprises Noise at Boundary, continuously improving the level of noise control. We constantly pay attention to the environmental impact of production and operation on the Company and the surroundings of the factory, list noise as an important environmental impact factor, and achieve environment-friendly operations through various noise reduction measures. The Company's noise sources mainly come from operating machinery such as air compressors and exhaust facilities.

Hierarchical Response

EverProX has formulated hierarchical noise protection measures to implement differentiated management for operating areas with different noise intensities. In regular areas, daily monitoring is maintained; in noise operation areas, operators are required to wear noise-reduction personal protective equipment; in areas exceeding noise limits, mandatory intervention is initiated, engineering noise reduction or sound insulation measures are implemented, and the wearing of earplugs is strictly required to prevent hearing damage.

Source Control

EverProX introduces new processes and new equipment to eliminate noise hazards from the source. At the same time, we strictly implement equipment safety operating procedures, strengthen daily maintenance, and enforce an "immediate shutdown for maintenance" system for abnormal noise.

Monitoring and Warning

Based on actual conditions, each base of EverProX entrusts third-party testing institutions to monitor boundary noise and workplace noise.



Biodiversity



During the reporting period,

the Company's production and operations did not have any significant adverse impact on the local ecosystem and biodiversity.

EverProX deeply understands the importance of biodiversity in maintaining the Earth's ecological balance and achieving sustainable development. The Company has integrated biodiversity conservation into its compliance management and operational decision-making processes.

During the planning and site selection phase of production bases, the Company strictly adheres to the Environmental Impact Assessment Law and the regulatory requirements of the project location. The Company implements the principle of avoiding "ecological protection red lines," proactively conducts environmental sensitivity assessments, and ensures that production facilities are located within compliant industrial parks, avoiding natural reserves and critical wildlife habitats from the source. Additionally, during operations, the Company is committed to minimizing negative impacts on surrounding soil, water, and air quality by strictly managing pollutant emissions and ensuring the efficient operation of environmental protection facilities.

Promoting Resource Utilization

EverProX attaches great importance to the rational utilization of energy and water resources. Centering on the standardized use, process monitoring, and economical utilization of energy and water resources, we gradually improve the relevant management mechanisms, paying attention to the control and optimization of resource consumption while ensuring the needs of production and operation.

Energy Management



EverProX obtained the ISO 50001
Energy Management System
Certification

The Company strictly complies with laws and regulations in its operating locations, such as the Energy Conservation Law of the People's Republic of China. We have formulated energy control procedure documents such as the Energy Conservation and Emission Reduction Control Process, the Energy Monitoring, Measurement and Analysis Control Specification, and the Energy-saving Operation and Maintenance Control Specification for Key Energy-consuming Equipment to ensure the effective implementation of various energy management tasks. The Company's energy use mainly relies on municipal power supply, with electricity as the core energy type, and we have obtained the ISO 50001 Energy Management System Certification.

Based on actual production and operational conditions, each base saves energy and optimizes the energy structure by using energy-saving lighting equipment, optimizing technological processes, and utilizing clean energy. We carry out daily statistics and monitoring on the use of energy such as electricity, providing basic data support for the analysis and management of energy use. The Company's energy use and intensity during the reporting period are presented in the key performance table.

EverProX Energy Saving and Carbon Reduction Initiatives

Energy Structure Optimization

Distributed photovoltaic power generation: Jiaxing Production Base has built a 177.32kW distributed photovoltaic power station on its roof, significantly increasing the proportion of renewable energy in building energy consumption.

Energy-saving Technological Transformation of Equipment

Power equipment upgrade: Jiaxing Production Base completed the upgrade of SCB14 transformers in 2025, and plans to phase out lower-efficiency SCB10 transformers in 2026. In addition, variable frequency and servo motors were installed on the main energy-consuming equipment of the production line.

Air compressor system transformation: EverPro Hanchuan implemented the variable frequency transformation of the air compressor system in 2025, and is planning to start the variable frequency transformation project of the chiller system in 2026.

Timer switch control: Jiaxing Production Base added control programs to the exposure heating machines and TC boxes to automatically shut down after completion, which is estimated to save more than 17,500 kWh of electricity annually.

Lighting system improvement: EverPro Wuhan replaced 20W lighting tubes with 10W LED tubes, and installed motion sensor lights in indoor aisles and other areas to reduce ineffective energy consumption.

Production Process and Environment Optimization

Workshop layout optimization: EverPro Wuhan implemented a clean workshop consolidation project, saving air conditioning and lighting electricity through production line consolidation, with an estimated annual power saving of about 58,800 kWh.

Process simplification: Jiaxing Production Base eliminated the baking operation in the PM FA cleaning process, effectively improving the energy utilization efficiency of the process while reducing greenhouse gas emissions.

Standard working hours optimization: Jiaxing Production Base sets standard working hour reduction targets for products at the beginning of each year, and various departments reduce the energy consumption of single products through process optimization.

Water Resource Management

EverProX strictly complies with laws and regulations such as the Water Law of the People's Republic of China, and is committed to promoting the sustainable utilization of water resources and the improvement of management efficiency. The production and domestic water of the Company mainly comes from the municipal water supply system. For factories located in water-shortage areas, corresponding measures are formulated to ensure water supply and normal production and operation. During the reporting period, production at all sites was not affected by water shortages or water supply interruptions. To ensure business continuity, we have established a complete water consumption statistical system and equipped EverPro Wuhan with emergency water storage facilities to effectively respond to the risk of sudden water cuts.

During the use of water resources, combining production processes and facility conditions, the Company sets up circulating water or recycling measures in some production links and public systems, reducing the withdrawal of fresh water and improving the utilization efficiency of water resources through internal reuse. At the same time, in domestic water and public systems, the implementation of water conservation is promoted through facility configuration and water management. During the reporting period, the Company's water consumption and intensity are detailed in the key performance table.

Case Internal Circulating Water Process in the Factory

To respond to the Company's green manufacturing strategy and reduce the withdrawal of fresh water, the cable workshop of EverPro Wuhan adopts an internal circulating water process, which can greatly save water and maximize water resource benefits.

Internal circulating water equipment in the cable workshop



Practicing Circular Economy

EverProX actively promotes the application of the circular economy concept in production, operation, and management, and is committed to achieving efficient resource utilization, waste reduction, and recycling, gradually forming a circular economy practice system covering manufacturing, office, and operational processes, to minimize the impact of economic activities on the natural environment.

We reduce material waste and improve utilization efficiency through resource recycling and management process optimization. In the production process, the Company cuts and reuses the outer sheaths of some unqualified optical cable products, and simultaneously implements the recycling of optical cable reels to reduce the consumption of disposable materials. The Company implements centralized replacement and unified recycling management for IT consumables (such as hard disks, toner cartridges, and ink cartridges), and relevant departments are responsible for subsequent compliant processing.

Case Improvement of Milling Cutter Cutting Surface

By changing the cutting depth of the milling cutter and adopting a two-stage cutting process for the milling cutter surface, the PCB cutting process of the ONU product line at the Jiaxing Production Base can increase the service life of the milling cutter by 40%, reducing the resource consumption of about 80 (metal) milling cutters annually.

Social

Promoting Industry for the Benefit of the People and Co- creating a "Core" Life

As a provider of comprehensive optical and electrical interconnection solutions, EverProX adheres to a customer-first philosophy, upholds innovation-driven development, strengthens product quality management, and continuously enhances its pre-sales, in-sales, and after-sales service capabilities to deliver high-quality products and services to customers. The Company integrates ESG principles into end-to-end supply chain management and is committed to building a sustainable supply chain. The Company cares for and supports employees, safeguards employees' fundamental rights and interests as well as their health and safety, establishes comprehensive career development pathways, promotes work-life balance, and fosters a harmonious workplace environment. The Company also actively conducts volunteer services and community donation initiatives, implements rural assistance programs, conveys social warmth and care, and strives to become a responsible global corporate citizen.

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Governance:
Steady Operations to
Co-create a "Core" Future

Environment:
Green Leadership, Co-
creating the "Core" Ecosystem

Social:
**Promoting Industry for the Benefit of
the People and Co-creating a "Core" Life**

Future
Outlook

Appendix



United Nations Sustainable Development Goals (SDGs)



Ensuring the Safety and Quality of Products and Services

The safety and quality of products and services are fundamental to gaining customer trust, directly relate to the protection of customer health and rights, and are key to achieving long-term, sustainable business development and earning market confidence. EverProX consistently prioritizes product and service safety and quality, strictly manages quality throughout the entire product life cycle, standardizes service processes, and reinforces data security measures. The Company is committed to delivering high-value, high-quality products and services, thereby driving enhanced corporate core competitiveness and supporting sustainable development.

Governance

 Board of Directors & Management	Body		Composition
	Strategy Committee		The committee is composed of the Chairman, the Vice Chairman and two directors.
	Scope of Authority, Responsibilities, and Objectives		
	Provides decision-making on quality strategy planning, major quality risk management, and the development of a quality-oriented culture.		
 Executive Level	Composition		Body
	The headquarters' product lines and operations center oversee coordination, with supply chain departments at subsidiaries responsible for execution and on-the-ground implementation.		Quality-related Departments of Subsidiaries.
	Scope of Authority, Responsibilities, and Objectives		
	Departments such as R&D, Quality Assurance, and Sales strictly implement standardized operations and inspection protocols on the front line of business, ensuring adherence to quality management systems.		



Strategy

EverProX's business covers optoelectronic chips, optoelectronic modules, and related products and solutions. The Company adheres to the principle that "quality is the lifeline of the enterprise" and integrates it into its product quality philosophy and strategy. Centered on enhancing product quality and safety, EverProX continuously implements customer service and data security protection policies, laying a solid foundation for the Company's sustainable development in the field of products and services.

Risk	Description	Impact Timeline	Mitigation Measures
Product Quality and Safety Risk	If the Company's products experience batch defects or failures, it may lead to customer network disruptions and significant claims, causing irreversible damage to brand reputation.	Medium-Long Term	Adhere to the "zero-defect" target by establishing a full lifecycle traceability system from chip R&D to shipment; introduce automated testing equipment and strictly implement reliability testing.
Customer Complaint and Service Response Risk	In the event of complaints, delayed responses may result in the loss of key customers and transfer of orders.	Short-Medium Term	Establish a customer complaint handling mechanism to ensure initial response within 24 hours; set satisfaction threshold assessments and conduct regular reviews to drive process optimization.
Data Security and Information Leakage Risk	If subjected to cyberattacks or internal data breaches, the Company could violate regulatory requirements and agreements, leading to the leakage of core technologies and threatening its fundamental operations.	Long Term	Establish an information security system and implement tiered encryption for core data; conduct regular penetration testing and vulnerability scanning; strengthen confidentiality training.

Opportunity	Description	Impact Timeline	Response Measures
Brand Premium and High-End Market Access Opportunity	Adhere to the "Quality Is the Lifeline" strategy to establish a high-reliability brand image. A strong reputation will facilitate entry into suppliers' supply chains and secure high-margin, high-end orders.	Medium-Long Term	Participate in the development of international high-end quality standards; leverage quality advantages to build competitive barriers, enhance customer stickiness, and avoid low-end price competition.
Differentiated Service Experience and Value Co-creation Opportunity	Resolve issues with exceptional professionalism and speed to turn crises into trust-building opportunities; delivering outstanding service becomes a core soft power of the Company.	Medium-Long Term	Establish a "Complaint-to-Improvement" mechanism to transform pain points into next-generation product upgrades, and review successful cases to demonstrate problem-solving capabilities.
Digital Trust and Security Compliance Opportunity	Prioritize data security protection at a strategic level to mitigate compliance risks and build differentiated advantages; high-standard security capabilities facilitate gaining the trust of government authorities, financial institutions, and multinational enterprises.	Long Term	Translate data security capabilities into a marketing narrative by showcasing compliance certifications; develop secure encryption products and solutions.

Impact, Risk, and Opportunity Management

EverProX systematically identifies key risks in product quality management, customer demand responsiveness, and data security and privacy, and implements effective measures to manage them. At the same time, the Company benchmarks against industry best practices and evolving customer needs, transforming external opportunities into internal continuous improvement drivers, comprehensively enhancing product quality, safety, and customer satisfaction, and strengthening competitiveness in the global market.

Product Quality Management

EverProX consistently complies with the laws and regulations of the countries in which it operates, strictly controls product quality, and has established system documents such as the Inspection Control Procedure, Continuous Improvement Control Procedure, and Internal Audit Control Procedure. The Company continuously advances the development of its quality management systems, steadily strengthening the foundation of product quality management. During the reporting period, EverProX and subsidiaries, including EverPro Wuhan, EverPro Hanchuan, EverPro Indonesia, and EverProX Chengdu, obtained and maintained ISO 9001 Quality Management System certification. In addition, EverPro Wuhan obtained certification for a Quality Management System for Medical Devices.



Quality Management
System Certificate of
EverPro Hanchuan



Quality Management
System Certificate of
PT EverPro Indonesia
Technologies



Medical Device
Quality Management
System Certificate of
EverPro Wuhan



Quality Management
System Certificate of
EverProX Technologies
Chengdu Company
Limited



Quality Management
System Certificate of
EverProX

Quality Risk Management

The Company strictly implements full life cycle management of product production in accordance with the Project Management Control Procedure, and thoroughly enforces the Quality Control and Assurance during Post-Holiday Production Ramp-up Phase to ensure quality control during critical production cycles. On this basis, the Company has established and continuously improved quality risk management requirements and working mechanisms. By further enhancing the quality containment system and strengthening employees' professional capabilities, the Company continuously improves the overall quality level of its products through a multi-dimensional approach.

EverProX End-to-End Quality Containment System

IQC

Incoming Material Interception

- Move quality management requirements upstream to suppliers
- Establish appropriate inspection standards
- Deploy matching automated inspection tools/equipment
- Apply scientific sampling and optimize inspection methods (e.g., retained sample comparison, key-item inspection)
- Expand inspection capabilities (e.g., reliability, solderability, assemblability)

PQC

Critical Process Interception

- Implement PQC (Process Quality Control) inspections at critical processes (e.g., welding)
- Ensure clear inspection standards and appropriate tools
- Provide continuous training for QC (Quality Control) personnel
- Analyze top defect items and drive continuous process improvement

OQC Warehouse Entry Interception

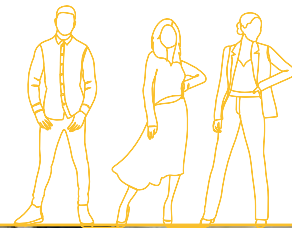
- Establish appropriate inspection standards and tool configurations
- Provide continuous training for QC personnel
- Issue CARs (Corrective Action Requests) for defective batches and track improvements

OBA Shipment Interception

- Clearly define inspection items (quantity, model, labels, packaging, forms, etc.)
- Conduct mixed-material and wrong-material inspections
- Provide continuous training for QC personnel
- Issue CARs for defective batches and track improvements

We place strong emphasis on enhancing employees' quality awareness. During the reporting period, the Company's domestic and overseas factories and subsidiaries conducted multiple quality training sessions and initiatives to continuously strengthen employees' quality awareness and professional capabilities.

Summary of Quality
Month Activities
at EverProX
Technologies
Chengdu Company
Limited



EverProX Safety Production Practices



Product Quality Training at PT EverPro
Indonesia Technologies



Case ESVOA Silicone Tube Protection for Fiber Assemblies

The Jiaxing Production Base implemented a targeted process improvement to address the issue of fiber assemblies (FA) being easily damaged during ESVOA product manufacturing. By introducing a silicone tube sleeve process at the base of FA2, the product yield rate was significantly improved. The defect rate of the fiber optics was reduced from approximately 8% to below 2%, resulting in an overall product defect rate reduction of 6 percentage points and effectively achieving the established quality optimization objective.

Providing High-Quality Service

We place strong emphasis on customer service and customer experience. The Company upholds the service philosophy of "Customer-Centric, Customer Satisfaction" and has established system documents such as the Customer Complaint Handling Procedure to standardize after-sales service management, product recall procedures, and customer complaint handling mechanisms to ensure that quality issues are addressed promptly and in a standardized manner. During the reporting period, the Company did not experience any product recall incidents.

Customer Service System

Pre-Sales

- After receiving pre-sales technical requirements, provide feedback on the work plan within 24 hours to demonstrate professional capability.
- Interface with customer requirements and complete product selection; coordinate with R&D to develop preliminary technical solutions and cost calculations, ensuring optimal supply.
- The Sales Department is responsible for pre-sales consultation, while the Product Management and Technical Support Departments assist with promotion and support to ensure customers fully understand product features.

In-Sales

- Review product requirements, delivery schedules, and pricing before accepting orders to confirm fulfillment capability and clarify requirement differences.
- In the event of unforeseen circumstances preventing on-time delivery, sales personnel should notify the customer within 24 hours and negotiate appropriate solutions.

After-Sales

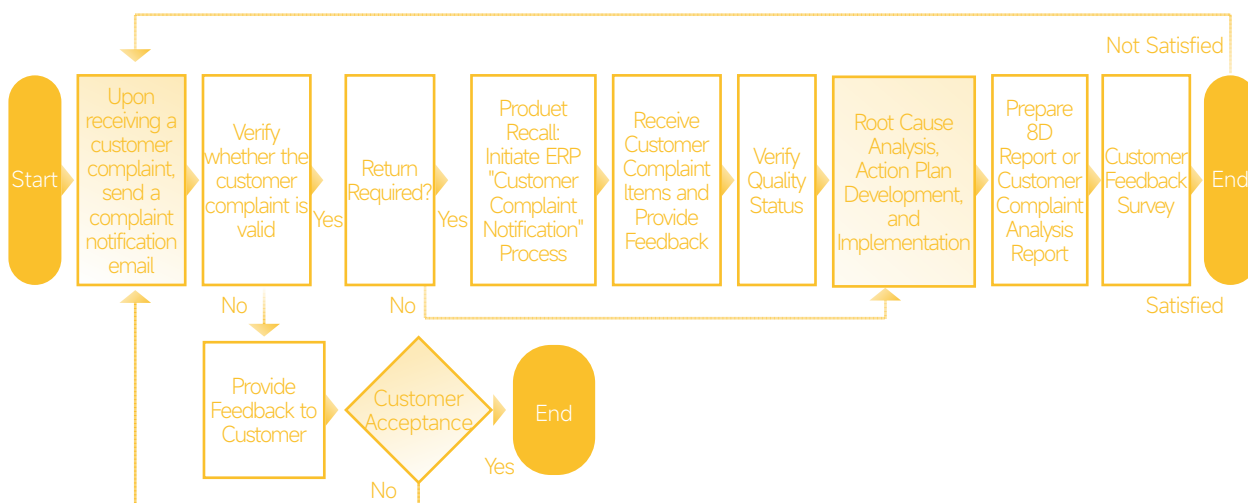
- For key customers, respond within 24 hours, arrive on-site within 48 hours, and provide an analysis report within 5 working days.
- On-site service must verify faults, properly manage customer relationships, protect customer property, and obtain customer acceptance upon completion.
- Upon receiving customer repair requests, technical support personnel should assess the fault by phone on the same day and provide remote guidance for repair; if return to the factory is required, logistics information should be immediately communicated.
- Conduct product training to enhance the ability of users and distributors to resolve issues independently.

Product Recall

- For quality or environmental non-conforming products discovered by the Company after delivery, the Sales Department must be notified promptly. Sales personnel should inform the customer to suspend use within 8 hours and negotiate subsequent handling measures. Possible measures include replacement, product recall, customer concession, or on-site after-sales service.

The Company has established an efficient customer complaint response mechanism. Upon receiving customer feedback, the process of issue classification, identification, and assessment is immediately initiated. Resources from all relevant functional departments are coordinated to promptly develop and implement solutions, minimizing customers' operational risks and costs.

EverProX Customer Complaint Handling Standardized Process



Case Customer Complaint Handling for a Company's Product

In October 2025, a company submitted a complaint regarding its product. EverProX immediately initiated the response procedure and conducted an investigation. The investigation revealed that the primary cause of the failure was differences in testing systems and calibration methods between the two companies, which resulted in products at the specification boundary being judged as non-conforming by the client.

To fully eliminate the quality risk, EverProX proactively replaced the at-risk inventory in the customer's stock and adjusted internal product control standards to effectively intercept anomalies. The case was subsequently closed and filed after obtaining customer satisfaction.



The Company consistently places customers first and has established system documents such as the Customer Satisfaction Monitoring and Measurement Procedure. Annual customer satisfaction surveys are conducted to systematically collect feedback and suggestions, which are then transformed into drivers and concrete actions for continuous improvement, ensuring customer needs are met.

◀ ZTE Awarded an EverProX Employees the "Best Collaborative Support Award"

Data Security and Customer Privacy

EverProX has established system documents such as the Information System Business Continuity Emergency Management Procedure and the Information Security Management Measures based on ISO/IEC 27001, Information Security Technology - Information Security Risk Assessment Methods (GB/T 20984-2022), the National Emergency Response Plan for Public Emergencies, and other relevant standards and laws, tailored to the Company's actual operations. The Company continuously improves its information security management system and risk response mechanisms.

At the same time, EverProX conducts employee training on information security and privacy protection, covering onboarding for new employees and regular training sessions for current staff, to enhance data protection awareness and compliance capabilities.

The Company integrates data security and privacy protection requirements into its supplier management process. By signing cybersecurity notifications and confidentiality agreements, data security responsibilities are clarified. Due diligence is also conducted for suppliers involved in data processing to mitigate third-party data risks.



During the reporting period,

the Company did not receive any complaints related to data security or customer privacy.

Metrics and Targets

EverProX sets "meeting and exceeding customer needs to the maximum extent" as our customer service goal. We are committed to continuously providing excellent product quality and customer service, taking customer satisfaction, the volume of customer complaints, and other factors as key indicators for measuring the effectiveness of our products and services. We strive to comprehensively achieve our quality, safety, and service goals.

Product Responsibility

Product Quality Inspection Coverage

100 %

Customer Service

Number of Complaints on Main Products and Services

139 cases

Number of Issues Resolved Within Customer-requested Timeframe

139 cases

Customer Satisfaction Survey Results

91.49 points

During the reporting period,

the Company's product inspection pass rate reached **98.86** %

Upholding Innovation-Driven Development

Technological innovation is an important driver of corporate development. EverProX regards innovation-driven development as the core engine for high-quality growth. Focusing on areas such as optoelectronic chips, interconnection, and comprehensive solutions, the Company has established an innovation management system covering R&D decision-making, execution, risk control, and performance evaluation. While strengthening independent R&D capabilities and protecting intellectual property, EverProX also promotes technology accessibility and industrial digitalization. In 2025, the Integrated Circuit Research Institute successfully developed the globally leading MIPI SerDes chip and achieved mass production.

Governance

 Board of Directors & Management	Body		Composition
	Strategy Committee		The committee is composed of the Chairman, Vice Chairman and two directors.
	Scope of Authority, Responsibilities and Objectives		
	Conduct unified oversight of R&D directions and major innovation matters, supervise the consistency between the innovation strategy and the Company's long-term development objectives, and ensure that innovation decisions are aligned with the Company's long-term development strategy and the cultivation of core competitiveness.		
 Executive Level	Composition		
	Composed of the Integrated Circuit Research Institute and the collaborative R&D departments of subsidiaries.		
	Body		
	Integrated Circuit Research Institute	Collaborative R&D Departments of Subsidiaries	
	Scope of Authority, Responsibilities and Objectives		
	Responsible for formulating chip technology roadmaps, maintaining R&D processes, reviewing key technical solutions, and controlling R&D quality; through standardized project initiation reviews, stage reviews, and yield target requirements, promoting the high-quality transformation of R&D achievements.	As important collaborative R&D departments, the R&D departments of subsidiaries undertake responsibilities such as product development, process optimization, and technology implementation, focusing on the Company's overall layout of optical-electrical interconnection solutions.	

Strategy

While promoting breakthroughs in key technologies and product upgrades, EverProX effectively identifies risks and opportunities related to technology route selection, R&D cycles, and resource allocation, thereby improving the transformation rate of innovation achievements and enhancing the Company's competitive advantages in the field of high-speed optical-electrical interconnection.

Risk	Description	Impact Timeline	Mitigation Measures
Technology Iteration Risk	Optoelectronic chips and interconnection technologies update rapidly; if R&D direction is misjudged, product competitiveness may be affected.	Medium-Long Term	Oversee technology roadmaps, strengthen R&D project justification, and continuously participate in international standards discussions to enhance technological foresight.
R&D Investment Return Risk	R&D investment has long cycles and uncertain returns, which may create pressure on short-term business performance.	Medium	Standardize R&D processes and stage review mechanisms, strengthen market demand assessment, and improve resource allocation efficiency.
Intellectual Property Compliance Risk	During technology development and international market expansion, there are potential risks of patent infringement or compliance issues.	Medium-Long Term	Introduce patent search and compliance review mechanisms, reinforce the implementation of intellectual property management systems, and reduce infringement risks.

Opportunity	Description	Impact Timeline	Response Measures
Growing Demand for High-Speed Interconnection	The demand for high-speed optical-electrical interconnection continues to grow due to data centers, computing infrastructure, and emerging applications.	Medium-Long Term	Increase R&D investment in chips, modules, and active optical cables to improve the full-chain technology layout.
Opportunities from Participation in International Standards	Participation in international technical associations and standards development helps enhance technological influence and industry authority.	Medium-Long Term	Continuously participate in standards discussions and technical exchanges, integrating standard requirements into product development in advance.
Development of Green and Low-Power Technologies	Low-power, high-efficiency products are becoming an industry trend, providing opportunities for energy-saving technological innovation.	Medium-Long Term	Promote the development of low-power chips and energy-efficient devices, embedding green concepts into the innovation strategy.

Impact, Risk and Opportunity Management

EverProX systematically identifies and manages the impacts, risks, and opportunities arising from innovation from the perspectives of R&D activities, protection of innovation outcomes, and the social value of technology applications. Through institutionalized processes and continuous improvement mechanisms, the Company transforms the potential uncertainties of technological innovation into controllable matters, ensuring compliant and stable operations while fully realizing the positive effects of innovation on corporate competitiveness and social value creation.

Innovation and R&D Management

EverProX has established institutional documents such as the Chip R&D Control Procedure and the R&D Product Control Procedure, setting clear requirements for project initiation reviews, technology route justification, stage assessments, and mass production targets to ensure resource allocation and R&D quality.

Through the Technology Innovation Reward Management Procedure and relevant intellectual property management systems, the Company collaboratively implements patent planning and risk prevention. In the early stages of R&D, the Jiaxing Production Base conducts patent searches and compliance assessments to strengthen systematic protection of innovation achievements, providing support for the long-term development of the Company's technological innovation.

Intellectual Property Protection

EverProX continuously tracks the legal status of patents throughout their lifecycle, ensuring the legitimacy of independent innovation outcomes while strengthening technological barriers and reducing compliance risks, which creates stable long-term opportunities for the Company's domestic and international market expansion.

Innovation Talent Team

To address talent and capability risks in the fast-paced evolution of technology, we have established mechanisms for innovation incentives and capability building to continuously enhance the resilience and sustainability of the R&D system. By implementing the Science and Technology Innovation Reward System and improving R&D talent training and exchange mechanisms, the Company stimulates employees' innovation motivation while reducing the risk of relying on individual employees or teams for core technologies. This creates a stable talent pipeline and knowledge accumulation, supporting the Company in continuously seizing opportunities presented by technological change.

Case Integrated Circuit Research Institute—Multi-Pronged Approach to Cultivating Technology Innovation Talent

In 2025, to ensure sustained technological innovation capabilities, the Integrated Circuit Research Institute invested significant resources in talent development, hardware facilities, and external technology exchanges.

Talent Development: Senior design engineers were provided with opportunities to participate in cutting-edge online and offline technical seminars within the industry to stay abreast of the latest technologies. Junior design engineers were assigned project mentors to rapidly enhance their professional skills and design capabilities, ensuring continuous development of the talent pipeline.

Hardware Facilities: For the R&D of new high-speed chip products, high-performance testing equipment was procured to support improved technological innovation efficiency.

External Technology Exchanges: Regularly participated in technical discussions organized by associations such as HDMI, USB, and PCIe.

Advance Digitalization Initiatives

The Company focuses on the social and environmental impacts of technological innovation on industrial development and the digitalization process of society. Leveraging its accumulation in optical communication and optoelectronic interconnect technologies, the Company showcases high-bandwidth and low-threshold optical communication solutions through exhibitions, technical exchanges, participation in standards, and product application promotion. It promotes the implementation of advanced communication technologies in industrial and public sectors, enhances the level of industrial digitalization, lowers the barriers to technology application, and contributes to bridging the digital divide among regions and industries.

Case Enhancing the Energy Efficiency and Resilience of Global Digital Networks through Advanced Optical Interconnect Technologies

At the 2025 European ECOC exhibition, EverProX showcased its 50G PON, passive optical devices, and AI data center cabling solutions. Focusing on high-bandwidth and low-power technology innovation, the Company reduced upgrade costs and energy consumption, supporting the efficient and sustainable upgrading of global networks.



EverProX at the 2025 ECOC European Conference on Optical Communication



Green Cabling Solutions Exhibition

Metrics and Targets

In 2025

China Patents

229 pieces

Overseas Patents

31 pieces

China Invention Patents

111 pieces

Trademarks

80 pieces
(including China and overseas)

Integrated Circuit Layout Designs

15 pieces
(including China and overseas)

Software Copyrights

34 pieces
(including China and overseas)

Developing a Sustainable Supply Chain

The supply chain refers to upstream entities that provide products or services for the Company's development of its own products or services, as well as the series of activities they undertake. EverProX upholds a responsible, transparent, and efficient supply chain management philosophy, integrating ESG elements into the full process, including supplier onboarding, performance evaluation, training, and green procurement. Relying on system construction, digital enablement, and lifecycle management, the Company identifies and addresses potential risks, strengthens supply chain management, and supports stable corporate development.

Governance

 Board of Directors & Management	Body		Composition
	Strategy Committee		The committee is composed of the Chairman, Vice Chairman and two directors.
	Scope of Authority, Responsibilities, and Objectives		
	From the perspective of overall supply chain development and risk management, the focus is on supply chain stability, the security of critical resources, and alignment with the Company's strategic objectives. This provides decision-making support for supply chain planning, key supplier relationships, and long-term collaboration directions, promoting the coordinated evolution of the supply chain system with the Company's business development and technology roadmap.		
 Executive Level	Composition		
	Coordinated by the Headquarters Operations Department, led by the supply chain departments of subsidiaries, with collaboration from other functional departments.		
	Body		
	Subsidiary Supply Chain Departments		Other Subsidiary Functional Departments
	Scope of Authority, Responsibilities, and Objectives		
	Responsible for the formulation and maintenance of supplier management systems and for organizing the implementation of supplier lifecycle management. Through systematic control of materials and suppliers, the department promotes continuous optimization of the supply chain in terms of cost, delivery, compliance, and risk management.		Other functional departments participate in supplier evaluation, green procurement, and supervision according to their respective responsibilities, supporting the implementation of systems, collaboratively reducing supply chain quality and compliance risks, and improving overall operational quality.

Strategy

EverProX identifies key risks and development opportunities across its supply chain based on its business layout and multi-site operations, and incorporates them into overall business and management decision-making. Through institutionalized management, diversified supplier deployment, and digital empowerment, the Company continuously enhances the sustainability of its supply chain.

Risk	Description	Impact Timeline	Mitigation Measures
Material Supply Risk	Core materials or single-source suppliers may experience disruptions in supply stability due to unforeseen events.	Medium-Long Term	Promote a multi-source supply mechanism and develop second-tier or higher suppliers; diversify supplier regional distribution.
Supply Chain Compliance Risk	Suppliers' non-compliance in environmental, labor, or integrity aspects may pose operational and reputational risks.	Short-Medium Term	Require the signing of relevant commitment documents at the onboarding stage, and manage suppliers through audits and performance evaluations.
Operations and Delivery Risk	Inefficiencies in procurement, logistics, or information flow may affect delivery efficiency and production continuity.	Short Term	Standardize procurement and supply chain processes, and enhance coordination efficiency through systematic management.

Opportunity	Description	Impact Timeline	Response Measures
Supply Chain Resilience Enhancement	Multi-site and multi-supplier arrangements help enhance the overall supply chain's risk resilience.	Medium-Long Term	Continuously optimize the supplier structure and promote diversified sourcing of key materials.
Digitalization and Efficiency Improvement	The application of digital systems helps improve supply chain transparency and management efficiency.	Medium-Long Term	Advance the application of systems such as ERP and supply chain digital management to support the digitalization of supply chain management.
Green and Responsible Supply Chain Development	Green procurement and responsible supply chain management help meet customer expectations and regulatory requirements.	Medium-Long Term	Integrate environmental and social responsibility requirements into supplier management and gradually advance related data collection.

Impact, Risk and Opportunity Management

EverProX incorporates supply chain-related risks and opportunities into its daily operational decision-making and strategic planning. While identifying potential supply chain risks, the Company focuses on enhancing the resilience, quality, and transparency of its supply chain. Through training, digital systems, and responsible procurement, environmental, social, and governance (ESG) factors are integrated throughout the supply chain management process, promoting the Company's sustainable development.

Supplier Lifecycle Management

EverProX has established a comprehensive system covering the entire procurement and supplier management process, including documents such as the Supplier and Procurement Management Procedure, Supplier Control Process, and Procurement Control Process. Adhering to the principles of openness, fairness, and impartiality, the Company ensures the compliance and controllability of supply chain operations. Compliance, integrity in procurement, and environmental and social responsibility requirements are embedded in supplier onboarding and cooperation management, with standardized management supported by systems such as ERP and supply chain digital management.

The Company has built a full lifecycle management system covering supplier onboarding, evaluation and elimination. Through standardized processes and evaluation mechanisms, risks are identified, improvements are implemented, and non-compliant parties are eliminated, enhancing supply chain resilience and overall sustainability.

Screening and Onboarding	Audit and Evaluation	Exit and Elimination
- During the supplier onboarding stage, the Company requires new suppliers to sign the Supplier Labor, Ethics, Health and Safety Commitment Letter, Anti-Commercial Bribery Commitment Letter, and Environmental and Social Responsibility Commitment Letter. - The Company conducts qualification and capability evaluations for new suppliers, and incorporates environmental standards such as RoHS and REACH into the supplier admission evaluation system.	- The Company regularly assesses existing suppliers, provides timely feedback upon identifying risks, and puts forward prevention requirements. Every year, we select some suppliers for on-site inspections and provide training, which covers the Company's requirements and industry standards. - The Company implements annual hierarchical management and control based on QCDS (Quality, Cost, Delivery, Service) scores.	Suppliers with poor performance are subject to elimination measures.

Supply Chain Risk Management

Based on its business characteristics, EverProX implements three key control measures in digitalization, risk management and quality management. By continuously empowering suppliers to enhance their supply capabilities, the Company effectively reduces procurement risks. At the end of the reporting period, accounts payable (including notes payable) did not exceed RMB 30 billion, nor did it account for more than 50% of total assets.

Supply Chain Digital Management

The full launch of the Company's ERP and supply chain digital management systems has connected the entire process from the front-end market to shipment and financial management, significantly enhancing collaborative efficiency and corporate benefits.

Supply Chain Risk Management

Based on compliance with local regulations, the Company actively develops local suppliers for raw material procurement to save costs and reduce risks.

The Company maintains safety stock for most materials, establishes secondary suppliers as backups, and formulates emergency plans.

Supply Chain Quality Management

The Company exercises control over incoming materials, which is collaboratively carried out by Supplier Quality Engineers (SQE) and the Incoming Quality Control (IQC) team. In terms of operational processes, we implement a strict admission system.

The Company evaluates existing suppliers on a monthly basis, provides timely feedback upon identifying risks and puts forward prevention requirements, and simultaneously requires suppliers to formulate audit plans.

Supplier Training and Capability Enhancement

We regularly organize supplier training covering industry standards, green procurement, environmental and social responsibility, and conflict minerals management. Training methods include on-site guidance, audit reviews, and the distribution of communication materials, aiming to enhance suppliers' compliance awareness and management capabilities. Through these training activities, the Company not only strengthens suppliers' understanding of relevant systems and standards, but also facilitates upstream and downstream collaboration and knowledge sharing, thereby enhancing the overall stability and long-term sustainability of the supply chain.

Conflict Minerals Management

We have established systems and procedures such as the Conflict Minerals Management System and the Conflict Minerals Management Procedure, and conduct regular conflict minerals due diligence to ensure the compliance of raw materials within the supply chain. In addition, we have formulated the Environmental and Social Responsibility Commitment Letter, which serves as a front-end control mechanism in supplier admission and ongoing cooperation, helping to prevent potential social and reputational risks.

Conflict Minerals Management Procedure



Green Supply Chain Development

EverProX places strong emphasis on the development of a green supply chain and actively communicates the concept of green procurement to suppliers worldwide while carrying out Responsible Business Alliance (RBA) audits. EverPro Hanchuan successfully passed the RBA audit with a score of 169.2, demonstrating Company's strong performance in fulfilling social responsibility.

During the Reporting Period, the Company focused on logistics and transportation to reduce carbon emissions from transportation processes. It required suppliers to sign relevant environmental documents and collected carbon emission data from suppliers, laying the foundation for developing more targeted supply chain decarbonization strategies in the future.



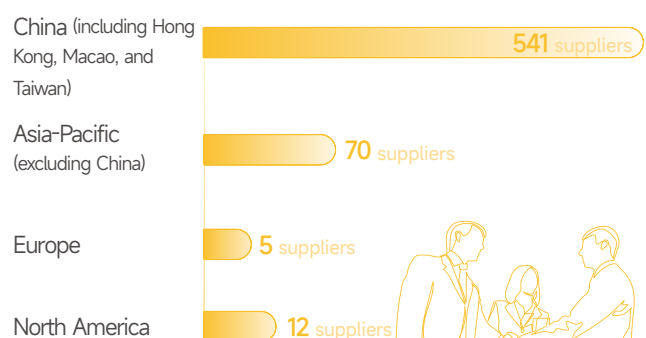
Metrics and Targets

EverProX is committed to building a sustainable supply chain and continuously monitors supply chain risks, compliance, and sustainability progress. The Company incorporates supplier performance, green procurement, compliance management, and risk response measures into the annual evaluation system. Leveraging data-driven management, EverProX enhances supply chain transparency and resilience, providing decision-making support for its medium- and long-term strategies.

Supplier Distribution and Numbers



By Region



Caring for and Supporting Employees

EverProX adheres to a “people-oriented” talent development philosophy, complies with applicable local laws and regulations, and continuously improves a compliant and transparent employment system. The Company upholds standardized employment practices and fair hiring, establishes diversified career development pathways, safeguards employees’ occupational health and safety, and promotes work-life balance. Through these efforts, EverProX has built a coordinated and efficient human resources management system that provides strong support for the Company’s stable operations and sustainable development.

Governance

 Board of Directors & Management	Body	
	Compensation and Assessment Committee	Strategy Committee
	Composition	
	The committee is composed of one non-independent director and two independent directors.	The committee is composed of the Chairman, Vice Chairman and two directors.
	Scope of Authority, Responsibilities and Objectives	
	It is responsible for formulating and reviewing the remuneration policies and plans for the company’s directors and senior management.	It provides strategic guidance on employee-related development plans, talent cultivation systems, remuneration schemes, and occupational health and safety management systems.
 Management Level	Topic	Body
	Recruitment and Employment, Talent Development, Compensation and Benefits, Occupational Health and Safety Management	Human Resources and Administration Center
	Scope of Authority, Responsibilities and Objectives	
	Responsible for establishing a comprehensive labor and employment system covering employee recruitment, performance evaluation, and promotion; independently manages employee labor, personnel, and payroll. By formulating the company’s human resources strategy, it provides logistical support and ensures that human capital and administrative resources support the achievement of the company’s strategic and operational objectives.	
 Executive Level	Composition	
	Comprised of the HR departments of each subsidiary	Relevant departments, including the Human Resources and Administration Department of EverPro Wuhan, EverPro Chengdu, and the Jiaxing Production Base
	Scope of Authority, Responsibilities, and Objectives	
	Responsible for implementing all human resources policies and systems, safeguarding employee rights, and signing labor contracts with employees in accordance with the Labor Law of the People’s Republic of China, the Labor Contract Law of the People’s Republic of China, and other applicable laws, regulations, and company policies.	

Strategy

As an innovative enterprise in the optical communication field, EverProX regards talent as a core strategic resource for technological innovation, capacity deployment, and long-term competitiveness. Against the dual backdrop of rapid industry technology evolution and global supply chain restructuring, the sector faces challenges such as accelerated technology iteration, rising labor costs, and increasing requirements for labor compliance and occupational health and safety.

Risk	Description	Impact Timeline	Mitigation Measures
Technology Evolution and Talent Competition Risk	The industry has high barriers and rapid iteration, making it highly dependent on top-tier talent. Talent shortages may result in delayed R&D and reduced competitiveness.	Long Term	Broaden talent acquisition channels and build a talent supply chain; improve the "base + position + performance + benefits + long-term incentives" compensation system; and strengthen internal training and career progression pathways.
Compliance, Equal Employment, and Labor Law Risk	Multi-location operations involve regulatory differences. Inadequate implementation may lead to labor disputes, administrative penalties, or reputational risks.	Medium-Long Term	Treat compliance as a strategic baseline by enhancing employment policies and review mechanisms; strengthen employee grievance channels to safeguard employee rights.
Global Operations and Cultural Integration Risk	Overseas operations (e.g., in Indonesia) face cross-cultural management and compliance challenges. Poor management can lead to inefficiency and compliance risks.	Medium-Long Term	Formulate an international talent strategy, establish a global compliance system, comply with local laws and regulations, implement diversified and non-discriminatory employment policies, and establish the Employee Complaints Management Procedure, promoting systematic training and management.
Key Position Talent Attrition Risk	Rising industry salaries and differences in incentives may cause key talent attrition, affecting project continuity and technological accumulation.	Medium-Long Term	Enhance the competitiveness of core compensation and implement long-term incentive mechanisms. Provide clear career development pathways to increase employee growth, sense of achievement, and belonging; establish "Employee Home" and holiday care initiatives to foster a supportive work environment.
Occupational Health and Safety Risk	Operations involve equipment handling and hazardous chemicals. Insufficient management could impact employee health and disrupt production continuity.	Long Term	Develop occupational health and hazardous materials management policies, strengthen safety systems, risk identification, and safety culture, reducing the likelihood of incidents.

Opportunity	Description	Impact Timeline	Response Measures
Opportunities in Industrial Upgrading and Talent Attraction	Industry development enhances talent attractiveness, providing a favorable environment for recruiting top talent.	Medium-Long Term	Enhance diversified recruitment channels to supplement talent in key positions and optimize talent development pathways to increase employer attractiveness.
Opportunities in Medium-Long-Term Incentives and Shared Growth	Against the backdrop of performance growth, long-term incentives (such as equity) help employees share in achievements and align personal development with the company's growth.	Medium-Long Term	Improve the comprehensive incentive system by combining short-term and long-term incentives (including equity incentives) to motivate employees' initiative; align performance assessments with career development plans to strengthen the synergy between employees and the company's long-term growth.
Opportunities to Enhance ESG Performance and Employer Branding	Rising stakeholder expectations make standardized and transparent management conducive to improving ESG performance and employer branding.	Medium-Long Term	Refine compliant employment, HSE, and employee development systems; enhance the company's responsible image through ESG disclosure and practices.

Impact, Risk, and Opportunity Management

EverProX systematically identifies key talent risks and opportunities in the context of rapid industry development, covering technology iteration and talent competition, compliance and equal employment, stability of key positions, and occupational health and safety management. In practice, the company integrates human resources strategy throughout corporate development, strictly compiles with employment regulations, enhances compensation, benefits, and communication mechanisms, establishes a collaborative and efficient human resources management system, builds diversified training and career development systems, and systematically focuses on employee well-being and health and safety, supporting the company in achieving stable operations and long-term sustainable development goals.

Basic Employee Rights

Compliant Employment

- The Company strictly complies with the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China, and other labor and employment laws and regulations of the countries and regions where it operates. We have established institutional documents such as the Recruitment Management System and the Employee Handbook to protect employees' basic rights and interests in accordance with laws and regulations. We consistently uphold an open and inclusive employment philosophy and practice diversified employment policies, opposing any form of discrimination. Employees of different nationalities, ages, races, skin colors, religious beliefs, and genders are provided with equal opportunities for development. Through multiple recruitment channels—including social recruitment, campus recruitment, internal referrals, and the introduction of high-end talents—the Company provides strong talent support for its development.
- We strictly comply with applicable laws and regulations on the protection of children's rights in the countries and regions where we operate, including the Provisions on the Prohibition of Using Child Labor and the Convention on the Rights of the Child, and firmly prohibit the employment of child labor and any form of forced labor. In the event of any violation, it will be handled in accordance with relevant laws and regulations. To address labor disputes and employee grievances, the Company has established the Petition and Employee Complaint Management Procedure, which sets out standardized operational procedures. Through internal coordination, arbitration and legal procedures, disputes are resolved effectively to protect employees' legitimate rights. During the Reporting Period, no incidents of child labor or forced labor occurred within EverProX (including its overseas subsidiaries), and no violations such as employment discrimination were reported.

Remuneration and Benefits

- The Company has established the Remuneration Management System, developing a remuneration framework consisting of "base salary + position-based salary + performance-based salary + welfare benefits + long-term incentives". This framework closely links remuneration with job value, individual performance and the Company's development. The Company makes timely contributions to the five statutory social insurances and housing provident fund. Employees are entitled to statutory holidays, paid annual leave, marriage leave and maternity leave. In addition, the Company provides annual health examinations, holiday benefits and birthday benefits. EverPro Hanchuan has constructed employee apartments to provide convenient accommodation for employees.



EverPro Hanchuan Employee Apartments

Employee Relations Management

- The Company has established an open, transparent, and multiple-channel communication mechanism. Employees may express their concerns and suggestions through online platforms, suggestion QR codes, employee representatives and regular communication meetings. This ensures that employees are fully informed and able to participate in corporate governance, thereby promoting the establishment of collaborative, efficient and harmonious labor relations.

Employee Training and Development

EverProX regards talent development as a key measure to support the Company's innovation and business expansion. By combining external recruitment with internal cultivation, the Company builds a stable, high-quality talent pool, focusing on the development of R&D, management, and marketing service teams, laying a foundation for continuous innovation and market expansion.

In terms of career development, the Company adheres to the philosophy of "making the best use of talents, prioritizing innovation" and has established multiple career tracks for management, professional and technical roles, with clearly defined promotion channels and career paths. The Company has also improved position assessment and incentive mechanisms, integrating short-term and long-term incentives, including equity-based incentives, to motivate employees and support their career growth.

Regarding training and capability enhancement, the Company has established a systematic training management system, covering onboarding training for new employees, on-the-job skills development, and specialized training programs. Training modules include job skills, career development, corporate culture, compliance education, and occupational health and safety. Training outcomes are assessed through examinations, record management, and feedback mechanisms. Combined with school-enterprise cooperation, targeted internships, and special projects, the Company provides young talent with practical experience and growth opportunities, gradually improving the talent development pipeline.



In December 2025, PT EverPro Indonesia Technologies successfully held the leadership development training with the theme "Awaken to Start, Pursue Excellence: Guided by Mission, Rooted in Integrity."

Employee Care and Well-being

EverProX focuses on the balanced development of employees' work and life, and is committed to creating a stable, inclusive, and sustainable working environment. The Company addresses the diverse needs of different employee groups through holiday greetings, birthday care, team-building activities, and anniversary celebrations, enhancing employees' sense of belonging and recognition.

Case Integrating Employee Care with Environmental Awareness through Green-themed Activities to Enhance Organizational Sustainability Culture

On March 7, 2025, EverProX held the "Arbor Day × Women's Day" themed tree planting and succulent DIY activity. Combining environmental knowledge sharing with creative hands-on experiences, the event enhanced employees' awareness of ecological protection and their well-being. The activity promoted the concept of a green lifestyle and strengthened employees' recognition of the Company's sustainability culture.



EverProX "A Springtime Appointment: Crafting Happiness" themed activity

Case Conducting National Day and Mid-Autumn Festival Activities across Multiple Bases to Enhance Employee Engagement and Organizational Cohesion

During the National Day and Mid-Autumn Festival in 2025, EverProX organized Mid-Autumn Festival-themed activities at multiple bases, including Chengdu, Jiaying, and Hanchuan. Through employee co-creation and exchange, as well as DIY mooncake activities, the Company addressed the needs of different employee groups, strengthened cross-base interaction, enhanced organizational cohesion and employees' sense of belonging, and created a festive atmosphere.



EverProX National Day & Mid-Autumn Festival Themed Activities



EverProX Diversified Employee Team-building Activities

Case

Hosting an All-English "Immersive Internship Day" for Employees' Children to Enhance Employee Sense of Belonging

On August 15, 2025, EverProX held an "Immersive Internship Day" for employees' children. Through sales scenario simulations and technical interactions, the event helped children develop English communication and collaboration skills, gain insight into the workplace, and strengthen parent-child relationships, thereby enhancing employees' sense of belonging to the Company.



EverProX Employees' Children "Immersive Internship Day"

Occupational Health and Safety

Safety Management System

EverProX consistently considers employee health and safety as a cornerstone for sustainable operations. We actively benchmark against and have obtained certification under the ISO 45001 Occupational Health and Safety Management System standards, and strictly comply with relevant regulations, including the Work Safety Law of the People's Republic of China. It has established systems such as the Occupational Health and Safety Management Operational Control Procedure and the Management Measures for Labor Protection Supplies to ensure safe production across all business operations. The Company comprehensively promotes risk identification, occupational hazard monitoring, and emergency management throughout its operations. During the Reporting Period, no major work safety incidents occurred.

In daily management, each base conducts on-site inspections, regular checks, and special investigations to strengthen supervision and management of the working environment, equipment, facilities, and employee protective measures. For identified issues, responsibilities and timelines for rectification are clearly defined, and problems are addressed promptly through hazard rectification tracking and closed-loop feedback mechanisms.

Occupational Health and Protection

The Company strictly complies with the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases and the Measures for the Administration of Occupational Health Examinations, regularly conducting assessments of occupational hazards in the workplace. Relevant employees are provided with occupational health examinations and safety briefings to continuously reduce occupational health risks. EverProX has established occupational disease prevention plans at all bases and conducts occupational health examinations for employees before, during, and after their employment to ensure that health risks are effectively controlled.

Safety Culture Development

The Company emphasizes the cultivation of employee safety awareness and emergency response capabilities, using training and drills as key measures in occupational health and safety management. During the Reporting Period, each base conducted multi-level training and assessments on topics such as safety education for new employees, certification for special positions, and occupational disease prevention, and established training records and feedback mechanisms.

In addition, the Company organizes emergency drills in conjunction with activities such as Safety Production Month to enhance employees' risk identification and on-site response capabilities.

Case

Conducting Company-wide Fire Emergency Drill to Enhance Overall Safety Awareness

On April 24, 2025, EverPro Hanchuan conducted a large-scale fire emergency drill with the participation of more than 500 employees. In response to issues observed during the drill, such as improper evacuation postures by some employees, the Company has developed targeted rectification plans to effectively safeguard the life and property of all employees.



EverPro Hanchuan Fire Emergency Drill - Fire Extinguisher Practical Exercise

Case Conducting Safety Training and Drills to Foster an All-Employee Safety Culture

In June 2025, the Jiaxing Production Base carried out a series of activities for the 24th National Safety Production Month. Through awareness campaigns, hazard inspections, and emergency knowledge dissemination, employees' risk prevention capabilities were enhanced and safety responsibilities were implemented.

In November 2025, the Jiaxing Production Base conducted a full-factory fire evacuation and firefighting drill. Practical exercises were used to assess and improve emergency response capabilities, strengthening the foundation of occupational health and safety.



Jiaxing Production Base Safety Production Month Training



Jiaxing Production Base Fire Drill On-site Photos

Metrics and Targets

EverProX places great importance on employee development. In terms of recruitment management, the Company follows a people-oriented approach, selecting and employing talent based on merit, with strict screening and preferential hiring of qualified candidates. For employee training management, the Company has established a systematic, efficient, and standardized modern corporate training system, aiming to progressively improve the systematization, standardization, and professionalism of training, supporting the construction of a robust talent pipeline. Regarding career development, the Company adheres to the talent philosophy of "making the best use of talents, prioritizing innovation", providing employees with broad career development opportunities and promoting them based on capability and potential, ensuring fairness of opportunities.

In addition, the Company has established policies to protect employees' occupational health and related rights, safeguarding safe production and sustainable development.

Occupational Health and Safety Policy

Comply with Health and Safety Regulations

Master Health and Safety Knowledge

Strengthen Health and Safety Awareness

Eliminate Health and Safety Incidents

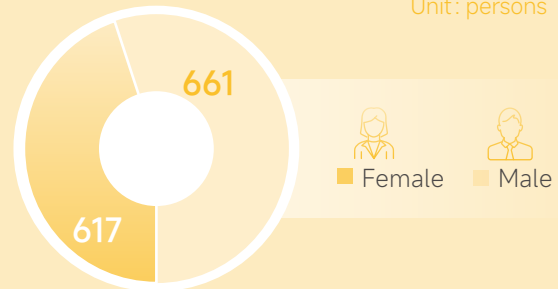
Employment



Total Full-time Employees **1,278** persons

By Gender

Unit: persons



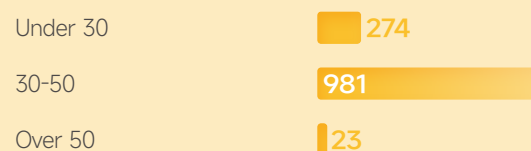
By Employee Category

Unit: persons



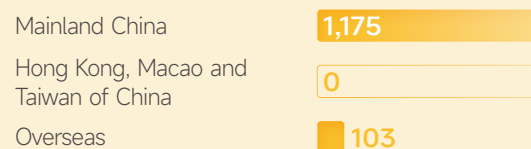
By Age Group

Unit: persons



By Region

Unit: persons



Employee Rights



Coverage of Employees Entitled to Parental Leave **100** %

Employee Turnover Rate



Total Full-time Employee
Turnover Rate

18 %



By Gender
Unit: %

Female

17

Male

20



By Age Group
Unit: %

Under 30

35

30-50

14

Over 50

13

Full-time Employee Training Coverage



Proportion of Full-time
Employees Participating
in Training

98.75 %



By Gender
Unit: %

Female

99.51

Male

98.03



By Employee Category
Unit: %

Senior Management

67

Middle Management

99

Other Office Staff

99

General and Technical Workers

99

Health and Safety



Work-related
Fatalities

0 person

Work-related Fatality
Rate

0 %



Number of Recordable
Work-Related Injuries

1 case

Workdays Lost Due to
Work Injuries

151 days



Occupational Health and
Safety Training Hours

13,655 hours

Employee Health
Examination Coverage

100 %



Occupational Health and Safety Training Coverage

85.64 %

Employee Training Hours



Total Training
Hours

23,753 hours

Average Training
Hours per
Employee

18.82 hours



By Gender
Unit: hours

Female

19.71

Male

17.98



By Employee Category
Unit: hours

Senior Management

15.87

Middle Management

15.01

Other Office Staff

19.50

General and Technical Workers

18.84

Employee Training and Development



Total Number of
Full-time Employees
Trained

1,262 persons

Contributing to Society

EverProX actively practices corporate social responsibility by maintaining regular communication with local governments and inviting local representatives to visit the Company, fostering mutual trust and cooperation to align business development with community needs. Through employment support, cultural integration, and philanthropic activities, the Company promotes sustainable community development, actively participates in global sustainability efforts, and contributes to the building of a shared future for humanity.

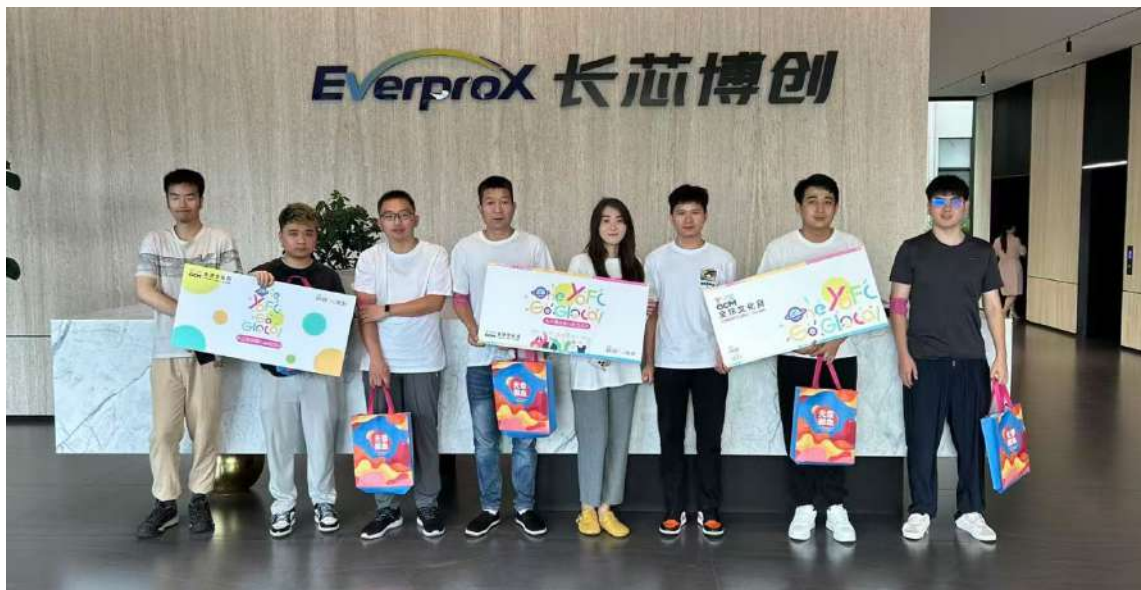
Volunteer Services

EverProX carries out diverse volunteer service initiatives focused on public health and community care. Through activities such as organizing voluntary blood donation campaigns and providing care and support for outdoor workers exposed to high temperatures, the Company actively supports medical blood supply needs and promotes the health and safety of workers. These initiatives enhance employees' sense of social responsibility while fostering integrated development between the Company and local communities.

In 2025, the Company further strengthened philanthropic efforts by organizing dozens of employees to actively participate in volunteer service activities, contributing nearly one hundred cumulative hours and giving back to society through concrete actions.

Case Organizing a Voluntary Blood Donation Campaign to Deepen Corporate Social Responsibility Practices

On September 10, 2025, EverProX, in collaboration with Jiaxing City Blood Center, organized a voluntary blood donation event to actively support the public medical blood supply needs and contribute to ensuring the safety of clinical blood use.



EverProX Charity Blood Donation Event

Case Caring for Outdoor Workers in High Temperatures to Support Employee Health and Social Responsibility

In July 2025, EverProX, in collaboration with the Daqiao Town Trade Union and Guangyi Community, carried out the "Summer Cool Comfort" care activity, providing heat-prevention supplies and support to employees and community outdoor workers who remain on duty in high-temperature environments, ensuring their health and safety.



EverProX Carries out "Summer Cool Comfort" Care Activity

Contributing to Education

EverProX actively supports education and technological development. By jointly establishing internship bases, providing access to R&D facilities, and offering donation support, the Company promotes alignment between university education and industry needs, facilitates industry-university-research collaboration and technological innovation, and actively fulfills its responsibilities and long-term commitment to education support and the integration of technology.

Case Co-establishing University Internship Bases to Support Talent Development and Practical Education

On June 10, 2025, on the occasion of the commencement of operations at the EverProX Chengdu Communication Park, Company jointly established an internship base with the School of Optical and Electronic Information of Huazhong University of Science and Technology. The initiative provides university students with a practical learning platform oriented toward the optical communications industry and supports the enhancement of coordinated development between higher education and industry.



EverProX Technologies Chengdu Communication Park Commissioning Ceremony

Case

Supporting Higher Education Development and Deepening Industry-University-Research Collaboration

On April 30, 2025, EverProX, together with industry partners, made a donation to Huazhong University of Science and Technology to support faculty development, discipline advancement, and talent cultivation. This initiative promotes technological innovation in the field of optical communications, strengthens industry-university-research collaboration, and helps train more professionals with practical capabilities for the industry.



EverProX Donation Ceremony to Huazhong University of Science and Technology

Supporting Rural Revitalization

EverProX actively supports local rural revitalization by adhering to a localized employment strategy, integrating with local traditional culture, providing stable employment opportunities for the community, and promoting income growth for residents, thereby contributing to local economic vitality and social development.



In 2025,

more than **80%** of local employees at PT EverPro Indonesia Technologies were recruited from Karawang and surrounding towns.



Case Eid al-Adha Charity Donation to Promote Shared Community Prosperity

During Eid al-Adha, PT EverPro Indonesia Technologies carried out a charity donation activity, providing live cattle and holiday supplies to the local community. The initiative offered tangible support to employees and residents and fostered interaction and engagement between the Company and the community.



PT EverPro Indonesia Technologies' Donation during Eid al-Adha

Case Ramadan Care Activity Demonstrating Corporate Community Responsibility

During Ramadan, PT EverPro Indonesia Technologies organized a holiday donation activity, providing food and daily necessities to employees and community residents, conveying corporate care and humanistic values. The initiative, aligned with local cultural characteristics, enhanced the sense of belonging and recognition among employees and community residents, and promoted mutual cultural understanding between the Chinese company and the local community.



PT EverPro Indonesia Technologies' Donation during Eid al-Adha

Future Outlook

As the starlight of 2025 fades, the dawn of 2026 rises on the horizon. EverProX will integrate ESG concepts throughout its entire business operation with more pioneering technological breakthroughs, a broader global vision, and deeper humanistic care. The Company will continue to optimize corporate governance, actively respond to climate change, reduce pollution emissions, and protect the ecological environment. Working together with employees, partners, customers, and other stakeholders, EverProX aims to unite efforts and write a new chapter in sustainable development.

Governance:
Steady Operations to
Co-create a "Core" Future

Environment:
Green Leadership, Co-
creating the "Core" Ecosystem

Social:
Promoting Industry for the Benefit of
the People and Co-creating a "Core" Life

**Future
Outlook**

Appendix



Appendix

Key Performance Table¹

Environment		
Indicator	Unit	2025
Greenhouse Gas (GHG)		
Total Greenhouse Gas Emissions (Scope 1 and Scope 2 and Scope 3)	tCO ₂ e	400,121.54
Direct Greenhouse Gas Emissions (Scope 1)	tCO ₂ e	826.01
Indirect Greenhouse Gas Emissions (Scope 2)	tCO ₂ e	11,658.35
Other Indirect Greenhouse Gas Emissions (Scope 3)	tCO ₂ e	387,637.18
Greenhouse Gas Emission (Scope 1 and Scope 2 and Scope 3)	tCO ₂ e / million RMB revenue	157.99
Energy		
Total Energy Consumption	tce	2,502.82
Energy Consumption Intensity	tce/ million RMB revenue	0.99
Direct Energy Consumption		
Total Direct Energy Consumption	tce	16.52
Unleaded Gasoline	tce	15.33
Diesel	tce	1.18
Natural Gas	tce	0.01
Indirect Energy Consumption		
Total Indirect Energy Consumption	tce	2,486.30
Purchased Electricity	tce	2,486.30
Resource Use		
Water Resource Use		
Total Water Consumption	m ³	18,488.56
Water Consumption Intensity	m ³ / million RMB revenue	7.30
Packaging Materials		
Paper	tons	175.41
Plastic	tons	55.91
Metal	tons	0.06
Wood	tons	107.92
Total Packaging Materials Used	tons	339.29
Packaging Material Usage Intensity	tons / million RMB revenue	0.134
Wastewater Discharge		
Wastewater Discharge	m ³	73,953.24
Waste		

1.The scope of data disclosed in this report is consistent with the reporting scope described above, covering EverProX and its wholly-owned and controlled subsidiaries, including EverProX Technologies Chengdu Company Limited, EverPro Wuhan, PT EverPro Indonesia Technologies, and EverPro Hanchuan.

Environment		
Indicator	Unit	2025
Non-hazardous Waste		
Domestic Waste	tons	229.28
Food Waste	tons	13.15
General Industrial Waste	tons	147.25
Waste Sludge	tons	0
Paper Waste	tons	1.25
Other Non-hazardous Waste	tons	0
Total Non-hazardous Waste	tons	389.68
Non-hazardous Waste Intensity	tons / million RMB revenue	0.154
Hazardous Waste		
Waste Organic Solvents	tons	2.16
Waste Acids	tons	0
Spent Activated Carbon	tons	3.40
Waste Packaging Contaminated with Chemicals	tons	6.18
Other Hazardous Waste	tons	4.98
Total Hazardous Waste	tons	16.72
Hazardous Waste Intensity	tons / million RMB revenue	0.00660
Green Operations		
Online Meetings	times	22,876
Total employee participation time	hours	40,977

Social		
Indicator	Unit	2025
Employment		
Total Full-time Employees	persons	1,278
By Gender		
Female	persons	617
Male	persons	661
By Employee Category		
Senior Management	persons	9
Middle Management	persons	114
Other Office Staff	persons	585
General and Technical Workers	persons	570
By Age Group		
Under 30	persons	274
30-50	persons	981
Over 50	persons	23

Social		
Indicator	Unit	2025
By Region		
Mainland China	persons	1,175
Hong Kong, Macao and Taiwan of China	persons	0
Overseas	persons	103
Employee Turnover Rate		
Total Full-time Employee Turnover Rate	%	18
By Gender		
Female	%	17
Male	%	20
By Age Group		
Under 30	%	35
30-50	%	14
Over 50	%	13
Employee Rights		
Coverage of Employees Entitled to Parental Leave	%	100
Health and Safety		
Work-related Fatalities	persons	0
Work-related Fatality Rate	%	0
Number of Recordable Work-Related Injuries	cases	1
Workdays Lost Due to Work Injuries	days	151
Occupational Health and Safety Training Hours	hours	13,655
Occupational Health and Safety Training Coverage	%	85.64
Employee Health Examination Coverage	%	100
Employee Training and Development		
Total Number of Full-time Employees Trained	persons	1,262
Full-time Employee Training Coverage		
Proportion of Full-time Employees Participating in Training	%	98.75
By Age Group		
Female	%	99.51
Male	%	98.03
By Employee Category		
Senior Management	%	67
Middle Management	%	99
Other Office Staff	%	99
General and Technical Workers	%	99
Employee Training Hours		
Total Training Hours	hours	23,753
Average Training Hours per Employee	hours	18.82
By Gender		
Female	hours	19.71

Social		
Indicator	Unit	2025
Male	hours	17.98
By Employee Category		
Senior Management	hours	15.87
Middle Management	hours	15.01
Other Office Staff	hours	19.50
General and Technical Workers	hours	18.84
Product Responsibility		
Product Quality		
Product Inspection Pass Rate	%	98.86
Product Quality Inspection Coverage	%	100
Customer Service		
Number of Complaints on Main Products and Services	cases	139
Number of Issues Resolved Within Customer-requested Timeframe	cases	139
Customer Satisfaction Survey Results	points	91.49
Technological Innovation		
Intellectual Property ²		
China Patents	pieces	229
Overseas Patents	pieces	31
China Invention Patents	pieces	111
Trademarks (including China and overseas)	pieces	80
Software Copyrights (including China and overseas)	pieces	34
Integrated Circuit Layout Designs (including China and overseas)	pieces	15
Supplier Distribution and Numbers		
Total Number of Suppliers	suppliers	628
Number of Suppliers with Green Factory Certification	suppliers	18
By Region		
China (including Hong Kong, Macao and Taiwan)	suppliers	541
Asia-Pacific (excluding China)	suppliers	70
Europe	suppliers	5
North America	suppliers	12
Governance		
Indicator	Unit	2025
Anti-Corruption Training Participation		
By Employee Category		
Directors	persons	9
Employees	persons	720

2.The number of patents in this table is counted separately by country/region of application. Patent applications for the same invention filed in different countries/regions are included in the patent count of the respective jurisdictions. All patent-related disclosures in this report follow the same statistical approach.

Shenzhen Stock Exchange Guidance Table

Report Framework			Shenzhen Stock Exchange Self-Regulatory Guidelines No.17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)
Primary Title	Secondary Title	Tertiary Title	
About the Report			Articles 3; 4; 7
Message from the Management			Article 2
About EverProX			/
Annual Sustainability Honors			/
Sustainability Performance Highlights			/
Governance: Steady Operations to Co-create a “Core” Future	Optimizing Corporate Governance	Improving the Governance Structure	Article 12
		Strengthening Compliance Construction	Articles 12; 54
		Strengthening Risk Management	Article 18
	Adhering to Business Ethics	Governance	Articles 11; 12
		Strategy	Articles 11; 13; 14; 17
		Impact, Risk and Opportunity Management	Articles 11; 18; 55; 56
		Metrics and Targets	Articles 11; 19
	Strengthening ESG Management	ESG Governance Structure	Article 12
		Stakeholder Communication	Articles 9; 53
		Double Materiality Analysis	Article 5
	Enhancing Environmental Management	/	Articles 29; 33
	Addressing Climate Change	Governance	Articles 11; 21-23
		Strategy	Articles 8; 11; 14; 24-26; 52
		Impact, Risk, and Opportunity Management	Articles 11; 27
		Metrics and Targets	Articles 11; 19; 28
Environment: Green Leadership, Co-creating a “Core” Ecosystem	Advancing Environmental Protection	Waste Management	Articles 29; 31
		Exhaust Gas Management	Articles 29; 30
		Wastewater Management	Articles 29; 30
		Noise Management	Articles 29; 30
		Biodiversity	Article 32
	Promoting Resource Utilization	Energy Management	Articles 34; 35
		Water Resource Management	Articles 34; 36
	Practicing Circular Economy	/	Articles 34; 37

Report Framework			Shenzhen Stock Exchange Self-Regulatory Guidelines No.17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)
Primary Title	Secondary Title	Tertiary Title	
Social: Promoting Industry for the Benefit of the People and Co- creating a “Core” Life	Ensuring the Safety and Quality of Products and Services	Governance	Articles 11; 47
		Strategy	Articles 8; 11; 14; 52
		Impact, Risk, and Opportunity Management	Articles 11; 47-48
		Metrics and Targets	Articles 11; 19
	Upholding Innovation-driven Development	Governance	Articles 11; 42
		Strategy	Articles 8; 11; 14; 52
		Impact, Risk, and Opportunity Management	Articles 11; 41
		Metrics and Targets	Articles 11; 19; 41; 42
	Developing a Sustainable Supply Chain	Governance	Articles 11; 45
		Strategy	Articles 8; 14; 52
		Impact, Risk, and Opportunity Management	Articles 11; 44;45;46
		Metrics and Targets	Articles 11; 19
	Caring for and Supporting Employees	Governance	Article 11;12
		Strategy	Article 11;13;14;17
		Impact, Risk and Opportunity Management	Article 11;18;50
		Metrics and Targets	Article 11;19;50
	Contributing to Society	Volunteer Services	Article 40
		Contributing to Education	Article 40
		Supporting Rural Revitalization	Article 39
Future Outlook			/
Appendix	Key Performance Table		/
	Shenzhen Stock Exchange Guidance Table		Article 57
	Abbreviation		/
	Reader Feedback Form		/

Abbreviation

Abbreviation	Full form
ECOC	European Conference on Optical Communication
COMNEXT	Next Generation Communication Technology & Solutions Expo
AWG	Arrayed Waveguide Grating
AAWG	Athermal Arrayed Waveguide Grating
MWC	Mobile World Congress
OFC	Optical Fiber Communication Conference
CFCF	China Fiber Connect Forum & Exhibition
CIOE	China International Optoelectronic Exhibition
IDC	Internet Data Center
ICC	International Chamber of Commerce
IT	Information Technology
ONU	Optical Network Unit
PCB	Printed Circuit Board
VMUX	Variable Multiplexer
AOC	Active Optical Cables
PON	Passive Optical Network
PLC	Planar Lightwave Circuit
DWDM	Dense Wavelength-Division Multiplexing
DAC	Direct Attach Cable
ACC	Active Copper Cable
AEC	Active Electrical Cable
IECQ	International Electrotechnical Commission Quality Assessment System for Electronic Components
CB	Certification Body Scheme
CE	Conformité Européenne
TUV	Technischer Überwachungsverein
UL	Underwriters Laboratories Inc.
FDA	U.S. Food and Drug Administration
FCC	Federal Communications Commission
R&D	Research and Development
MIPI SerDes chip	Mobile Industry Processor Interface Serializer/Deserializer chip
HDMI	High-Definition Multimedia Interface
USB	Universal Serial Bus
PCIe	Peripheral Component Interconnect Express
ERP	Enterprise Resource Planning
RBA	Responsible Business Alliance
RoHS	Restriction of Hazardous Substances
REACH	Registration, Evaluation, Authorisation and Restriction of Chemicals

Reader Feedback Form

Hello!

Thank you very much for taking the time to read the EverProX Technologies Company Limited 2025 Sustainability Report. In order to provide more valuable information to you and other stakeholders, and to further enhance the Company's capacity and performance in environmental, social, and corporate governance (ESG), we sincerely welcome your valuable comments and suggestions.

What is your overall evaluation of this report?

☐ Excellent ☐ Good ☐ Average ☐ Poor

How do you evaluate the response and disclosure of this report to the concerns of stakeholders?

☐ Excellent ☐ Good ☐ Average ☐ Poor

How do you assess EverProX's performance in economic responsibility?

☐ Excellent ☐ Good ☐ Average ☐ Poor

How do you assess EverProX's performance in environmental responsibility?

☐ Excellent ☐ Good ☐ Average ☐ Poor

How do you assess EverProX's performance in safety management?

☐ Excellent ☐ Good ☐ Average ☐ Poor

How do you assess EverProX's performance in employee responsibility?

☐ Excellent ☐ Good ☐ Average ☐ Poor

How do you assess EverProX's performance in community responsibility?

☐ Excellent ☐ Good ☐ Average ☐ Poor

Are the information, indicators, and data disclosed in this report clear, accurate, and complete?

☐ Excellent ☐ Good ☐ Average ☐ Poor

Do you find the content arrangement and layout design of this report convenient for reading?

☐ Excellent ☐ Good ☐ Average ☐ Poor

Open-ended Question:

Do you have any comments or suggestions regarding EverProX Technologies Company Limited's ESG management and practices, or this report?



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