ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2025

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About This Report

This is the first Environmental, Social and Governance (ESG) Report published by EPG International Co., Ltd. (hereinafter referred to as the Report). It comprehensively discloses the management policies, initiatives, and key achievements of EPG International Co., Ltd. and its subsidiaries in the environmental, social, and governance areas for the year 2025, and aims to disclose to stakeholders the Company's efforts and achievements in sustainable development.

References

Unless otherwise specified, "EPG International Co., Ltd." is also referred to in this Report as "EPG," the "Company," or "we." Where appropriate, the above references may also include its consolidated subsidiaries, consolidated affiliated entities, variable interest entities, and their subsidiaries.

Reporting Standards

This Report has been prepared with reference to the *Environmental, Social and Governance Reporting Code* of The Stock Exchange of Hong Kong Limited, the *GRI Sustainability Reporting Standards* (GRI Standards) issued by the Global Sustainability Standards Board (GSSB), and the United Nations Sustainable Development Goals (SDGs), as well as other relevant information disclosure guidelines.

Report Language

This Report is published in both Chinese and English electronic versions. In case of any discrepancy between the two versions, the Chinese version shall prevail.

Report Availability

This Report is primarily published in electronic form. Stakeholders may access and download it from EPG's official website: https://www.epg-module.com.

Information Sources

The data in this Report are derived from EPG's internal records, company documents, and relevant publicly available information, including news sources. EPG is responsible for the authenticity, accuracy, and completeness of the contents of this Report.

Scope of the Report

Unless otherwise specified, the data and content disclosed in this Report cover the period from January 1, 2025 to December 31, 2025 (given that this is EPG's first ESG Report, certain information may extend beyond the above period). The scope of this Report covers EPG International Co., Ltd. and its consolidated subsidiaries, consolidated variable interest entities, and other related companies.

Data Statement

Unless otherwise specified, all monetary amounts in this Report are denominated in RMB.

Contact Information

For feedback and suggestions regarding this Report, please email us at: communications@epg-module.com.

Message from the Chairman

Chairman Alick Wan

2025 represents a pivotal year in which the digital economy and green development have become deeply intertwined. The rapid expansion of AI computing demand is reshaping the data center industry, and for EPG, it is equally a defining year, one in which we have strengthened our long-term growth trajectory and deepened our commitment to ESG principles. Across the prefabricated data center sector, we have advanced green development through technological innovation, fulfilled our social responsibilities through global expansion, and reinforced our governance foundation, delivering a year of results that reflect both growth and accountability to all stakeholders.

Rooted in standardized governance, we have continued to strengthen our corporate governance framework throughout the year. A board governance mechanism was established and operationalized for the first time, providing an institutional foundation for our cross-regional expansion and standardized operations. We also enhanced our global compliance capabilities and achieved key market access milestones in priority regions, ensuring that our international growth is underpinned by sound governance and regulatory adherence.

Centered on green technology, we have continued to advance technological innovation. We achieved meaningful advances in magnetic levitation liquid cooling technology, launched diesel generator sets for global markets, and successfully commissioned our first non-standard automated welding production line. Nine additional national invention patents were granted during the year. These developments support the green, low-carbon operation of data centers, reinforcing the energy efficiency advantages of prefabrication technology and reflecting our sustained commitment to innovation-led sustainability.

Committed to giving back to society, we have continued to expand our global footprint and deepen localized operations. Cumulative prefabricated module deliveries surpassed 200 MW, including the successful completion of Asia's largest single-site data center project at 60+ MW. Our international expansion strategy has produced tangible results, and we remain committed to bringing efficient, green prefabrication technology to computing infrastructure worldwide. Meanwhile, we have strengthened ecosystem collaboration and were honored with the 2025 China Data Center Prefabricated Construction Industry Leadership Award by Frost & Sullivan, contributing to the industry's transition toward greener and more efficient development. In addition, we have continued to create social value and focusing on employee growth and well-being. We have organized distinctive employee programs in both China and overseas, enhancing organizational resilience and fostering development synergy. We have also expanded our community engagement through a range of public welfare initiatives, translating our social commitment into tangible action.

As digital transformation accelerates and the imperative for sustainable development grows, EPG will continue to drive green energy efficiency through innovation, promote equitable access to computing power through global and localized deployment, and uphold corporate responsibility through sound governance and community engagement. In advancing green computing infrastructure, we aim to support global digital transformation and work hand in hand with all our partners to contribute EPG's capabilities to global sustainable development.

About EPG

Company Overview

We are an industry-leading provider of modular data center (“MDC”) solutions, delivering core infrastructure support for AI data centers. Our solutions are designed to support the full spectrum of the data center development and operation in China and overseas, covering planning and design, manufacturing and prefabrication, transportation, assembly, testing and delivery, as well as operation and maintenance.

We organize and deliver our modular data center solutions through a phased execution model across three business lines, namely (i) modular data center products, (ii) engineering and delivery solutions, and (iii) professional services. These three business lines collectively reflect our full-stack turnkey capabilities to provide integrated solutions to our customers, while also offering flexibility to meet our customers’ specific requirements across different stages of their data center projects.

Our modular data solutions are built upon and enabled by four core functional modules: power generation, power distribution, IT systems and cooling systems. Through standardized design, prefabrication and in-facility integration of these modules, our solutions facilitate rapid deployment, flexible expansion, strong scalability, and cost efficiency, and are well-positioned to serve a wide range of scenarios, including hyperscale data centers and low-latency computing facilities.

Values Collaboration | Impact | Convergence

Ethics Integrity | Drive | Inclusivity

Principles Innovation | Expertise | Reliability | Sustainability

Compute, wherever the world needs it

To ignite and propel the evolution of AI compute.

Development History

2004

Our Group was established and commenced operations in the diesel generator business.

2015

We commenced cooperation with GDS and expanded into the data center backup power sector.

2021

We commenced research and development of prefabricated modular data center solutions and established our Shanghai No. 1 Plant, realizing our manufacturing capabilities.

2023

We established our Malaysia No. 1 Plant to enhance our overseas operational capabilities.

2024

We secured our first overseas data center delivery project with a single project capacityexceeding 60MW.

2025

We achieved cumulative overseas delivery capacity of modular data centers exceeding 200MW. Total headcount grew by 87.6%. The Company successfully obtained the BOMBA certification[1].

[1]That is, the fire safety certification issued by the Fire and Rescue Department of Malaysia (Jabatan Bomba dan Penyelamat Malaysia).

Key Business

As a leading enterprise in prefabricated AI infrastructure, EPG standardizes and integrates core modules, including power generation, power distribution, IT, and cooling, through factory-based prefabrication, significantly compressing construction timelines and reducing costs. We have established fully integrated delivery teams in both China and overseas to respond rapidly to customers' global construction and deployment needs. Looking ahead, we will focus on advancing key technologies, including prefabricated cooling stations for AI Data Centers (AIDC), liquid cooling, and waste heat recovery. We will further promote a fully prefabricated product system incorporating green and low-carbon materials, develop a high-voltage DC power supply and protection verification platform, and deliver full lifecycle value-added services for prefabricated containers through an integrated operations and maintenance platform, driving the industry toward a more efficient, low-carbon, and intelligent future.

EPG's Key Business Coverage

Functional Module Products for Data Centers

EPG categorizes data centers into four standardized modules — diesel power generation, IT, cooling, and power distribution — assembled and tested in the factory before transport to site for rapid installation, significantly reducing delivery timelines and construction costs. Our prefabricated solutions support deep customization across a broad range of deployment scenarios, including public cloud, government and enterprise, AI supercomputing, and edge computing. Products are designed for flexible outdoor deployment and emergency response, and incorporate integrated low-voltage monitoring systems, energy-efficient design, and rapid deployment capabilities.

Data Center Engineering Procurement and Construction (EPC)

Our EPC offering spans the full project value chain, from early-stage planning, design, and detailed engineering through equipment and materials procurement, prefabricated module manufacturing, on-site installation, and commissioning, to post-handover warranty and maintenance. This provides customers with a comprehensive, single-source data center delivery solution.

Data Center Testing and Verification

EPG provides end-to-end international delivery capabilities across the full data center lifecycle, from design through handover, underpinned by a rigorous acceptance testing process that ensures delivery quality meets all applicable standards and specifications.

EPG's Key Business Coverage

EPG's business footprint in the Asia-Pacific region

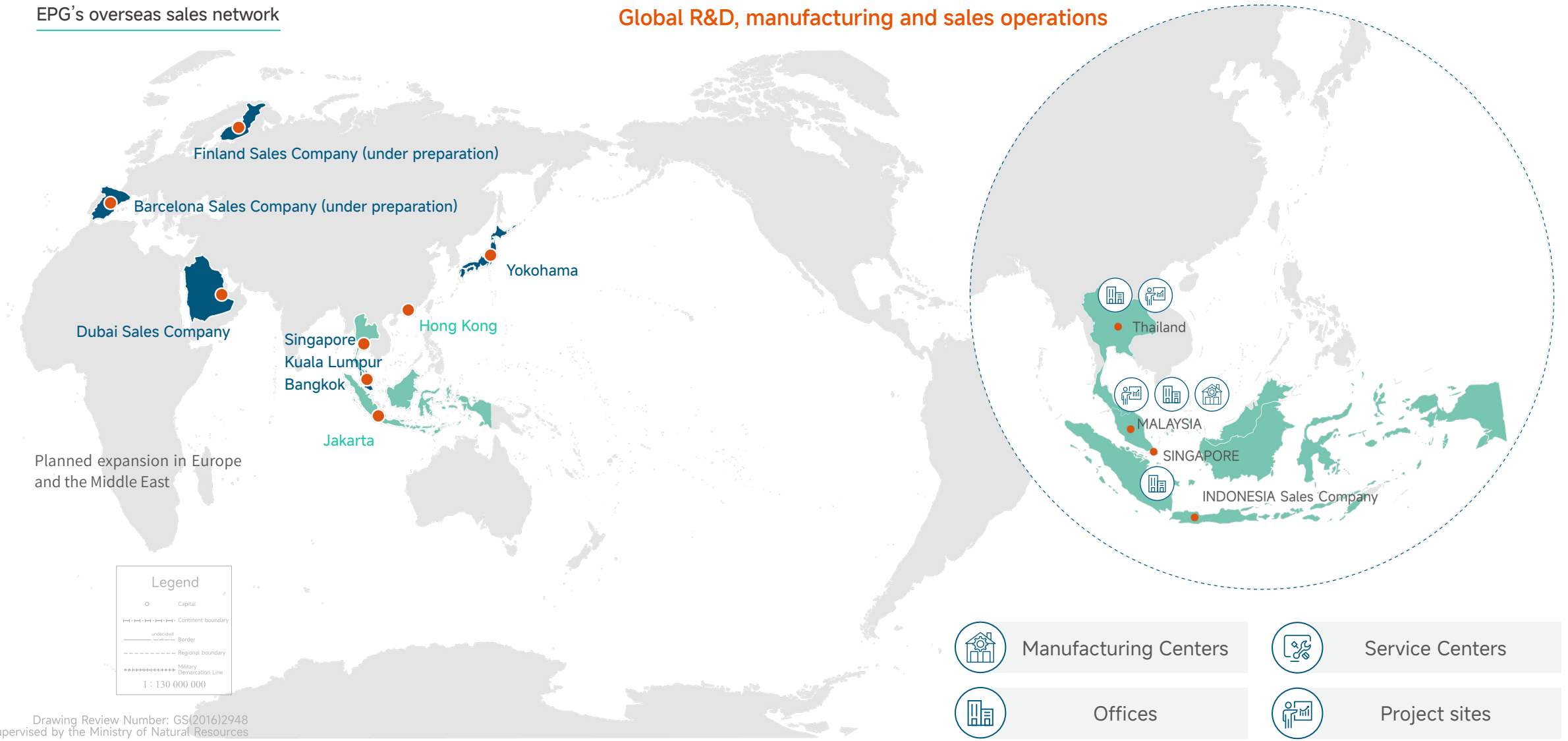
Manufacturing Center

Office

Service Center

EPG's overseas sales network

Global R&D, manufacturing and sales operations



Drawing Review Number: GS(2016)2948
Supervised by the Ministry of Natural Resources

Performance Highlights

2025

Environmental

Total waste generated

97.40 tonnes

Waste intensity

0.03 tonnes/ million revenue

Total energy consumption

9,205.81 MWh

Energy consumption intensity

3.01 MWh/million revenue

Total water consumption

12,685.00 tonnes

Water consumption intensity

4.15 tonnes/million revenue

Social

Cumulative number of patents granted

45 number

Total number of employees

835 persons

Percentage of workers receiving pre-entry safety training

100%

Employee training coverage

88.62%

Total amount of community investment

195,400 RMB

Governance

Number of corruption litigation cases filed and concluded

0 number

Anti-fraud and anti-corruption training coverage for directors and employees

100%

Major cybersecurity incidents

0 number

Data breach incidents

0 number

Employee data security training coverage

100%

Honors, Recognitions and Certifications

Honors and Recognitions

2025 China Data Center Prefabricated Construction Industry Leadership Award

Frost & Sullivan

Digital Intelligence Star Service Provider Award

LIE YUNPRO.COM

Friends of Johor

Organizing Committee of Johor–Singapore Special Economic Zone (JS-SEZ) Investment Opportunities Exchange Conference

Social Responsibility Partner of the 3rd Myasthenia Gravis and Neuroimmunology Innovation Public Welfare Forum

Beijing Aili Myasthenia Gravis Rare Disease Care Center

Platinum Sponsor of the 3rd "i RICPoE" International Research, Innovation, Creativity and Engineering Project Competition

The Institution of Engineers, Malaysia; Southern University College Student Section; Faculty of Engineering and Information Technology, Southern University College

Management System Certifications

ISO 9001 Quality Management System Certification

ISO/IEC 27001 Information Security Management System Certification

ISO 50001 Energy Management System Certification

ISO 14001 Environmental Management System Certification

ISO 45001 Occupational Health and Safety Management System Certification

01 Governance

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Corporate Governance

EPG maintains a robust corporate governance system, providing institutional support for standardized and efficient decision-making and operations. The Board of Directors sits at the core of this structure, supported by three specialized committees — the Audit Committee, the Remuneration Committee, and the Nomination Committee — each operating in accordance with EPG's articles of association and the Board's delegation of authority, and being accountable directly to the Board. EPG has established a standardized director election and regular rotation mechanism. Board elections are conducted annually, with one-third of directors rotating each cycle, ensuring the Board's composition remains compliant with exchange requirements while supporting continuity and operational stability.

In selecting directors, the Company evaluates candidates on the basis of professional competence, industry experience, professional ethics, and overall qualifications. It adheres to the principle of equal selection without differentiation by ethnicity, race, gender, age, or other personal characteristics. As of the date this report was released,the Board currently comprises 9 members, including 3 independent non-executive directors and 2 female director, ,bringing together diverse professional backgrounds and industry expertise to provide well-rounded, independent, and professional support and advice for the Company's decision-making from multiple perspectives.

EPG is committed to the ongoing development of its directors. The Company organizes regular training programs and briefing sessions to keep directors informed of the latest regulatory developments, legislative changes, and industry trends, strengthening compliance awareness and professional competence, thereby enhancing the overall quality of Board deliberation.

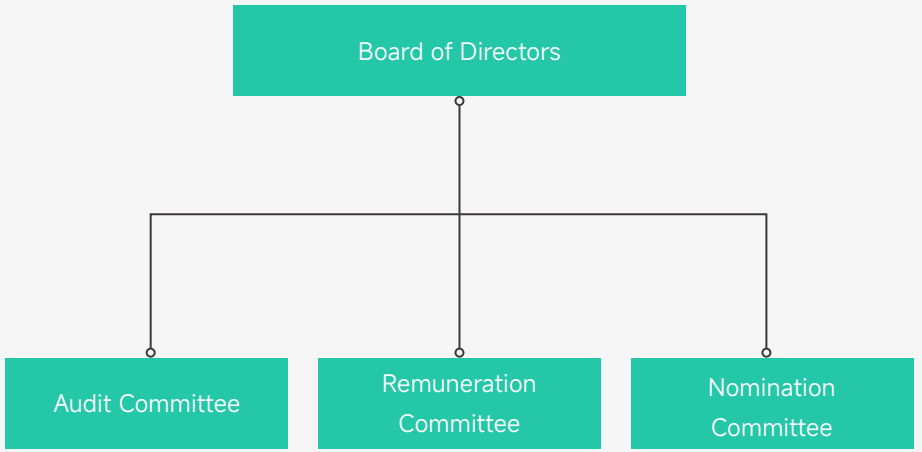
In 2025, EPG

held **2** Board meetings

with **100%** director attendance

conducted **1** Board training session

EPG corporate governance structure



ESG Governance

EPG is committed to integrating ESG principles across all aspects of its data center construction business. To this end, the Company is planning to establish an ESG governance system, including the establishment of a dedicated ESG committee and the development of ESG-specific management policies, to provide structure, discipline, and accountability for the implementation of ESG initiatives. We uphold integrity and transparency in project execution, actively fulfill our management responsibilities, and work to build stakeholder trust, translating ESG commitments into measurable outcomes. The Company has defined three core objectives for ESG brand management: Credible[2], Relevant[3], and Scalable[4], to implement ESG governance requirements and strengthen the Company's brand development.

Material Topics Management

Starting from the objective of meeting stakeholder expectations, EPG conducted its first ESG materiality assessment during the reporting year, in accordance with the *Environmental, Social and Governance Reporting Code* of The Stock Exchange of Hong Kong Limited, the GRI Sustainability Reporting Standards, and the *IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information* (IFRS S1), among other disclosure standards. The assessment was carried out in four steps, applying a dual materiality lens of both financial materiality and impact materiality, to identify the key issues that EPG should prioritize and to enhance the effectiveness of ESG management.

Material Topics Assessment Process

Assessment of Internal and External Environment

A systematic analysis of the external operating environment and the Company's business strategy was conducted to accurately identify high-priority stakeholders across EPG's business activities.

Identification of Topic List

Drawing on relevant international standards, macroeconomic and industry policies, and peer benchmarking, and accounting for EPG's industry characteristics, business model, and value chain, a list of 21 topics with potential financial or impact materiality was identified.

Materiality Analysis of Topics

Topics were assessed across two dimensions: impact materiality and financial materiality. Stakeholder engagement was conducted to collect questionnaire feedback from 11 categories of internal and external stakeholders, supplemented by consultations with ESG experts, to comprehensively evaluate the perceived importance of each topic.

Impact Materiality Analysis

Questionnaire surveys were administered to internal and external stakeholders, ensuring the assessment process was systematic and comprehensive, thereby providing a solid basis for evaluating impact materiality.

Financial Materiality Analysis

Internal management and financial experts assessed each topic based on the likelihood, magnitude, and breadth of potential financial impacts, drawing on their in-depth understanding of the Group's operations and financial position.

Confirmation of Disclosure Topics

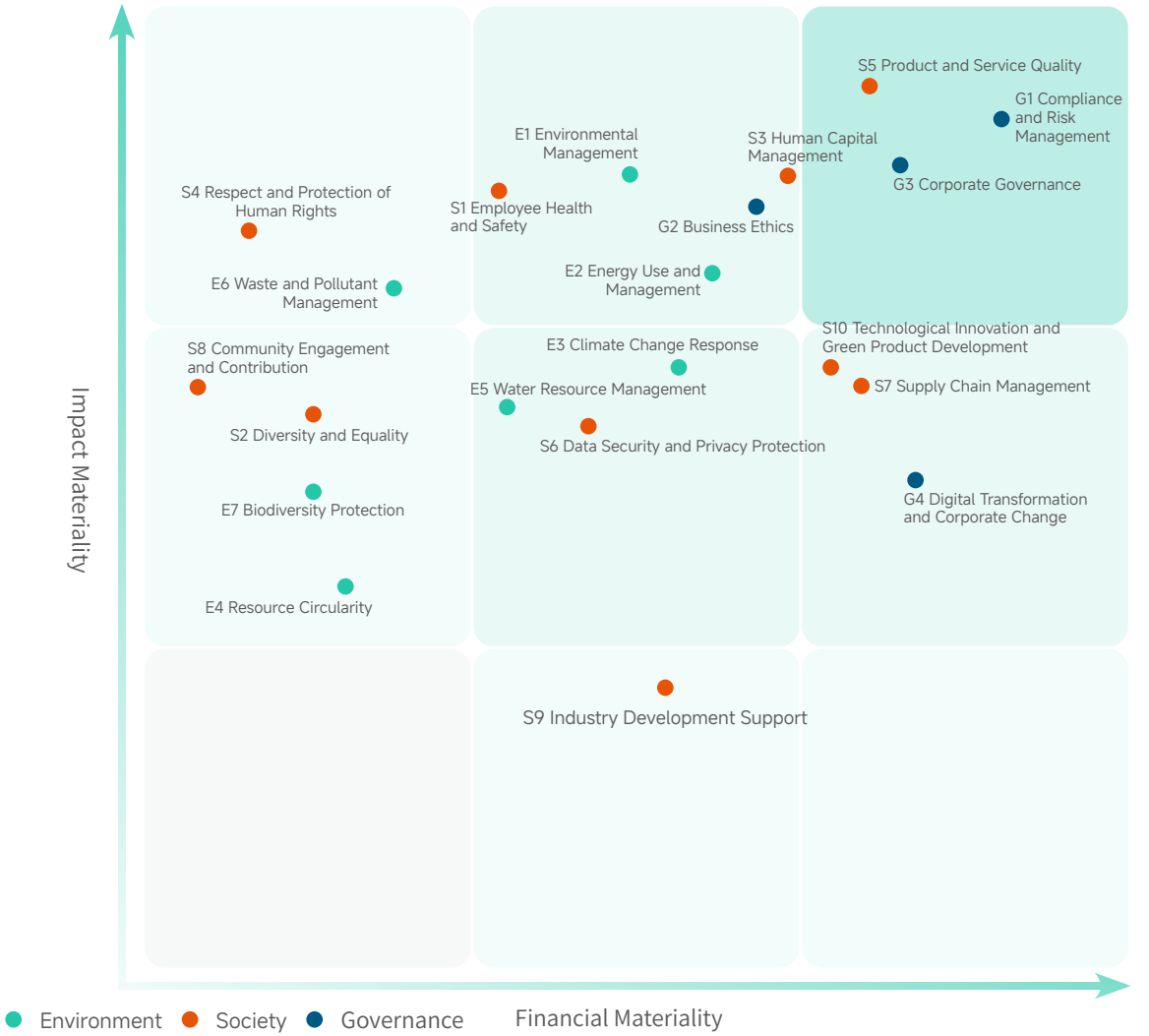
The Board of Directors reviewed and approved the results of the double materiality assessment, confirmed the key disclosure topics for this Report, and ensured that findings are reflected in the Company's ESG priorities and workplan.

[2]This entails establishing an ESG brand foundation that is authentic, verifiable, and auditable, underpinned by sound governance and reliable data, and grounded in substance rather than rhetoric.

[3]This entails advancing the integration of ESG into EPG's core business by embedding sustainability into key technologies and end-to-end processes, and adopting a lifecycle approach across operations.

[4]This entails supporting globalization and capital market communication through a consistent, reusable narrative framework that ensures coherence in ESG messaging across markets.

EPG's 2025 material topics matrix



Stakeholder Engagement

EPG maintains an open, transparent, and two-way stakeholder communication mechanism, designed to address issues in a timely and equitable manner and to sustain mutual trust. The Company proactively engages relevant stakeholders in key project decision-making processes, ensuring that reasonable feedback and requests are meaningfully incorporated. EPG also maintains regular dialogue with regulatory authorities to stay abreast of policy developments and to collaborate on the implementation of improvement measures. Through disciplined stakeholder management, EPG supports both operational integrity and long-term sustainable development.

Stakeholder Engagement of EPG

Stakeholders	Shareholders and Investors	Government Authorities and Regulators	Customers	Employees	Community Representatives and Non-profit Organizations	Partners and Suppliers	Media	General Public
Key Communication Methods and Channels	• General meetings • Periodic reports • Routine investor communications • Email correspondence • Company website, official accounts, and applications	• Regular reporting • Supervision and inspections • Reception of visits • Communication and seminars • Information disclosure	• Company website, official accounts, and applications • Customer service • Customer visits • Industry conferences • Project cooperation	• Remuneration management • Employee training • Employee activities • Employee communication • Employee engagement surveys • Complaint/grievance channels • Labor union	• Communication visits • Participation in public welfare activities • Cooperation on charitable projects • Information disclosure	• Supplier evaluation • Project cooperation • Company website, official accounts, and applications • Industry exchange activities	• Media interviews • Media engagement activities • Press releases • Media cooperation	• Company website, official accounts, and applications • Participation in social activities

Stakeholders	Shareholders and Investors	Government Authorities and Regulators	Customers	Employees	Community Representatives and Non-profit Organizations	Partners and Suppliers	Media	General Public
Compliance and Risk Management	✓	✓	✓			✓		
Product and Service Quality	✓	✓	✓			✓	✓	✓
Corporate Governance	✓	✓				✓		
Supply Chain Management			✓			✓		
Technological Innovation and Green Product Development	✓		✓			✓	✓	✓
Digital Transformation and Corporate Change	✓		✓				✓	
Human Capital Management	✓	✓		✓			✓	
Business Ethics	✓	✓	✓			✓	✓	
Environmental Management	✓	✓	✓		✓		✓	✓
Energy Use and Management		✓	✓		✓			
Employee Health and Safety		✓		✓			✓	
Climate Change Response	✓	✓	✓		✓		✓	✓
Data Security and Privacy Protection	✓	✓	✓			✓	✓	✓
Water Resource Management		✓	✓		✓			
Waste and Pollutant Management		✓	✓		✓		✓	✓
Respect and Protection of Human Rights	✓	✓		✓				
Industry Development Support						✓	✓	
Diversity and Equality	✓			✓				
Community Engagement and Contribution		✓		✓	✓		✓	✓
Biodiversity Protection	✓				✓			✓
Resource Circularity			✓		✓			

Compliance and Risk Management

EPG regards internal control, compliance, and risk management as foundational to efficient and stable operations. The Company has established and continuously refined its internal control system, guided by a financial risk management strategy built on three principles: prudence and soundness, comprehensive participation, and controllable risk exposure, with the overarching objective of safeguarding corporate assets and enhancing long-term sustainable value.

Internal Control and Compliance Management

EPG's internal control management system is built on the *Internal Control—Integrated* Framework issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO). The system covers key elements including operational objectives, organizational structure, control environment, risk assessment, control activities, information and communication, and monitoring. The Company has also issued an *Internal Control Manual*, providing clear operational guidance for system implementation.

Internal Control System

EPG's internal control system is developed across two levels: the company level, encompassing processes, management, and corporate culture; and the process level, covering departmental responsibilities and business workflows. The Internal Audit and Risk Control Department serves as the core unit for risk prevention, standardized operations, and compliance oversight. Its mandate is organized across three functions— internal audit, internal control, and compliance management, providing comprehensive support for the Company's compliant operations.

Emerging Compliance Requirements

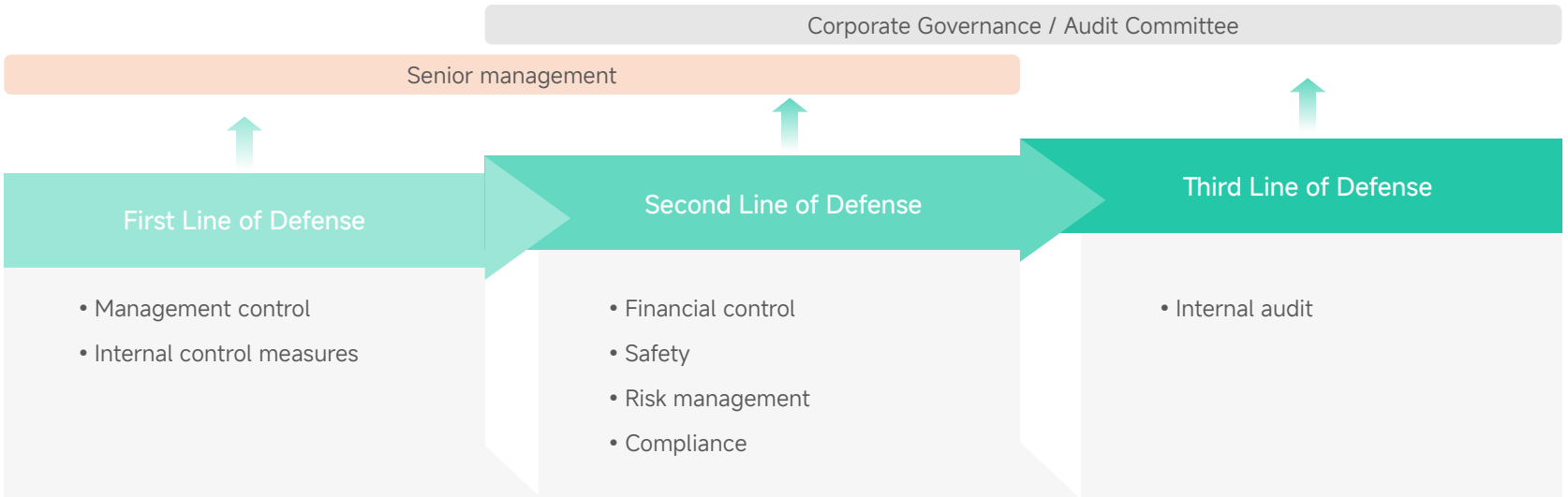
As the external operating environment has grown increasingly complex in recent years, EPG has taken proactive steps to address emerging compliance requirements and support its steady development. To manage the compliance and tax challenges inherent in overseas operations, the Company has established a systematic response mechanism: a dedicated local finance team coordinates jurisdictional compliance for overseas subsidiaries, working alongside professional advisors to navigate complex tax compliance matters in key markets. Overseas financial internal controls have been strengthened through unified systems and standardized approval procedures, with subsidiaries required to submit regular compliance self-assessment reports. EPG also conducts ongoing compliance training across the organization, covering anti-bribery, anti-corruption, data privacy, and other priority areas, building compliance awareness at all levels and reinforcing safeguards for its international business operations.

Risk Management

EPG has established a risk management and control system anchored by its *Financial Risk Management Policy*, covering the full cycle of risk identification, assessment, monitoring, reporting, and response. The system provides systematic oversight of key risk categories, including market, credit, liquidity, and operational risk.

An Audit Committee, operating under the Board of Directors, is responsible for overseeing financial internal controls, internal and external audits, and information disclosure. Its work focuses on ensuring the integrity of financial reporting, the effectiveness of internal controls, guiding internal audit activities, coordinating with external auditors, and preventing financial and compliance risks. The Finance Center serves as the core function of the second line of defense, leading financial risk management efforts in collaboration with the Audit Committee and internal audit function to conduct financial risk reviews and oversee the execution of internal controls, with particular focus on managing risks related to funds, investments, and financing activities, and costs. It ensures that financial risk management remains aligned with the Company's corporate governance framework and ESG principles, thereby supporting the Company's sound financial operations. The Internal Audit and Risk Control Department operates under the direct guidance of the Audit Committee and is subject to Supervisory Board oversight. It connects the Finance Center with various business units, fulfills the independent oversight responsibilities of the third line of defense under the Three Lines of Defense model, conducts specialized financial risk audits, and works in coordination with the Finance Center to carry out risk control inspections, forming a closed-loop financial risk management mechanism spanning ex-ante warning, in-process control, and post-event review.

Three Lines of Defense in risk management



Case

Integration of ESG Factors into Project Investment Decision-Making

To embed ESG principles into capital deployment, meet regulatory requirements and local community expectations, and proactively mitigate ESG compliance and financial risks, EPG has systematically integrated ESG considerations into the investment risk assessment process for its second manufacturing plant in Malaysia. In Q4 2025, EPG's domestic and overseas teams collaborated to accurately identify key ESG risk factors, including local environmental standards and construction-related impacts. Through measures such as engaging specialist advisors and conducting on-site assessments, the teams refined their risk evaluations, quantified key ESG risks as financial cost inputs, and embedded them directly into the project's financial models and budgeting framework, enabling the quantitative management of ESG risk at the project level.

Business Ethics

At EPG, we uphold integrity, self-discipline, and high standards of business conduct. The Company complies strictly with applicable laws and regulations across all jurisdictions in which it operates and is incorporated, including the *Company Law of the People's Republic of China* and the *Malaysian Anti-Corruption Commission Act*, as well as internationally recognized business standards. It has established a range of policies and systems to safeguard trade secrets and prevent fraud, money laundering, corruption, and bribery. In 2025, we issued the *Code of Business Conduct*, which requires all employees to sign the *Business Ethics Code Compliance Commitment* upon onboarding. Suppliers, business partners, and other counterparties are required to acknowledge and agree to the Code prior to engagement and, where applicable, to sign the *Partner Business Ethics Commitment*.

Anti-Fraud and Anti-Money Laundering

EPG has formulated and implemented an *Anti-Fraud and Anti-Money Laundering Management System* to prevent and detect fraudulent activity and money laundering across its business operations. A dedicated Anti-Fraud and Anti-Money Laundering Working Group has been established, with clearly defined responsibilities across departments and roles to ensure individual-level accountability. At least one dedicated inspection is conducted annually and incorporated into the Company's annual audit plan, with a remediation tracking log maintained to monitor the implementation of corrective actions. Anti-fraud and anti-money laundering requirements are embedded in mandatory onboarding training for all new employees, and all staff are required to complete at least one related training session per year. Targeted capability-building programs are also delivered for personnel in higher-risk roles.

Case Joint Anti-Fraud Initiative with Law Enforcement to Strengthen Risk Prevention

On January 24, 2025, EPG collaborated with the Jinshan Police Station in Shanghai to deliver a specialized anti-fraud training session led by serving police officers. Thirty members of management participated, all of whom successfully completed the post-training assessment. The session covered relevant laws and regulations, equipping participants with foundational legal knowledge and practical tools to identify common fraud schemes. This effectively enhanced employees' awareness of fraud prevention, safeguarding both employees' personal property and strengthening the protection of the Company's assets.

Anti-Fraud and Anti-Corruption

To foster a culture of integrity and professional conduct, EPG has established a robust anti-fraud management system and formulated the Anti-Fraud Management System. A standing internal audit investigation team has been designated to oversee anti-fraud efforts and ensure the effective operation of relevant mechanisms. Anti-fraud policies are communicated and reinforced through multiple channels, including the employee handbook, internal systems, and company communications platforms, ensuring employees have a clear understanding of behavioral expectations and their compliance responsibilities.

EPG maintains a regular, company-wide training program that incorporates anti-fraud and integrity education into mandatory onboarding for all new employees. Annual specialized training on anti-bribery and anti-fraud is conducted across the Group, with full coverage of all directors and employees. In July 2025, the Company issued a Fraud Risk Compliance Reminder Notice to all staff in support of risk mitigation efforts across its overseas operations.

Case Anti-Fraud Training: Embedding Integrity and Self-Discipline into Professional DNA

On August 22, 2025, EPG organized an anti-fraud training session for more than 70 executives and employees. The trainer introduced the fundamentals of fraud and the Company's business ethics policies, and analyzed typical fraud cases. Participants came away with a clearer understanding of integrity boundaries in their day-to-day work and strengthened their awareness of risk prevention, thereby reinforcing a solid compliance foundation for EPG's high-quality and healthy development.

In 2025, EPG

recorded

0 corruption litigation cases;

conducted

2 anti-fraud and anti-corruption training sessions for directors and employees

achieving

100% coverage

Complaint and Whistleblowing Procedures

EPG encourages and protects good-faith internal whistleblowing and has established multiple reporting channels to support it. The Company maintains comprehensive whistleblowing procedures and enforces strict protections for whistleblowers, with a zero-tolerance policy toward retaliation in any form. During the reporting period, no substantiated incidents of misconduct related to business ethics were identified through either internal or external channels.

Whistleblowing Channels

Hotline
021-64822258-8808

Email
epg-fwb@epg-module.com

Mailing Address
27/F, Tower A, Far East International Plaza, No. 319 Xianxia Road, Changning District, Shanghai, China

Whistleblowing Procedures

Report Intake

The Internal Audit Investigation Team serves as the central intake unit, with dedicated reporting channels in place. The authenticity of submitted materials is verified, and all reports are registered in the *Whistleblowing Intake Form for Anti-Fraud Cases*, assigned a reference number, and properly filed and retained.

Fraud Investigation

The Internal Audit Investigation Team conducts an independent preliminary review. Based on the findings, management determines whether to open a formal case. Once initiated, an investigation plan is developed to guide verification and evidence collection. The subject of the report is afforded the right to present a defense, and external experts may be engaged where warranted. Investigation progress is reported on a quarterly basis.

Case Handling

Confirmed fraudulent activity is addressed in accordance with applicable laws and regulations. Serious cases are referred to judicial authorities. Outcomes are documented and communicated internally, and where financial data is affected, the Company engages its external auditors accordingly.

Disciplinary Measures

Disciplinary actions may include written warnings, formal reprimands, demerits, termination of employment or contract, and referral to judicial authorities. The Company reserves the right to recover illicit gains and assets, pursue legal accountability, and seek compensation for losses sustained.

Remediation

Where internal control deficiencies are identified, the relevant departments are required to develop and implement corrective measures. Targeted training is also conducted to reinforce professional ethics and anti-fraud awareness.

Data Security Responsibility

EPG strictly complies with applicable laws and regulations, including the *Data Security Law of the People's Republic of China*. In accordance with the requirements of the ISO 27001 Information Security Management System, the Company has established rigorous management systems and measures to comprehensively safeguard the security of its business data, trade secrets, and customer privacy.

Information Security Management

The data centers developed by EPG are independently operated and managed by customers; the Company does not directly or indirectly access data stored on customers' servers. As a company that does not hold large volumes of data assets, EPG's information security efforts are focused on protecting core business data. To this end, the Company has established a sound information security management framework, underpinned by policies including the *Security Audit and Inspection Policy* and the EPG *System Security Management Policy*, and supported by a dedicated Information Security Compliance Working Group, ensuring comprehensive protection of the Company's networks and data assets.

In 2025, EPG

recorded
0
major cybersecurity incidents

recorded
0
data breach incidents

Data Security Risk Prevention and Control

EPG applies a four-tier data classification framework— public, general, important, and core— with corresponding security and compliance requirements for each level. Data backup practices are governed by the *Backup and Recovery Management Policy*; cross-domain data exchange is subject to encrypted transmission; and enhanced backup measures are applied to important and core data. Regular security inspections are conducted by the core information team under the *Security Audit and Inspection Policy*, overseen by the Information Security Steering Group.

EPG has also developed emergency response plans to address potential incidents, including power outages, cyberattacks, and data breaches, which are regularly tested and updated to reflect changes in the IT environment. Security incidents are classified into four levels under the *EPG Security Incident Reporting and Handling Policy*, with differentiated response protocols applied at each level and incident reporting conducted in accordance with the level of impact and applicable requirements.

Protection of Trade Secrets

EPG maintains a comprehensive confidentiality management system to protect its core business assets. The scope of confidential information is clearly defined, standardized procedures govern the full information lifecycle, and dedicated mechanisms are in place for managing leakage incidents. Employees are required to promptly report and contain any identified risks or actual leakage events.

Disciplinary and accountability measures are applied commensurate with the severity of violations, while employees who report incidents in good faith are recognized accordingly. These measures collectively protect EPG's trade secrets, legal rights, and competitive position.

Commitment to Privacy Protection

EPG incorporates the protection of customer and employee personal privacy into its data security management system and strictly complies with applicable laws and regulations, including the *Personal Information Protection Law of the People's Republic of China* and the *California Consumer Privacy Act (CCPA)*.

A full-lifecycle personal privacy protection mechanism has been established, under which customer information is classified as core confidential data and subject to dedicated privacy controls, including encrypted storage, strict access management, and rigorous safeguards against unauthorized disclosure. For access to sensitive data such as communications records, a robust audit trail mechanism is maintained, capturing complete records of user accounts, timestamps, operation details, and outcomes to ensure all access activities remain fully traceable and auditable.

Security Capability Building

EPG continuously strengthens employees' awareness and capabilities in data security. In August 2025, we issued the *Notice on Enhancing Company-wide Awareness of Data Compliance and Information Security* to reinforce relevant requirements across the organization. Data security awareness is promoted through multiple channels, including email communications, internal announcements, and dedicated training programs, with regular sessions delivered to all employees in both in-person and online formats, each incorporating assessments. All employees are required to complete at least one training session per year, with key departments and critical personnel required to attend a minimum of two sessions annually.

In 2025, EPG conducted two information security awareness campaigns, distributing materials including the *Information Security Awareness Guide and the Information Security Awareness Guide (Chinese New Year Edition)* via email, and developing training course materials titled *Enterprise Informatization Development and Management*. These initiatives strengthened employees' data security awareness, enhanced information security capabilities, and reinforced a culture of privacy protection and proactive risk prevention across the organization.

In 2025, EPG

achieved

100% coverage of employee data security training

02 Environment

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Environmental Compliance Management

EPG strictly complies with applicable laws and regulations, including the *Environmental Protection Law of the People's Republic of China* and the *Environmental Impact Assessment Law of the People's Republic of China.* The Company has established a suite of internal environmental management policies and a comprehensive environmental management system, encompassing environmental factor identification, operational controls, risk management, and biodiversity management, ensuring that all production and operational activities meet applicable requirements and that environmental risks are effectively managed. In 2025, EPG recorded no environmental violations or administrative penalties, and all environmental protection targets were met.

Environmental Management System

EPG maintains regulatory compliance across all its operating facilities. Both the Shanghai and Malaysia plants completed environmental impact assessments prior to construction and obtained the requisite government approvals before commencing operations. The Company follows the requirements of ISO 14001 Environmental Management System certification and has established a unified environmental management framework covering its operations in Shanghai, Malaysia, and other locations, with each site developing localized environmental management documentation in accordance with Group requirements.

Impact Control Procedures

EPG has established the *Environmental Factor Identification and Evaluation Control Procedure* to identify environmental aspects arising from its production and service activities, evaluated against criteria including scale of impact, severity, frequency of occurrence, regulatory compliance, and level of public concern. Targeted control measures are implemented accordingly, with regular reviews and updates conducted. EPG also considers the environmental impact of its partners and regularly communicates environmental protection knowledge and safety requirements through formal documentation, including the promotion of environmentally friendly materials and proper classification and treatment of solid waste.

Conditions for re-identification of environmental factors

- Changes in activities, products, or services
- Introduction of new materials, processes, or equipment
- Requirements raised by relevant stakeholders
- Identification of omitted significant environmental factors
- Updates to applicable laws and regulations

Environmental Operational Control

EPG regularly collects applicable national, local, and industry-specific environmental laws, regulations, and standards. The Company issues the *List of Applicable Environmental Laws, Regulations, and Other Requirements* and organizes for study by relevant personnel. Annual compliance evaluations are conducted, systematically assessing conformance across areas including air emissions, wastewater discharge, and energy conservation. Findings are documented in a *Compliance Evaluation Report*, and any non-conformities are promptly remediated in accordance with the *Improvement Control Procedure*, with records maintained.

Environmental Risk and Emergency Management

EPG has established a dual prevention mechanism for environmental risk management and hazard identification, conducting regular risk assessments and hazard inspections to maintain a closed-loop management process. Preventive controls are reinforced against common environmental violations, including unauthorized discharges, illegal discharges, and data falsification.

EPG's closed-loop management of environmental risks and hazards

Emergency Response Procedures

EPG has established emergency response procedures for environmental incidents and maintains the necessary response resources to minimize potential harm. Annual drills are conducted to strengthen employee preparedness. The Company has also implemented operational procedures for extreme weather conditions, dynamically adjusting arrangements based on meteorological monitoring and defining clear preventive and emergency response requirements.

EPG emergency response procedures

Chemical Management

EPG implements lifecycle management for hazardous chemicals. In the event of abnormal situations such as chemical leaks, EPG responds immediately in accordance with its emergency response plans and promptly cleans up leaked substances and the affected area to prevent environmental contamination. Regular training on chemical leak emergency response and the safe handling of chemicals is conducted, covering topics such as the interpretation of Safety Data Sheets (SDS), the proper use of personal protective equipment, and safe storage requirements. These measures ensure that employees are proficient in chemical safety knowledge and emergency response skills.

EPG's Lifecycle Management of Chemicals

Procurement	Qualified suppliers with the required credentials are selected.
Transportation	Carried out by qualified vehicles and licensed drivers, with firefighting equipment and anti-leakage facilities in place.
Storage	Storage areas are clearly labeled; chemicals are stored by category, containers are securely sealed to prevent volatilization and leakage, and appropriate records are maintained.
Use	Chemicals are issued and managed by designated personnel; operators are required to wear protective gloves and masks, and eating or drinking in work areas is strictly prohibited.

Biodiversity Management

EPG recognizes biodiversity as an increasingly important consideration for the future. All current plants and operating sites have, to the greatest extent possible, avoided biodiversity-sensitive areas, and no biodiversity-related administrative penalties have been recorded historically or during the reporting period. EPG will continue to monitor nature-related developments and dynamically assess their materiality through its ongoing materiality assessment process. Based on the assessment results, where appropriate, the Company will implement systematic management initiatives aligned with the Taskforce on Nature-related Financial Disclosures (TNFD) framework.

Energy Efficiency Management

EPG manages energy under the guiding principles of "centralized control, continuous improvement, and coordinated advancement". The Company strictly complies with applicable laws and regulations in its operating locations, as well as the requirements of the ISO 50001 Energy Management System, and has established a unified and efficient energy management system. Through a clear governance structure with well-defined roles and responsibilities, well-defined management processes, digitalized monitoring systems, and effective energy-saving measures, EPG improves energy efficiency and reduces energy consumption.

In 2025, EPG's energy consumption

totaled

9,205.81 MWh

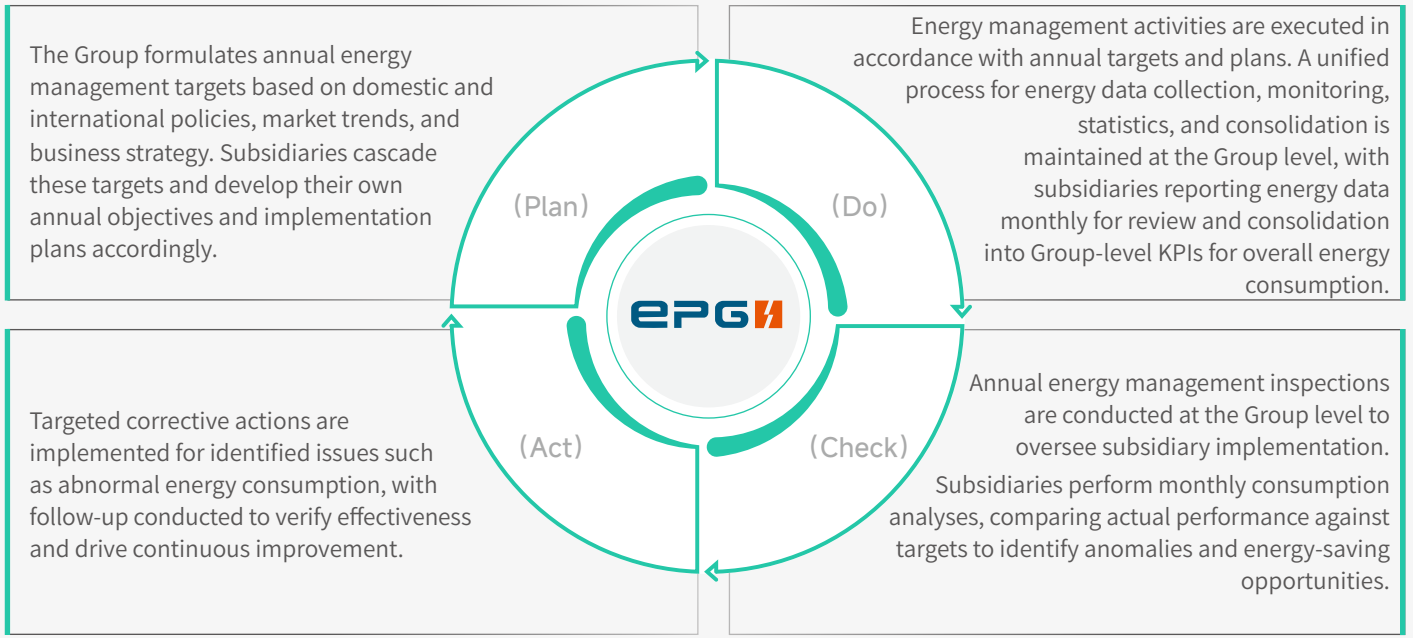
had an intensity of

3.01 MWh/million revenue

Energy Management System

EPG has established an energy management organizational structure with clearly defined roles and responsibilities. The Group President's Office serves as the central decision-making body, responsible for formulating energy management policies, annual targets, and data collection mechanisms, and for coordinating compliance, resource allocation, and energy-saving technology adoption. Manufacturing centers serve as implementation units, cascading Group targets, developing site-level energy-saving plans, and reducing production energy consumption through process optimization, equipment efficiency management, and utilities management. Functional centers support energy-saving initiatives in office areas, deliver company-wide training, and promote a culture of energy conservation. Energy management performance is incorporated into the Company's evaluation and remuneration system, establishing both accountability and incentive.

EPG Energy Management PDCA Cycle



Digital Energy Management

To improve energy management efficiency, EPG has steadily advanced the development of a digital Energy Management System (EMS). As of the end of 2025, the foundational EMS framework has been established, enabling real-time collection and monitoring of electricity data from major production equipment. With a data collection interval of one minute and transmission stability exceeding 99%, management personnel can access real-time, multi-dimensional energy consumption data at both the individual equipment and workshop level.

▲ EPG energy efficiency management system

Energy Conservation and Consumption Reduction Measures

EPG drives energy conservation and consumption reduction in its operations through a combination of technological upgrades and lean management practices. On the technology side, high energy-consuming equipment and systems have been upgraded, including the replacement of mercury lamps with LED lighting across production workshops, yielding annual electricity savings of approximately 365.40 MWh compared to pre-retrofit levels. On the management side, EPG promotes energy-saving behaviors such as lights-off policies, displays energy conservation signage, and assigns dedicated personnel to conduct daily inspections, ensuring lighting and equipment are switched off during non-working hours and standardizing daily energy use behaviors.

Case Energy-saving Retrofit of Workshop Cooling System

To address high workshop temperatures while reducing cooling-related energy consumption, EPG replaced traditional high energy-consuming central air conditioning systems with a solution combining evaporative industrial air coolers, rooftop exhaust fans, and circulating water pumps, leveraging the principles of heat absorption through water evaporation and mechanical ventilation. While delivering equivalent cooling performance, the retrofit achieves annual electricity savings of approximately 1,081.52 MWh and annual cost savings of approximately RMB 865,200 compared to the previous system, delivering significant energy-saving and economic benefits.

Resource Utilization

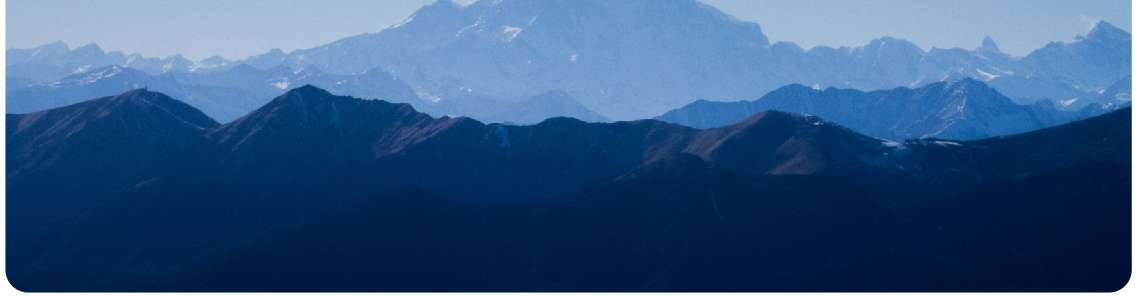
EPG integrates resource circularity across the full lifecycle of product design, construction, and operations. Through source reduction, waste recycling and reuse, waste heat recovery, water-saving retrofits, and digitalized office practices, the Company continuously reduces resource consumption and enhances resource circularity.

Circular Economy

EPG embeds circular economy principles of "reduce, reuse, and recycle" across the entire product lifecycle. Through source reduction, waste valorization, cascade utilization of energy, and green operations, the Company maximizes waste reuse and achieves synergy between economic and environmental outcomes.

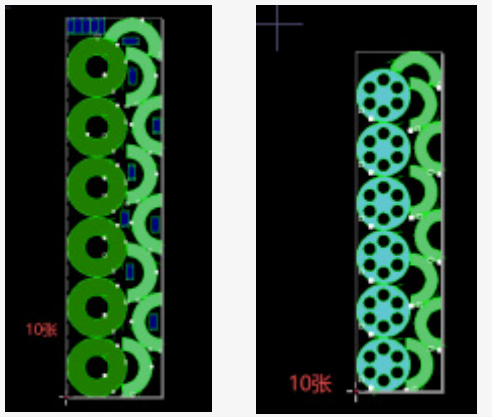
Source Reduction

EPG adheres to the principle of reduction and has established the Material Scrap Management System to strictly regulate the identification and approval of material scrapping. For components prone to generating waste, the Company reduces waste at the source by optimizing material input methods and refining cutting and welding processes.



Case Process Optimization for Source Reduction and Resource Efficiency Improvement

Through process optimization, EPG increased the overall material utilization rate in prefabricated container production from 87% to over 90%, reducing annual steel consumption by 234 tonnes and achieving improvements in both source reduction and resource efficiency. At the design stage, CAD/CAM software is used for intelligent nesting of sheet materials including steel and aluminum plates to maximize utilization, while standardized component design such as fire doors and air-conditioning bases reduces irregular offcuts at the source. At the production stage, high-precision CNC cutting equipment, including laser cutting for plates and tubes, minimizes cutting errors and scrap rates. Orders for plates of the same specification are consolidated for unified nesting and batch cutting, further reducing residual materials.



▲ Intelligent nesting layout

Waste Recycling and Reuse

EPG has established a material scrapping and recycling process of "declaration–review–storage–recycle". Waste generated from production and sales is regularly sorted and recycled to maximize the residual value. Metal offcuts such as stainless steel and carbon steel are subject to classified recycling, with larger offcuts directly reused in the manufacture of non-load-bearing components such as small brackets and protective plates, reducing the need for new material procurement.

Direct Reuse

Scrapped products or components that remain intact and meet performance requirements are reused for spare parts production, maintenance replacement, or downgraded applications following inspection.

Repair and Reuse

Scrapped products or components with minor, repairable defects are restored by qualified technicians and returned to service upon passing inspection.

Disassembly and Reuse

Scrapped products that cannot be reused as a whole are dismantled, with serviceable components or materials separated and reused accordingly.

Material Recycling

Scrapped products that cannot be reused through disassembly are processed through crushing, melting, refining, or equivalent methods to recover materials such as metals, plastics, and rubber for use as raw materials or inputs to other products.

Cascade Utilization of Energy

EPG recovers waste heat from air compressor oil cooling and uses it to heat domestic water for employee shower facilities in the sheet metal workshop, fully replacing traditional electric heating. In 2025, this generated electricity savings of 31,380 kWh, achieving the circular use of energy.

▲ Waste heat recovery equipment

Green Office and Paperless Operations

EPG has fully transitioned to LED lighting across its facilities and actively promotes paperless office practices, encouraging employees to minimize printing and default to double-sided where necessary. Through online office systems and OA approval workflows, the Company has reduced in-person meetings and paper consumption via electronic documentation and e-signatures. Waste sorting programs have also been implemented across office areas to strengthen environmental awareness.

▲ Paper recycling signage in Malaysia office area

Water Resource Management

EPG places strong emphasis on the efficient use of water resources and actively implements water conservation practices across its production and operations. During production, the Company prioritizes minimizing water withdrawal and wastewater generation, with each workshop optimizing process flows to enable cooling water recycling and reduce consumption at the source. For domestic water use, EPG promotes conservation through employee education, water-saving signage, efficient fixtures at points of use, and regular inspections to prevent water waste caused by leaks, drips, overflows, or other losses.

In 2025, EPG's water consumption

totaled

12,685.00 tonnes

had an intensity of

4.15 tonnes/million revenue

▲ Water conservation signage at EPG

Waste Management

EPG strictly complies with applicable environmental laws and regulations in both domestic and overseas jurisdictions and has established an integrated environmental management system covering solid waste, air emissions, wastewater, and noise to enhance its waste management performance. In 2025, all pollutant discharges met applicable standards, and 100% of waste was safely disposed of.

Waste Treatment

EPG strictly complies with the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste*, as well as Malaysia's *Environmental Quality Act 1974* and the *Solid Waste and Public Cleansing Management Act 2007,* among other applicable laws and regulations. EPG has formulated internal policies, including the *Waste Management Regulations, Waste Classification and Management Policy*, and *Hazardous Waste Management Policy*, to ensure effective waste management.

In 2025, EPG generated

97.40 tonnes of total solid waste

88.01 tonnes of hazardous waste with an intensity of **0.03** tonnes/million revenue

9.39 tonnes of non-hazardous waste with an intensity of **0.003** tonnes/million revenue

Disposal Targets

EPG has established a waste management supervision mechanism comprising routine inspections, regular audits, and performance evaluations. Waste management targets require timely recycling, designated storage, and 100% compliant disposal of all waste, with progress assessed semi-annually. In 2025, EPG met all annual waste compliance targets, achieving 100% safe disposal of both general and hazardous waste.

Disposal Process

EPG has defined clear waste management principles and standardized the entire waste management process, covering collection, storage, transfer, utilization, and disposal. Waste streams include general waste from office and production activities, and hazardous waste such as empty paint containers. All waste is classified by type and hazard level, with designated temporary storage areas and proper labeling. General waste is collected and transported by sanitation authorities, with recyclables recovered and reused. Hazardous waste is registered in accordance with regulatory requirements, stored with "three-prevention" (anti-seepage, anti-runoff, and anti-spreading) facilities, and handled by qualified third-party contractors under a strict transfer manifest system to ensure safe and compliant end-to-end management.

Case Digital Closed-Loop Management of Hazardous Waste

In response to Shanghai's "Zero-Waste City" initiative, EPG has fully integrated with the Shanghai Hazardous Waste Electronic Manifest Management Information System, enabling end-to-end digital tracking of hazardous waste across its full lifecycle, from generation, storage, transfer, and transportation to final disposal. Through the government platform, hazardous waste generation and transfers are reported in real time via the government platform, with the system automatically generating QR-coded electronic manifests shared simultaneously with waste generators, transporters, disposal entities, and regulators. All electronic manifests, filing records, and management plans are consolidated within the Shanghai hazardous waste management information system, supporting dynamic early warning and coordinated regulatory oversight. This digital framework has enabled full-process traceability and verifiability of hazardous waste, ensuring 100% compliant disposal while improving management efficiency and transparency.

Air Emissions Management

EPG strictly complies with applicable national laws and regulations, as well as relevant overseas and local standards, and has established an air emissions management system covering source identification, process control, and end-of-pipe monitoring. Primary emission sources arise from welding and coating processes. Down-draft and mobile fume extraction hoods are installed in production workshops to capture emissions, which are treated through dust removal systems prior to discharge to ensure compliance with applicable standards. Minor fugitive emissions from paint volatilization are released through ventilation and exhaust fans. The testing results for air emissions in 2025 indicate that all emission indicators complied with relevant regulatory limits, achieving the Company's compliance targets for air emissions.

Case Air Emissions Treatment System for Automated Coating Lines

EPG has deployed an air emissions treatment system in its coating processes that integrates advanced technologies with intelligent monitoring. The system combines a four-stage filtration process with zeolite rotary adsorption and catalytic combustion technologies, achieving a paint mist removal efficiency of up to 99% and improving overall treatment performance. In addition, a photoionization detector (PID) at the exhaust outlet ensures desorption procedures are triggered promptly when emission concentrations reach predefined thresholds. The system is further supported by an intelligent management platform enabling remote monitoring of key components such as filtration units and fans, with capabilities spanning fault early warning, intelligent diagnostics, and maintenance reminders, enhancing management efficiency, equipment reliability, and stable compliance with emission standards.

▲ Rendering of the air emissions treatment system for automated coating lines

achieving a paint mist removal efficiency of up to

99%

Wastewater Management

At EPG, we implement classified and segregated management of domestic sewage and industrial wastewater across all operating locations, with dedicated personnel overseeing collection, treatment, and testing to ensure compliant discharge.

Domestic Sewage

EPG's wastewater discharge consists primarily of domestic sewage. The Company strictly enforces stormwater–sewage separation, prohibiting the discharge of any wastewater, waste oil, or solid waste into stormwater drainage systems. Rainwater is collected through an independent drainage network and discharged directly, while all domestic sewage is connected to municipal sewer systems for centralized treatment at wastewater treatment plants. To control pollution at the source, EPG uses phosphate-free or low-phosphate detergents and entrusts canteen oily wastewater to qualified contractors for off-site treatment. Quarterly drainage inspections are conducted under a routine supervision mechanism. In 2025, the Company treated a total of 11,416.50 tonnes of domestic sewage, with a discharge intensity of 3.73 tonnes/million revenue. Wastewater testing results indicate that all discharge parameters complied with permit requirements, achieving stable compliance with discharge standards.

Industrial Wastewater

Equipment cleaning wastewater generated during production is managed through centralized collection, temporary storage in designated containers, and full entrustment to qualified third-party contractors for compliant treatment, ensuring no direct external discharge of industrial wastewater. At overseas locations, including Malaysia, industrial wastewater is likewise handled by qualified contractors in accordance with applicable requirements.

Noise Management

In its operations in the Chinese mainland, EPG strictly complies with the *Emission Standard for Industrial Enterprises Noise at Boundary* (GB 12348–2008), Class III standard (i.e., 65 dB during daytime). At overseas locations such as Malaysia, EPG has established the *High-Noise Environment Operating Procedure* in accordance with local regulations, specifying management requirements covering noise risk assessment, noise control, and personal protection. In 2025, a qualified third-party institution conducted two daytime boundary noise monitoring exercises at the Shanghai plant, with both results meeting applicable national standard limits and fulfilling the Company's annual compliance target.

EPG Noise Management Measures

Source Control	During equipment procurement and process design stages, priority is given to low-noise equipment such as silent motors and low-noise processes such as hydraulic technologies.
Engineering Noise Reduction	Physical isolation and vibration reduction measures, including acoustic enclosures, vibration-damping bases, and optimized equipment spacing, are applied to major noise-generating equipment such as shearing machines and sandblasting machines.
Operational Controls	Protective enclosures are kept closed during operation. Abnormal noise triggers immediate shutdown for inspection and repair reporting.
Maintenance and Upkeep	Equipment is regularly maintained to reduce operational friction noise through lubrication and related measures.

Climate Change Response

EPG profoundly recognizes that climate change has emerged as a preeminent global challenge and regards it as a critical material issue for achieving sustainable development. Climate-related issues are managed in alignment with the *International Financial Reporting Standards (IFRS) S2 Climate-related Disclosures*. By continuously refining supporting management mechanisms, EPG aims to comprehensively enhance corporate climate resilience, delivering enduring value to global ecological sustainability.

Governance Foundation Establishment

EPG is actively constructing a governance framework and management capabilities to address climate change. A carbon management organizational mechanism is currently being established to define clear responsibilities across various levels and departments, ensuring streamlined processes, accountability, and data traceability. Based on historical data analysis, EPG's operational sites have not faced significant physical risks such as flooding or land subsidence, nor have there been major operational disruptions or asset losses resulting from such events. Looking ahead, targeted climate risk mitigation measures will be adopted across production, operations, and supply chain segments, complemented by the timely initiation of in-depth climate adaptation research.

Emission Status Clarification

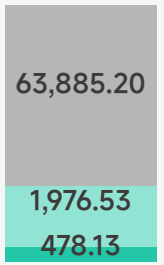
EPG has conducted an inventory of greenhouse gas emissions covering Scope 1, Scope 2, and key categories of Scope 3. Moving forward, the Company will prioritize achieving comprehensive identification and precise accounting of Scope 1 and Scope 2 emissions, with a progressive expansion toward all categories of Scope 3 emissions. Furthermore, EPG will establish a corporate climate strategy in conjunction with the formulation of practical greenhouse gas reduction targets, striving to reach peak carbon emissions by 2030 and achieve carbon neutrality across its own operations by 2060.

Key Performance Indicators for Greenhouse Gas Emissions at EPG in 2025

Total GHG emissions (location-based)

66,339.86

tonnes CO_2e



Scope 1 Scope 2 (location-based) Scope 3

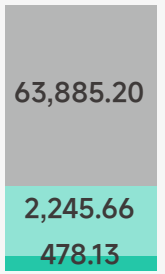
GHG emission intensity (Scope 1+Scope 2, location-based)

0.80 tonnes CO_2e/million revenue

Total GHG emissions (market-based)

66,608.99

tonnes CO_2e



Scope 1 Scope 2 (market-based) Scope 3

GHG emissions intensity (Scope 1+Scope 2, market-based)

0.89 tonnes CO_2e/million revenue

Green and Low-Carbon Technologies

Guided by its principles of "Innovation, Expertise, Reliability, Sustainability", EPG is committed to building a green and efficient industrial cluster for prefabricated data center construction. Through energy-saving, carbon reduction technologies, and green solutions, EPG reduces energy consumption across data center construction and operations, improves resource efficiency, and supports the industry's transition toward green and low-carbon development.

In 2025, EPG

undertook the construction of

4 data centers

including

2 under construction

and

2 completed and put into operation

Energy-Saving and Carbon Reduction Technologies

EPG treats green and low-carbon technology as a core innovation driver, continuously increasing R&D investment, strengthening technological innovation and commercialization, and building differentiated competitive advantages through collaboration with ecosystem partners to drive industry-wide upgrading.

Prefabrication and Standardization Technologies

EPG regards data center prefabrication and standardization as central to its technology strategy, targeting reduced environmental impact across the full lifecycle from construction and operation through decommissioning, thereby supporting green construction.

Construction Stage

Factory pre-integration, standardized interfaces, and parallel construction have shortened overseas MEP (mechanical, electrical, and plumbing) from the traditional 12–18 months to 6-10 months. Construction water usage is reduced by approximately 30–50%, construction waste by 30–40%, and construction dust associated with prefabricated products by nearly 100%. The material recycling rate exceeds 80%.

Operation Stage

Modular power supply and distribution combined with high-efficiency cooling solutions significantly reduce annual average PUE. Prefabricated integrated cooling stations with AI-enabled global optimization further reduce cooling system energy consumption by approximately 15%, while supporting higher power density and more flexible capacity expansion.

Decommissioning Stage

Steel-structured container units achieve a recycling rate of over 80%, enabling environmentally responsible dismantling and material reuse.

Product Energy-Saving Technologies

EPG actively explores and applies advanced technologies with a focus on reliability, stability, efficiency, and energy conservation, promoting the transition of data centers toward greener, lower-carbon operations through diversified energy control approaches.

Case Waste Heat Recovery and Deployment of Diesel Generator Water-Source Heat Pump Multi-Connection Technology

To stabilize emergency power supply for data centers, EPG, has collaborated with clients to replace traditional electric heating solutions with a waste heat recovery system drawing from equipment room water sources. Recovered heat is delivered as hot air to preheating the engine block, reducing electric heating energy consumption while simultaneously cooling the equipment room water source to achieve dual improvements in energy efficiency. The introduction of this technology has greatly improved heating efficiency while reducing electricity consumption. Test results indicate that a single diesel generator can achieve annual electricity savings of up to 50,000 kWh.[5]

[5]Annual average electricity savings (kWh) = (mass of cylinder liner water × specific heat capacity of water × target temperature difference × annual average heating duration) ÷ (3600 × electric heating efficiency)

Green Solutions

EPG deeply integrates green and environmental principles across the full product lifecycle, from planning, design, and R&D through manufacturing, delivery, and services. Centered on diverse application scenarios, EPG develops customized green solutions to continuously improve resource efficiency and deliver green, low-carbon, and intelligent data centers for its clients.

Case Data Center Solutions for Water-Scarce Regions

In response to special environmental conditions such as water scarcity, EPG has developed multiple differentiated data center solutions adaptable to varying water resource conditions. In water-scarce regions, zero-water/closed-loop circulation solutions can reduce water consumption by over 75%, making them suitable for extreme water-saving scenarios. Air-cooled magnetic levitation and free cooling/fluorine pump hybrid solutions enable low-water or water-free operation while reducing cooling tower water usage. Natural cooling source solutions utilize deep cold water from lakes or reservoirs for heat exchange, achieving pollution-free heat dissipation while reducing reliance on water resources. Reclaimed and recycled water management solutions replace tap water with reclaimed water and incorporate full-process water-saving measures to establish a resource recycling system.

Case Multi-Scenario Energy-Saving and Consumption Reduction Solutions for AIDC

As AI computing demand grows rapidly and traditional air-cooling technologies become insufficient for high-density heat dissipation requirements, EPG has developed modular, multi-scenario green solutions for AIDC. The solution adopts a hybrid liquid and air cooling approach to accommodate high-density scenarios across varying air-to-liquid cooling ratios. It integrates multiple energy-saving technologies, including waste heat recovery from liquid cooling systems for domestic and office heating, thereby enabling energy recycling. Magnetic levitation phase-change cooling systems paired with hybrid dry–wet closed-loop cooling towers enhance cooling efficiency while significantly reducing water consumption. Photovoltaic panels installed on containerized modules lower the data center's PUE, and an integrated battery energy storage system achieves operational efficiency exceeding 99.50% in energy-saving mode— supporting low-carbon, high-efficiency data center operations for clients.

03 Society

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Excellent Products and Services

At EPG, we have consistently adhered to our vision of "To ignite and propel the evolution of AI compute". EPG regards technological innovation as the engine of continuous development and high-quality products and services as the foundation of steady growth. The Company prioritizes investment in technological innovation and continuously enhances its capabilities. While ensuring the safe and stable operation of its business, EPG is committed to developing products and services that align with the evolving requirements of sustainable development, providing clients with reliable, high-quality data center solutions.

Technology Innovation-Driven

As a high-tech enterprise and a specialized and sophisticated enterprise, EPG upholds the mission of "Compute, wherever the world needs it". Since its founding, the Company has continuously increased R&D investment, fostered a culture of innovation, and implemented R&D incentive mechanisms. EPG has built an R&D and technical team of over 100 professionals.

Technology Innovation Applications

EPG operates a deep strategic cooperation model anchored by the principle of "leveraging the innovation chain to drive the industrial chain". On the innovation and R&D front, the Company has co-established industry–academia–research collaboration platforms with renowned universities and shares R&D resources with leading research and design institutes in the industry. EPG also actively sponsors international scientific research, innovation, and engineering competitions, accelerating the commercialization and practical application of R&D outcomes and enabling resource interconnectivity and complementary strengths across multiple stakeholders.

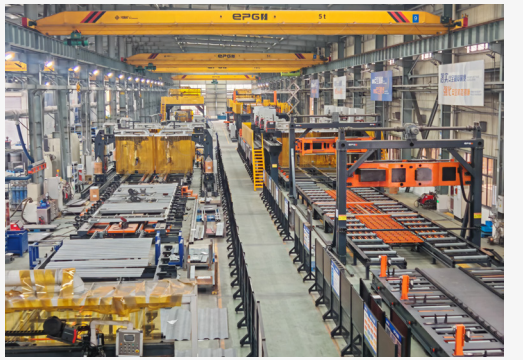
▲ Following the global debut of our diesel generator sets, EPG has upgraded to full-system delivery models, strengthening the engineering loop from initial configuration to final acceptance.

Case Application of Automated Welding Line and Coating Production Line at EPG

During the reporting year, EPG advanced the deployment of two core intelligent manufacturing systems, automated welding and automated coating production lines. Through multi-dimensional technological innovation, the Company has overcome the limitations of traditional production models, building an efficient, lean, and green production system, driving the strategic paradigm shift from labor-intensive to technology-driven manufacturing.

The automated welding production line delivers a fully integrated intelligent welding solution for container manufacturing. Integrating laser tracking and offline programming technologies with a multi-robot collaborative platform and flexible tooling and fixturing system, the line enables automatic weld seam recognition and simultaneous multi-seam welding. New product model changeover and calibration is completed within three hours, representing a significant improvement in efficiency compared with traditional methods. Additionally, the production line supports 24-hour continuous operation with full process data traceability via an integrated Manufacturing Execution System (MES). Environmental dust removal systems and safety protection facilities are installed across all workstations, ensuring both production efficiency and environmental and occupational safety.

The automated coating production line features a full-dimensional safety and explosion-proof design, equipped with intelligent control systems and coating robots to reduce operation time, improve efficiency, and enable paperless production management. The line incorporates energy-efficient design, a modular detachable structure for flexible capacity adjustment, and an optimized layout for improved space utilization. The system's end-to-end safety safeguards, including gas leak detection, over-temperature alarms, fire damper interlocks, and emergency exhaust systems, effectively mitigate production safety risks at the source.



▲ Automated welding production line

Intellectual Property Protection

EPG strictly complies with the *Patent Law of the People's Republic of China* and the *Agreement on Trade-Related Aspects of Intellectual Property Rights* (TRIPS), among other applicable domestic laws and international conventions. The Company regards IP protection as a critical enabler of technological innovation and continuously strengthens its internal IP management system. In addition to strengthening the protection of its own rights and interests, EPG fulfills its confidentiality obligations with respect to third-party technical information, thereby supporting compliant operations. EPG continuously enhances employees' awareness of IP protection by incorporating requirements for safeguarding technical and R&D information into core onboarding training for new hires, supplemented by regular awareness programs. All employees are required to fulfill their obligations to protect trade secrets. In 2025, EPG recorded no material intellectual property compliance incidents.

In 2025, EPG

filed

11 patent applications

obtained

9 patent grants

As of the end of the reporting period, EPG cumulatively held

45 granted patents

6 software copyrights

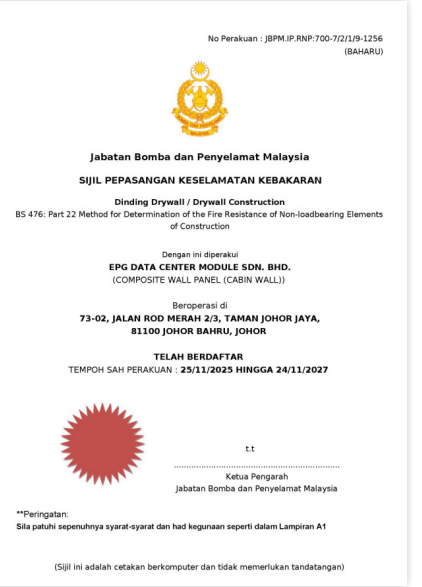
5 trademarks

Product Quality Management

At EPG, we consistently uphold a quality-first philosophy and have established a robust quality management system that integrates systematic quality controls with tiered inspection mechanisms across standardized procedures. Beginning with customer requirements, the Company implements end-to-end quality assurance across six core stages from design through delivery to provide clients with reliable, high-performance, and dependable products. As of the end of 2025, our main production and operations facilities held ISO 9001 Quality Management System certification.

Quality Control Procedures

Alignment with Customer Requirements	Based on customer tender documents, cooperation agreements, and applicable laws and regulations, EPG defines product quality and compliance requirements.
Rigorous Design Control at Source	During the design phase, EPG refines product parameter planning, testing schemes, and quality control checkpoint design, proactively identifying and mitigating risks to ensure product safety and reliability.
Development of Control Plans	EPG formulates quality control plans covering the entire project lifecycle, clearly defining inspection requirements across incoming materials, production, and delivery stages. Supporting quality training is conducted to ensure clear control standards throughout the process.
Strict Input Quality Control	EPG has established a robust material quality management mechanism, encompassing supplier classification, evaluation, and incoming inspection, to ensure full control over supply chain material quality.
Enhanced Process Control	Production is governed by process standards, operating procedures, and inspection methods across all stages, with real-time monitoring of key processes to ensure compliance in production and stable output quality.
Final Testing and Validation	Final quality validation is conducted through first-article inspection and full-process inspection during final assembly, ensuring that delivered products meet all requirements. Lessons learned are summarized and shared to drive continuous improvement.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(BAHARU)

Jabatan Bomba dan Penyelamat Malaysia

SIJIL PEPASANGAN KESELAMATAN KEBAKARAN

Dinding Drywall / Drywall Construction
BS 476: Part 22 Method for Determination of the Fire Resistance of Non-loadbearing Elements of Construction

Dengan ini diperakui
EPG DATA CENTER MODULE SDN. BHD.
(COMPOSITE WALL PANEL (CABIN WALL))

Beroperasi di
73-02, JALAN ROD MERAH 2/3, TAMAN JOHOR JAYA, 81100 JOHOR BAHRU, JOHOR

TELAH BERDAFTAR
TEMPOH SAH PERAKUAN : **25/11/2025 HINGGA 24/11/2027**

t.t

Ketua Pengarah
Jabatan Bomba dan Penyelamat Malaysia

**Peringatan:
Sila patuhi sepenuhnya syarat-syarat dan had kegunaan seperti dalam Lampiran A1

(Sijil ini adalah cetakan berkomputer dan tidak memerlukan tandatangan)

▲ On November 19 2025, EPG successfully obtained certification from Malaysia's BOMBA, becoming one of the first companies in the industry to receive this certification. This achievement demonstrates the compliance and reliability of EPG's products.

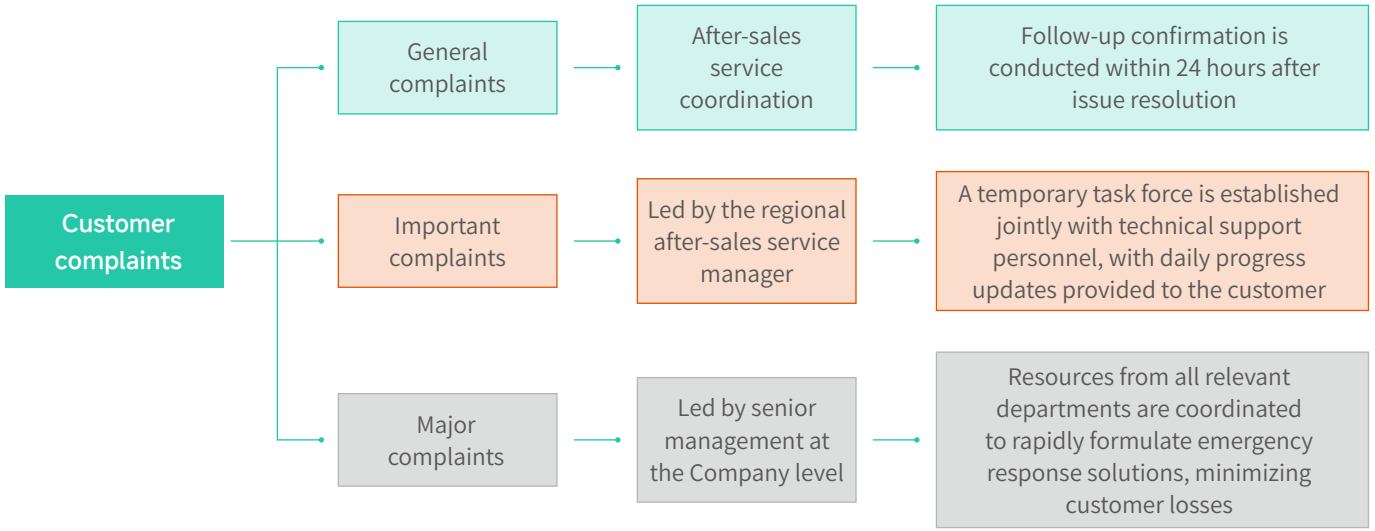
Customer Service System

EPG's customer service operations strictly comply with applicable laws and regulations, including the *Law of the People's Republic of China on the Protection of Consumer Rights and Interests* and the U.S. *Magnuson-Moss Warranty Act, P.L. 93-637*. EPG has established a comprehensive domestic and international customer service system, supported by institutionalized internal management policies and emergency response mechanisms, to provide high-quality, professional, efficient, and reliable service assurance to its clients.

Commitment to Customer Feedback

EPG has established a standardized closed-loop feedback management system, strictly enforcing internal service level agreements: response within 1 hour, solution formulation within 24 hours, resolution of general issues within 48 hours, and a resolution timeline for complex issues within 72 hours. This ensures that after-sales services are carried out efficiently and in an orderly manner, enabling timely responses to customer needs. Furthermore, we implement a complaint escalation matrix, where grievances are addressed by regional teams, dedicated task forces, or corporate-level emergency response units based on impact and severity.

Customer complaint tiered response mechanism



Safe and Stable Operations

EPG is committed to providing high-quality and sustainable data center infrastructure services, proactively identifying and addressing internal and external operational risks to ensure close monitoring and efficient response— safeguarding the safety, stability, and continuity of customers'business operations. In 2025, EPG achieved a record of zero unplanned customer downtime.

Case Cross-Border Closed-Loop O&M Safeguarding Overseas Data Center Continuity

In Q3 2025, a core data center in Malaysia experienced a sudden utility power failure due to extreme weather conditions. Thirty minutes after the emergency diesel generator system was activated, an abnormality occurred, and as the facility required an uninterrupted power supply, any failure risked a network-wide service disruption. Upon receiving the alert, EPG initiated a Tier-1 emergency response, established a cross-functional task force, and set up a real-time cross-border communication mechanism. Spare parts were urgently mobilized and remote guidance provided, resolving the issue within 2.5 hours. Following the incident, EPG delivered a full closed-loop service package comprising 24-hour monitoring, post-incident review, customized training, and dedicated documentation management. These actions effectively mitigated risks, ensured business continuity for the client, and further strengthened the Company's cross-border emergency protocols and standardized operational processes.

Talent Development

EPG strictly complies with applicable laws and regulations in its operating regions, including the *Labor Law of the People's Republic of China* and Malaysia's *Employment Act 1955*. The Company has institutionalized robust employment procedures and employee rights protection systems, alongside competitive incentives and talent development mechanisms to support employee growth. Through open communication channels and broad employee care and welfare initiatives, EPG fosters employees' sense of well-being and belonging, supporting coordinated development between individuals and the Company.

Standardized Employee Recruitment

EPG recognizes that attracting and retaining talent is fundamental to its long-term sustainable development. EPG strictly complies with employment regulations in its operating regions and has established and implemented management systems such as the *Employee Recruitment System*. The Company maintains a fair, transparent, inclusive, and compliant hiring environment across multiple dimensions, including talent selection, hiring practices, and employee rights protection.

Standardized Recruitment and Multi-Channel Talent Acquisition

EPG maintains an open and transparent recruitment process to ensure fair competition among candidates. Through comprehensive evaluation, EPG selects individuals who demonstrate both integrity and competence, possess relevant professional expertise, and align with the Company's values. EPG strictly upholds the "employer pays" principle, bearing all recruitment and mobilization costs and prohibiting any fee-charging to candidates to mitigate labor compliance risks at the source.

Compliance in Employment Practices

- Remuneration and statutory benefits, and related practices, are administered in full accordance with local legal requirements, including payment methods, pay cycles, and overtime compensation calculations.
- Employees receive itemized pay stubs clearly setting out wage components and deductions. Dedicated grievance mechanisms are maintained for salary-related disputes, safeguarding employees' right to information and their legitimate interests.

Recruitment Process Management

- EPG maintains rigorous oversight across the entire recruitment lifecycle, from requisition and candidate assessment through to onboarding, to uphold process integrity and hiring quality.
- Talent is sourced through a diversified channel mix spanning internal recruitment, campus recruitment, open-market hiring, and executive search. During the reporting year, EPG offered employment to 26 recent graduates from China and overseas through overseas campus recruitment initiatives and management trainee programs.

Strengthening Local and Internal Recruitment

- EPG prioritizes local hiring across its operating regions. Through community job fairs and partnerships with local employment agencies, the Company created 254 positions for host communities in overseas markets during the reporting year, contributing to regional economic development.
- Internal mobility is actively encouraged through an internal-first hiring policy. In 2025, 16 employees successfully transitioned into new roles through internal recruitment, strengthening organizational vitality and career development pathways.

Respect for Human Rights and Protection of Employee Rights

EPG strictly complies with international conventions, including the *Universal Declaration of Human Rights* and the *UN Guiding Principles on Business and Human Rights*, as well as applicable laws and regulations across all operating regions. The Company maintains a zero-tolerance stance toward human rights violations, specifically child labor and forced labor. During the reporting period, EPG recorded zero incidents of child labor or forced labor across all operational sites.

Strengthening the Foundation of Rights Protection

- EPG has established the *EPG Human Rights Management Policy*, ensuring the steadfast implementation of prohibitions against child labor and forced labor.
- Regular training is conducted covering human rights policies, international standards, applicable regulations, and practical implementation skills, strengthening employees' awareness and capacity to fulfill their human rights responsibilities.

Implementation of Risk Prevention and Control Measures

- Human rights due diligence and social impact assessments are conducted in overseas operations and high-risk supply chain segments, with stakeholder engagement to identify and assess risks related to child labor, forced labor, and other human rights concerns.
- Background checks and identity verification are carried out during onboarding. Where age is uncertain, academic records are cross-referenced, and original identification documents are verified against public security systems to prevent child labor risks at the recruitment stage.
- EPG strictly prohibits the retention of employees' identity documents, protects employees' freedom of movement, and ensures employment contracts are executed with all staff. The employee contract signing rate reached 100% in 2025.

Clear Remedial Measures for Non-Compliance

- In the event that child labor is identified, EPG immediately initiates remediation procedures, including suspension of work, internal investigation and accountability, coverage of education and medical expenses, and support for improving the economic circumstances of the affected family, thereby safeguarding the legitimate rights and interests of minors.
- Whistleblowing hotlines and email channels are in place to receive forced labor complaints. Upon verification, immediate corrective action is taken, affected workers are compensated, and internal accountability measures are enforced.

Promoting Equality and Diversity

At EPG, we recognize and respect the diverse backgrounds and individual uniqueness of our employees. EPG has established and implemented the *Corporate Diversity Policy* that strictly prohibits workplace discrimination in recruitment, promotion, and performance evaluation on the basis of gender, age, ethnicity, region, religion, disability, or other personal characteristics. EPG firmly opposes workplace harassment and upholds the principle of equal pay for equal work, maintaining an equitable and inclusive working culture.

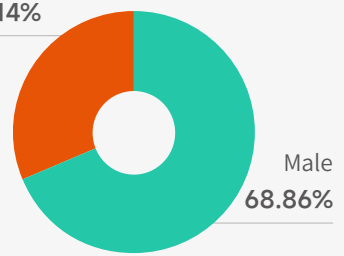
Employee Recruitment

Total number of employees

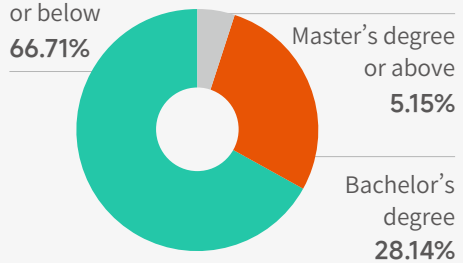
835 persons

Key Performance Indicators for Employee Recruitment of EPG in 2025

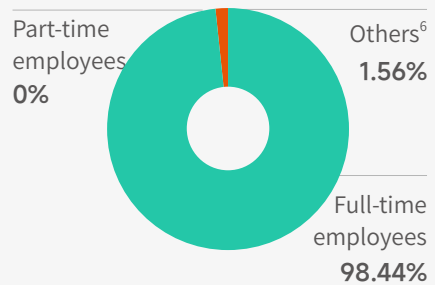
By gender



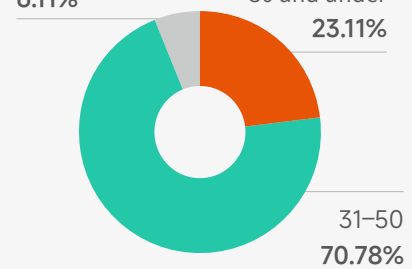
By education level



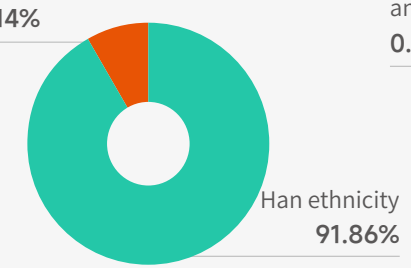
By employment type



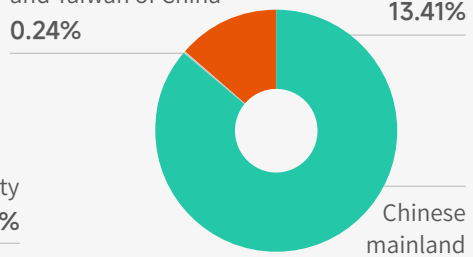
By age



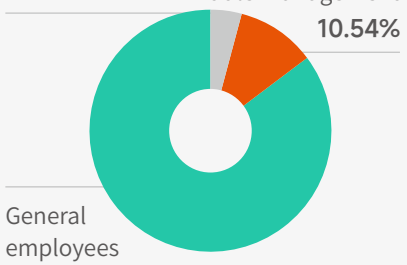
By ethnicity



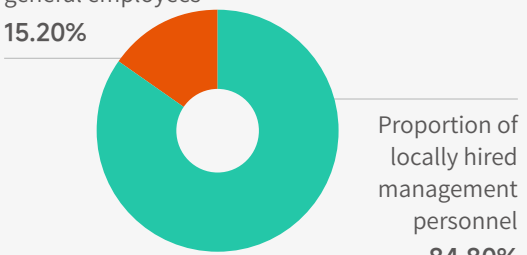
By region



By position



Localized recruitment in Malaysia



[6]Including rehired retirees and interns.

Employee Turnover[7]

Total number of employee turnover

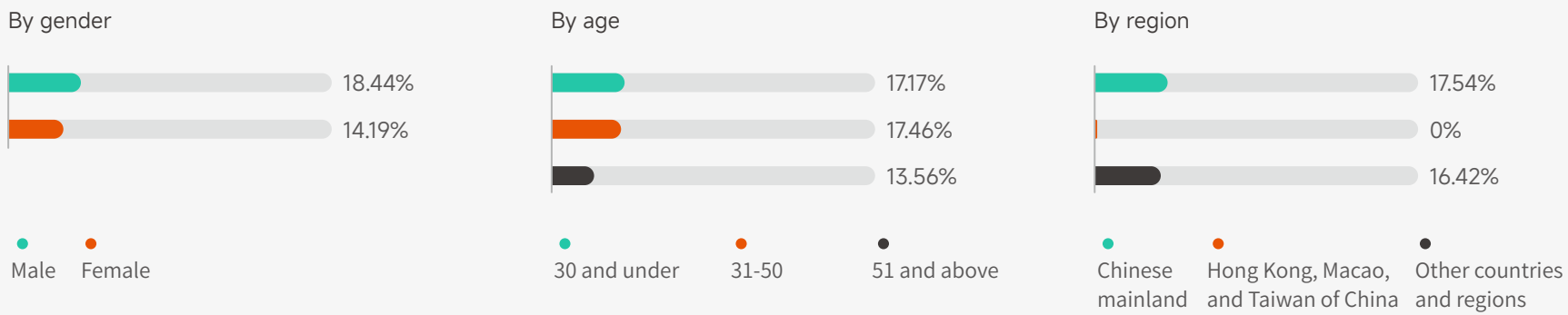
173 persons

Employee turnover rate

17.16%

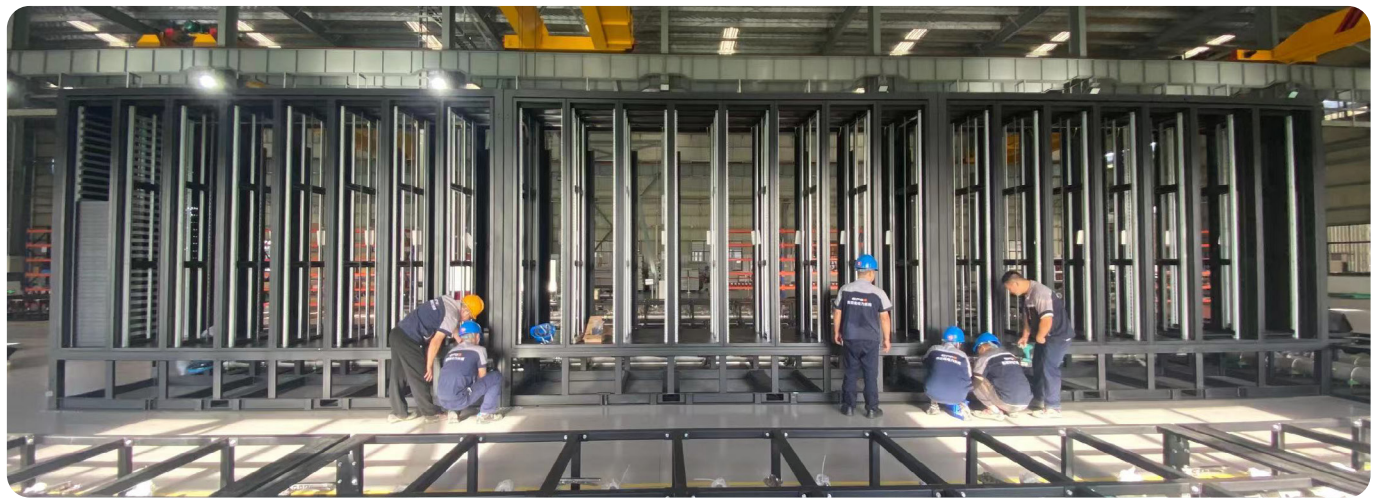
[7]The employee turnover rate is calculated using the following formula: Employee turnover rate = number of employees in the category who left during the reporting period / (number of employees in the category at the end of the reporting period + number of employees in the category who left during the reporting period). No turnover was recorded for any other employee categories during the reporting year.

Key Performance Indicators for Employee Turnover of EPG in 2025



Eliminating Workplace Discrimination

EPG is committed to eliminating structural barriers faced by women in the industry. Recruitment materials must not contain discriminatory language, and inquiries into candidates' marital or family status are strictly prohibited. The Company actively supports female employees' advancement into technical, operational, and leadership roles, and works to ensure that career development is not adversely affected by childbirth. Maternity and parental leave arrangements are available to both male and female employees. EPG also provides accessibility accommodations for employees with disabilities, ensuring equal and dignified employment opportunities for all.



Fostering a Diverse Workplace

As a company with extensive international operations, EPG respects the diverse cultures and religious practices of its multinational workforce. Flexible working arrangements are offered to accommodate religious observances, including prayer times, fasting practices, and holiday requirements. Prayer facilities are provided where needed, and diverse catering options are available, fostering an inclusive and diverse workplace environment.

"I genuinely feel EPG's respect for and empowerment of women. In a supportive working environment, women's professional value is fully recognized and appreciated, which gives us greater confidence to excel and thrive in our careers."

— Dora, Regional Marketing Department, Brand Business Center

"As a member of the local team, I can clearly feel EPG's commitment to the Malaysian market, as well as its core values of 'respecting differences and achieving win-win collaboration.' This fosters a strong sense of belonging among local employees and motivates us to contribute proactively to EPG's development."

— Ivan, Sales Manager

"Working at EPG allows me to truly experience its respect for the diverse cultures and beliefs within the team. From accommodating religious practices to celebrating cultural festivals across different backgrounds, this inclusiveness is not just a slogan, it is reflected in our daily interactions and collaboration. There is mutual understanding and a harmonious atmosphere, and I am proud to be part of such a warm and inclusive team."

— Nur Aliaa Binti Sardon, Sales and Marketing Assistant

Case Cross-Cultural Training Supporting the Integration of Thailand-Bound Teams

In December 2025, EPG organized a dedicated training program, Cross-Cultural Training: From Cultural Understanding to Management Practice, to support teams deployed to Thailand in performing their roles effectively and compliantly. The program covered local cultural values, business attire and etiquette, differences between Chinese and Thai management styles, and social norms, encouraging participants to adopt management and business practices that emphasize respectful communication, patient collaboration, and team harmony. The training strengthened the Chinese team's foundation for cross-cultural operations, helped safeguard the rights and interests of local employees, and enhanced cultural alignment, providing essential soft support for the stable development of EPG's overseas operations.

▲ Employees participating in the training session to learn key cultural and management practices for operations in Thailand

Employee Training and Development

EPG regards talent development as a strategic cornerstone of its growth. Across three key dimensions, including employee reward and development mechanisms, attraction and retention of innovation and R&D talent, and the development of an employee training system, EPG has built a competitive and attractive growth platform that supports the coordinated development of employees and the organization.

Remuneration, Performance, and Promotion Mechanisms

The Company has formulated the *Remuneration Management Policy*, setting out remuneration standards that are both market-competitive and performance-driven, grounded in the principles of external competitiveness and internal equity. Multiple promotion pathways and incentive mechanisms are in place to maximize the attraction and retention of outstanding talent.

Flexible and Diversified Performance Incentives

- We have established a *Performance Management System* and Performance Management Committee to guide and oversee the evaluation process. Performance indicators are cascaded from the Company's annual business objectives to departments and individual employees, with evaluations conducted quarterly.

Collaborative and Shared Reward Mechanisms

- In 2025, we implemented a medium- to long-term equity incentive scheme linking individual contributions and alignment with corporate values to the Company's strategic objectives, organically connecting personal and organizational growth.

Role-based Development System

- We provide employees with at least one promotion opportunity per year and have established dual career tracks, management and professional/technical, enabling employees to achieve personal growth through development pathways aligned with their career aspirations and capabilities.

Talent Attraction and Innovation Incentives

EPG attracts industry-leading talent through targeted recruitment programs, offering top-tier market remuneration and allowances, R&D funding, and decision-making autonomy. For senior talent, long-term incentives, including equity schemes and project co-investment opportunities, are provided to encourage sustained value creation. To incentivize patent development and technological innovation, EPG has established a comprehensive incentive and recognition system: teams and individuals are rewarded for patent and innovation achievements, long-term profit-sharing mechanisms are in place for the commercialization of such outcomes, and innovation honor titles have been introduced. Patents and innovation achievements are incorporated into performance evaluations and promotion criteria, forming a virtuous cycle in which innovation is recognized, and contributions are duly rewarded.

Employee Training and Capacity Building

EPG has engineered a sound training and curriculum system, an internal trainer management system, and a flexible development model that integrates offline training with online learning. Employee learning needs are actively identified, post-training satisfaction surveys are conducted, and improvement measures are implemented based on results, continuously enhancing the training experience and fostering a proactive organizational learning culture.

EPG's training programs span three categories: specialized, general, and new employee onboarding, supported by a tiered, skills-based curriculum designed to comprehensively meet employees' learning needs and precisely align with their capability development requirements. External training opportunities are also actively provided to keep employees current with industry-leading knowledge and skills, injecting sustained intellectual momentum and talent vitality into the Company's development.

EPG employee training system

Training categories	Curriculum system					Learning programs
Specialized training	Senior management training	Middle management training	Professional skills training			Executive excellence and leadership development Project manager development Data center integrated solutions
General training	Time management	Communication management	Computer knowledge	Corporate culture	Professional competencies	Integrating ESG into EPG AI-enabled business and office skills Business reception training
New employee training	Corporate overview and philosophy	Organizational structure and team composition	Business model and processes	Roles, responsibilities and standards		New hire onboarding training *Employee Handbook* training Employee reward and disciplinary system briefing

Internal trainer resources & external training opportunities & externally sourced internal training programs

EPG online training platform

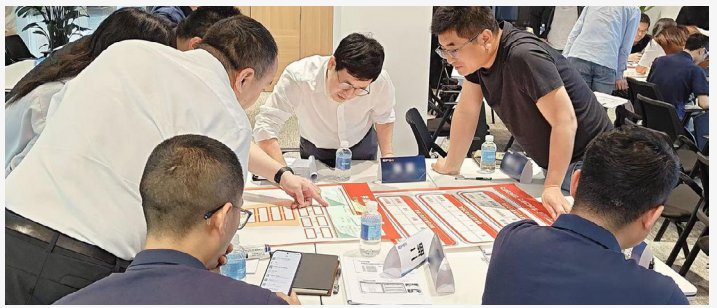
Case Manufacturing Skills Training Empowering Frontline Employee Development

In 2025, EPG's No. 1 Manufacturing Plant in Jinshan District continued to support the skills development of frontline employees. Focusing on multiple roles such as cable tray installation, electrical work, material cutting, assembly, and painting, the plant conducted a total of 12 specialized skills training sessions, with 144 employee participations. Through systematic training and practical assessments, during the year, 12 general workers were successfully reassigned to cable tray technician roles, and 2 general workers transitioned to material cutting technician positions. These initiatives further expanded employees' career development pathways and achieved a dual enhancement of workforce skills and organizational effectiveness.

▲ Frontline employees participating in on-site training at the manufacturing facility

Case Cross-Department Communication and Collaboration Training to Empower Internal Win-Win Collaboration

In April 2025, EPG organized a training program titled "Win-Win Connectivity: Cross-Department Communication and Collaboration Simulation" for employee representatives across centers and departments, delivered by external trainers. Aimed at dismantling departmental silos and activating collaborative capabilities, the program combined simulation exercises, scenario-based practice, and case analysis to strengthen employees' cross-department collaboration skills and communication awareness, fostering a culture of efficient collaboration, mutual trust, and shared success.



▲ Employees engaging in collaborative learning within an interactive environment

Key Performance Indicators for Employee Training at EPG in 2025

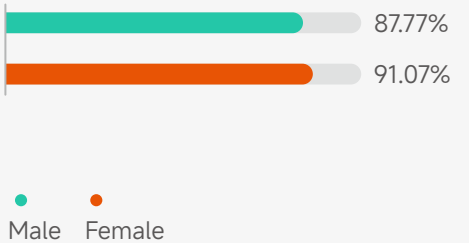
Total number of employee training participations

5,676 participations

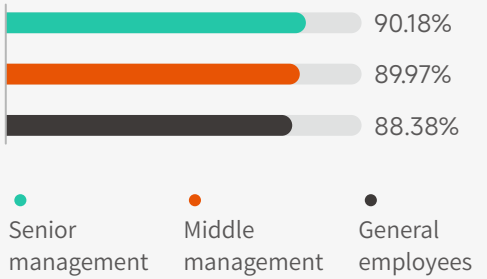
Percentage of employees trained

88.62%

By gender



By position



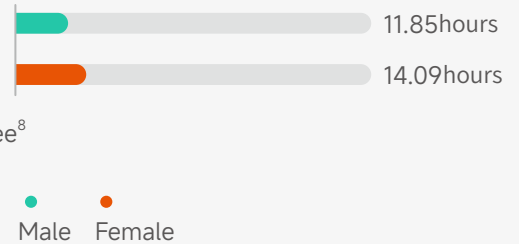
Total training hours

10,477.50 hours

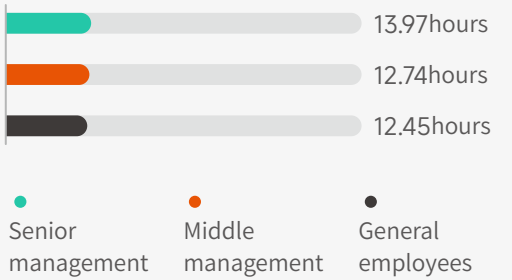
Average training hours per employee[8]

12.55 hours

By gender



By position

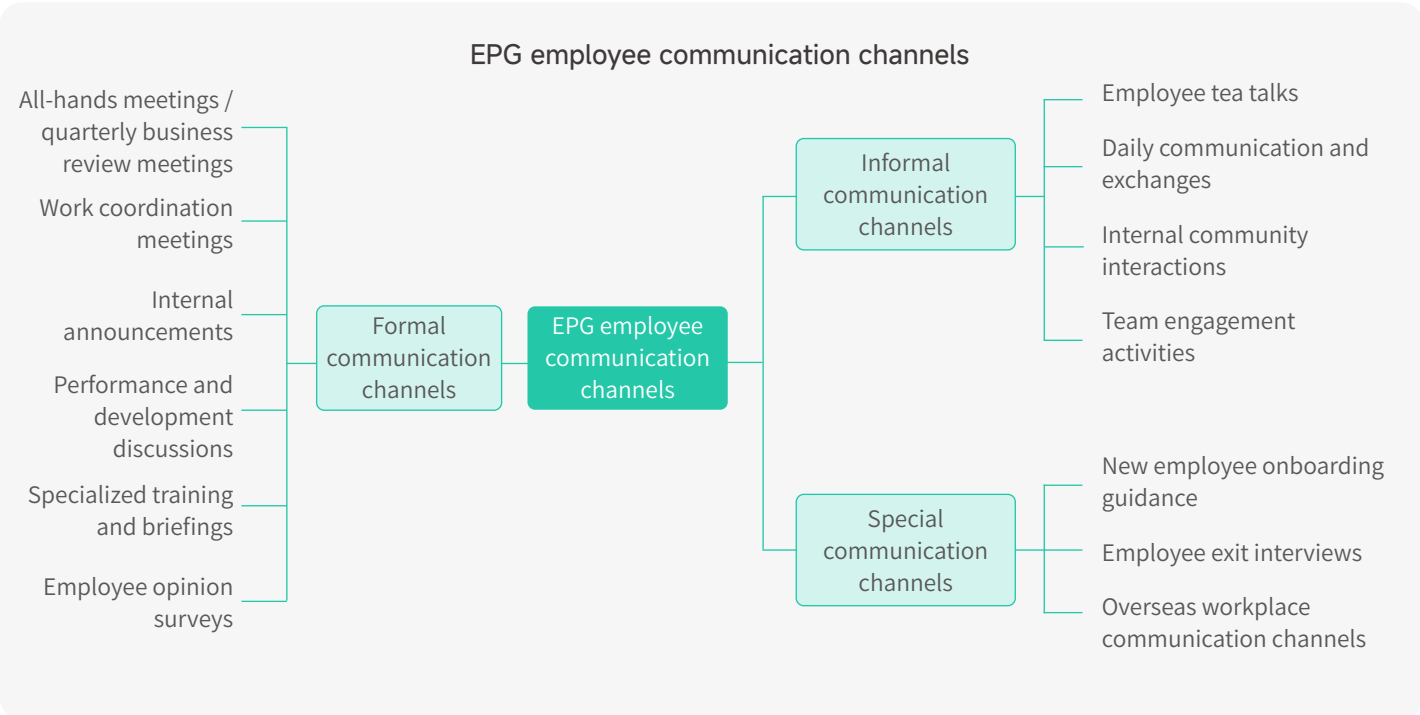


[8]Average training hours = total training hours for employees in the category / number of employees in the category at the end of the reporting period.

Employee Feedback and Communication

EPG maintains open and accessible channels for employee communication and grievance handling. The Company has established a robust feedback mechanism and is committed to implementing responsive improvements based on employee input, fostering an open, inclusive, and constructive communication culture. Grievance channels include a dedicated mailbox and physical suggestion boxes. Grievance procedures are governed by strict principles of confidentiality and non-retaliation to protect complainants' privacy and rights.

Since 2023, EPG's Jinshan District manufacturing plant has conducted quarterly employee satisfaction surveys covering topics including catering and living support, occupational health and safety, workplace atmosphere, and career development, providing the Company with a comprehensive understanding of employees' experiences and needs.



▲ To strengthen communication and collaboration within cross-border teams in Malaysia, EPG conducts daily and weekly briefing meetings, providing an interactive platform for employees to share feedback on workplace safety, welfare facilities, management practices, and other related matters.

Employee Care and Benefits

EPG highly values employee well-being and incorporates employee care as a key component of its corporate culture. Through a wide range of employee benefits and engagement activities, EPG enhances employees' sense of belonging and fosters a fulfilling workplace.

Diversified Employee Care Measures

Catering and Accommodation Support	Factory employees are provided with nutritious and hygienic canteen dining options and free, well-equipped staff dormitories to support their physical and mental well-being at work.
Work Allowances	Supplementary benefits including high-temperature allowances, meal subsidies, and communication allowances are provided to help alleviate employees' daily living costs.
Leave Arrangements	EPG fully respects employees' leave entitlements and provides various categories of paid leave in compliance with applicable regulations. Additional holiday benefits are also provided during Chinese New Year to support work-life balance.
Work–Life Balance	Flexible working hour arrangements, including standard, flexible, and comprehensive working hour systems, are applied based on role requirements, balancing operational needs with employees' right to rest. Working hours are strictly regulated to prevent overwork-related health and safety risks, and work-related communication outside working hours is actively discouraged.
Diverse Activities	EPG actively organizes a variety of warm and engaging activities, including team-building events, festive celebrations, monthly group birthday parties, and lectures. These activities help relieve work stress and strengthen team cohesion.

▲ Employees at the Shanghai headquarters celebrating a group birthday party, marking moments of team bonding and personal growth.

▲ On January 21, 2025, EPG held its annual gala and 20th anniversary celebration.

▲ In February 2025, EPG's No. 1 and No. 2 Manufacturing Plants in Jinshan, Shanghai organized a staff sports event.

Employee Health and Safety

EPG attaches great importance to employees' physical and mental well-being. We strictly comply with applicable laws and regulations, including the *Work Safety Law of the People's Republic of China* and the *Occupational Safety and Health Act 1994* in Malaysia, and have established a series of internal policies, including the *Regulations on Safe and Civilized Production Management*, the *Occupational Health and Safety Management System*, and the *Measures for the Management of Safety Incidents and Accountability*, to create a healthy and safe working environment.

Strengthening the Management System

The Company has established occupational health and safety (OHS) requirements and management systems across both domestic and overseas operations, covering offices, manufacturing facilities, and on-site delivery environments. Senior management regularly reviews implementation progress and evaluates the effectiveness of the OHS management system. Dedicated committees have been established in Shanghai and Malaysia to oversee OHS performance, with designated EHS personnel and clearly defined responsibilities for workplace safety and project delivery, ensuring the safety and well-being of domestic and overseas employees.

Defining Management Objectives

We have established annual OHS management objectives for our manufacturing and delivery operations, targeting to achieve a "zero-harm" workplace for our employees. In 2025, a 100% OHS objective attainment rate was achieved across the No. 1 and No. 2 Manufacturing Plants in Jinshan, Shanghai, and among project employees in Malaysia.

In addition, we establish quantifiable OHS performance indicators, with monthly and annual safety performance assessments conducted to track progress. Assessment outcomes are linked to rewards and penalties for relevant employees and departments, ensuring accountability and the effective delivery of management objectives.

In 2025, EPG's achievement of OHS management objectives

0 major casualty incidents **0** occupational disease cases **0** electrical shock incidents

0 special equipment incidents **0** fire incidents

Key OHS Performance Indicators at EPG in 2025

Performance Indicators	Unit	2025	2024	2023
Number of work-related fatalities	persons	0	1[9]	0
Number of workdays lost due to work-related injuries	days	65.25	43.5	174
Fatality rate per 1,000 employees	/	0	0.00197	0

[9]The employee was involved in a traffic accident while commuting to and from the worksite by motorcycle.

Strengthening Management Measures

EPG is committed to providing a safe and healthy working environment, continuously enhancing occupational disease prevention and control, protecting employees' physical and mental well-being, and conducting regular safety inspections, emergency drills, safety trainings, and simulation exercises to safeguard employees' health and safety.

Creating a Safe Working Environment

To ensure air quality, EPG uses environmentally friendly materials during headquarters renovations and implements professional air treatment measures upon completion, with regular air quality testing conducted thereafter. Meanwhile, fresh air ventilation systems, air purifiers, and indoor plants are installed to maintain a healthy office environment. EPG also engages professional cleaning teams to carry out daily cleaning and disinfection of public areas, including office spaces, meeting rooms, and restrooms. Quiet rest areas are also provided to ensure employees can relax and recharge in a comfortable environment.

▲ Provision of indoor plants at employees' workstations

▲ Provision of clean and well-maintained office environments for employees

Occupational Disease Prevention and Safety Protection

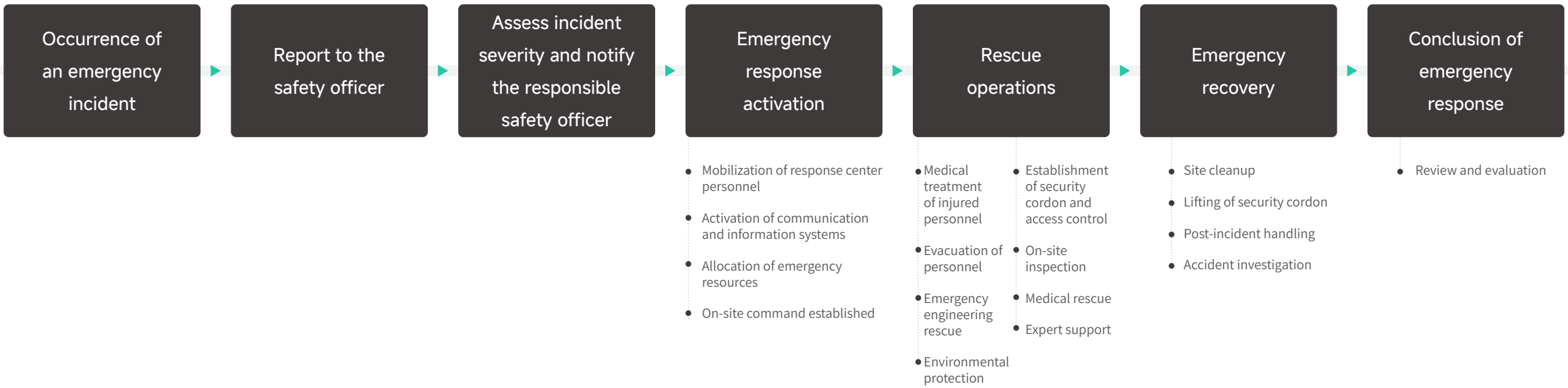
With respect to occupational disease prevention, EPG conducts annual identification of workplace occupational hazard factors and adopts corresponding control measures. Employees are informed of occupational health risks and protective measures prior to onboarding, and roles involving hazard exposure undergo occupational health examinations at three stages: pre-employment, during employment, and upon departure. Employees identified with occupational contraindications would be reassigned to suitable positions. Meanwhile, we provide compliant personal protective equipment, and regularly inspect its proper use; beyond making full and timely contributions to the statutory five social insurance and one housing provident fund, EPG provides supplementary commercial medical insurance for our employees.

Safety Inspections and Emergency Rescue

We have established a solid safety inspection system and conducts routine inspections and patrols in accordance with our internal policies. All identified hazards are assessed, classified, and recorded in a hazard management register, and responsible persons, remediation timelines, and control measures are clearly defined to ensure timely risk mitigation, guided by the principle "hazards are treated as incidents".

For emergency response, we institute a dedicated command center and a volunteer emergency rescue team, while emergency response plans are maintained for various incident types and reviewed regularly. Upon an incident, an on-site command center is promptly activated to manage isolation and evacuation, information reporting, and surrounding area alerts. Post-incident analysis and investigation are also conducted to identify corrective and preventive measures, driving continuous improvement in workplace safety management and emergency response capabilities.

Emergency response process at EPG's Shanghai manufacturing plant



Safeguarding Employees' Physical and Mental Well-being

The Company regularly organizes health, wellness, and sports activities to strengthen employees' health awareness. In 2025, we participated in the subdistrict-led Health Services into Enterprises activity at our Shanghai headquarters, providing employees with cervical and lumbar spine rehabilitation services. EPG also supports employees' mental health through seminars, lectures, and awareness campaigns on psychological well-being, and has established an external Employee Assistance Program (EAP) offering free, 24/7 multilingual counseling services.

▲ Employees at EPG's Shanghai headquarters participating in the subdistrict Health Services into Enterprises activity

▲ On May 23, 2025, EPG organized a badminton tournament

▲ On July 25, 2025, EPG organized a table tennis tournament

Safety Training and Drills

EPG has formulated the *Management System for Safety Education and Training* and a three-tier safety training system spanning the Company, department, and team levels. All employees are required to pass assessments before commencing their roles, with regular safety training conducted across the workforce to maintain safety awareness. Targeted certification training is also provided for employees in key positions to ensure that they are certified before assuming their roles. In overseas locations, EPG complies with local regulatory requirements; in Malaysia, employees engaged in relevant work are required to hold a valid CIDB Green Card[10] and complete safety training and assessments before onboarding, ensuring compliance with occupational safety requirements.

EPG operates a tiered safety drill mechanism incorporating both comprehensive practical drills and tabletop exercises. Each subsidiary conducts at least one comprehensive or specialized drill annually, on-site emergency response drills every six months, and spot-check emergency drills on an irregular basis. Evaluation reports are prepared following each drill, with corrective actions implemented accordingly.

In 2025, EPG

100%
of construction personnel entering project sites in Malaysia obtained CIDB Green Cards

100%
of workers received pre-entry safety training

A total of **98** pre-entry safety training sessions were conducted by the Malaysia subsidiary

with **1,447** participants

[10] The CIDB Green Card is a construction personnel registration card issued by the Construction Industry Development Board (CIDB) of Malaysia. It certifies that the cardholder has completed the required safety training and is qualified for work, and serves as a statutory credential for entry to construction sites.

Case Specialized Electrical Safety Training at the Shanghai Manufacturing Plant

On October 23, 2025, EPG's Shanghai Manufacturing Plant organized a specialized electrical safety training session for 56 employees, covering basic electrical safety knowledge, typical accident case analysis, and emergency response procedures. The training strengthened participants' awareness of electrical hazards and safety prevention, deepened their understanding of electrical operation protocols and emergency response, and reinforced on-site electricity management capabilities and safety across the Company's production operations.

▲ Employees at the on-site training session listening to key electrical safety instructions

Case Chemical Spill and First Aid Drill Conducted by the Malaysia Subsidiary

On November 5, 2025, EPG's Malaysia subsidiary organized all employees and subcontractors to conduct a joint chemical spill and first aid drill at the project construction site. Upon commencement of the drill, on-site personnel promptly activated the emergency response plan and successfully carried out emergency response measures, including spill containment, personnel evacuation, and first aid response. Participants also gained hands-on familiarity with the use of spill prevention and control equipment. The drill effectively enhanced the practicality of the emergency response plan for the Malaysia project and strengthened the team's coordinated emergency response capabilities.

▲ First aid responders transferring an injured individual to the medical room

Sustainable Value Chain

EPG manages environmental and social risks at the source through systematic supplier management and procurement practices, strengthening supply chain resilience. The Company also actively participates in the global industry ecosystem, promoting collaborative innovation and green development across the value chain through technical cooperation and exchange, contributing to a more inclusive and resilient global digital infrastructure.

Strengthening Supply Chain Management

EPG prioritizes supply chain resilience across its international operations, governed by the *Procurement Management Policy* and *Supplier Management Measures*. Environmental and social risks are managed comprehensively across all stages of the supplier lifecycle, including admission, audit, performance assessment, and exit.

Ensuring Supply Chain Resilience

Leveraging a "one global hub + N local teams" structure, EPG achieves dynamic global deployment and supply chain resource integration. A global risk early warning mechanism is in place, enabling rapid activation of contingency measures such as cross-regional capacity switching and alternative logistics channels in response to disruptions, ensuring supply chain robustness.

In 2025, EPG

partnered with a total of

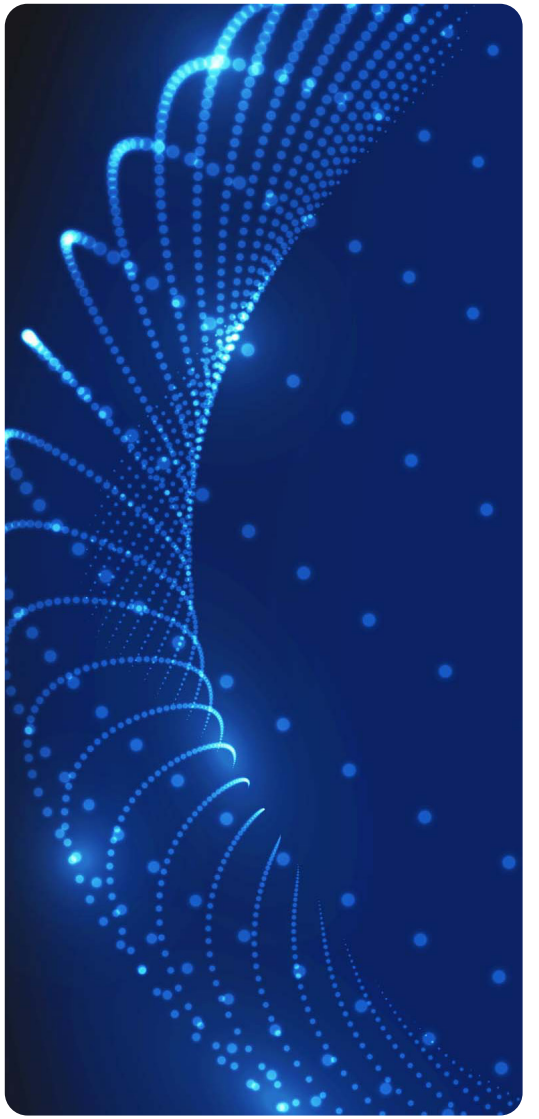
512 suppliers

suppliers in China accounted for

55.90%

while overseas suppliers accounted for

44.10%



Key Performance Indicators for Supply Chain Management at EPG in 2025

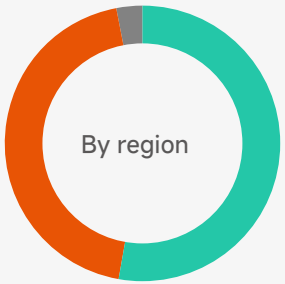
In 2025, EPG

Total number of suppliers

512 number

Proportion of suppliers that have signed integrity commitment clauses in contracts

87.00%



Chinese mainland	**52.93%**
Northwest China	0.39%
East China	33.79%
North China	5.08%
South China	9.77%
Northeast China	0.59%
Central China	2.34%
Southwest China	0.98%
Overseas	**44.14%**
Hong Kong, Macao, and Taiwan of China	**2.93%**

Improving the Supplier Management System

EPG enhances its localized, integrity-based, intelligent, and sustainable procurement practices, building a standardized, transparent, stable, and efficient supplier management system while actively managing the environmental and social impacts of its supply chain.

Localized Procurement

EPG prioritizes local suppliers through establishing preferential evaluation criteria in the bidding process and provides technical assistance and guidance to local suppliers, supporting regional economic development and inclusive growth.

Integrity Procurement

Bidders are required to sign an *Integrity Commitment Letter* during the tendering process, and suppliers must execute an *Anti-Corruption Contract* at the contract signing stage. Suppliers found in violation of integrity and compliance requirements are subject to disqualification and accountability measures, preventing commercial bribery.

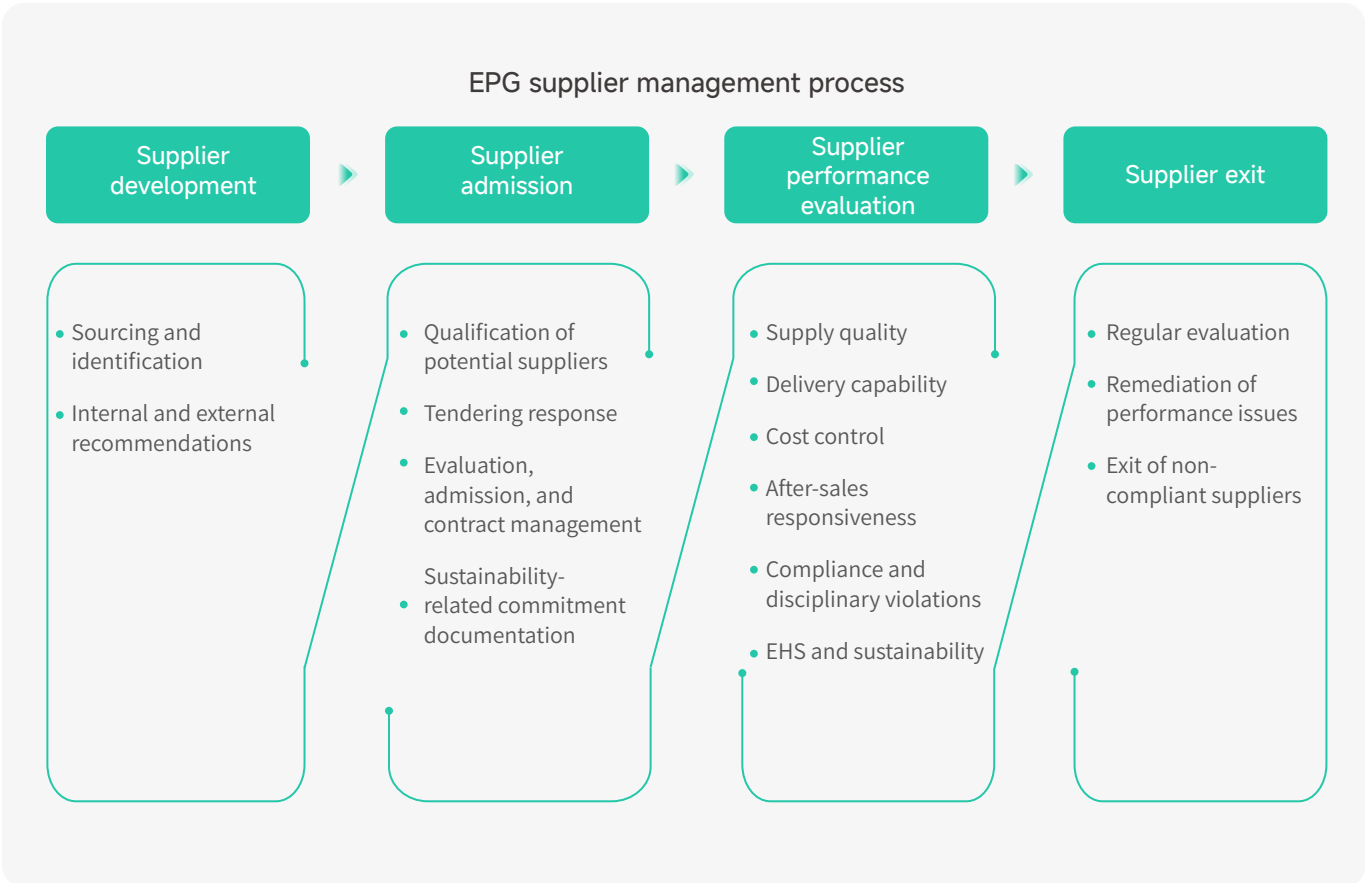
Intelligent Procurement

EPG has implemented the Enterprise Resource Planning (ERP) system[11], to optimize procurement planning, enable dynamic cost control, and support AI-driven demand forecasting, as well as Just-in-Time (JIT)[12]、and Engineer-to-Order (ETO)[13]management. These initiatives enhance supply chain operational efficiency and control capabilities.

Sustainable Procurement

EPG gives preference to suppliers that adhere to ESG principles and requires relevant certifications, including ISO 9001, ISO 14001, ISO 45001, and SA 8000. ESG and EHS criteria are embedded in supplier admission processes, and environmentally compliant products are prioritized while raw materials with negative environmental impacts are avoided.

At the admission stage, suppliers are required to sign ESG-related commitment documents, including the *Information Registration Form* and the *Anti-Child Labor and Forced Labor Agreement*, communicating the Company's expectations for environmental and social risk management across the supply chain.



[11]Enterprise Resource Planning (ERP) systems are integrated enterprise management software solutions that consolidate business processes and data across departments through a unified data platform. They optimize resource allocation, enhance operational efficiency, and enable real-time information sharing and collaborative management.

[12]Just-in-Time (JIT) production is a core tool of lean manufacturing. By precisely calculating the standard time for each process, it synchronizes production pace with customer demand in real time, thereby eliminating inventory waste and enabling efficient flow.

[13]Engineer-to-Order (ETO) is a highly customized production model in which products are newly designed and engineered in accordance with customers' specific technical requirements, and is commonly applied in large-scale equipment manufacturing and engineering projects.

Promoting Industry Development

Drawing on its strengths in prefabricated data center technologies and industry leadership, EPG deepens collaboration across the industrial chain, expands its overseas market presence, and actively participates in international exhibitions, technical exchanges, and seminars to showcase its capabilities and innovations in prefabricated data center manufacturing. In 2025, EPG engaged in multiple industry exchange events and strengthened strategic cooperation with leading international partners in diesel generator sets and data center cooling technologies, and other fields, contributing to the green and innovative development of global digital infrastructure.

In May 2025, EPG participated in DCD Connect Madrid, marking its debut in the European market. EPG showcased its AIDC liquid cooling solutions, laying the foundation for market entry in Europe.

In June 2025, EPG participated in DCD Bali, providing solutions tailored to tropical climates and regional needs, further strengthening its presence in Southeast Asia.

In May 2025, EPG participated in the ASEAN–China–GCC Summit, where Chairman Wan Renjun was interviewed by Fortune and met with senior executives from multinational corporations to promote the “prefabrication + green power liquid cooling” technology portfolio.

In October 2025, EPG participated in Data Centre World Asia in Singapore, promoting its “Singapore–Malaysia dual-hub” model, with Singapore overseeing business coordination and Malaysia supporting R&D and manufacturing.

In October 2025, EPG participated in DCW Madrid, where its innovative solutions were selected for the exhibition's "Future Data Center" featured showcase area, further strengthening collaboration and engagement with industry partners in Europe.

In November 2025, EPG was invited to participate in the Thailand Cloud and Data Center Convention, where it delivered a keynote speech showcasing its technological strengths and customized solutions for the Thai market.

Case EPG Invited to the 19th GIL/NIE 2025 and Won the Industry Leadership Award

In August 2025, EPG was invited to attend the 19th Frost & Sullivan Global Growth, Innovation and Leadership Summit and the 4th New Investment Event, where it received the 2025 China Data Center Prefabricated Construction Industry Leadership Award. During the event, EPG also delivered a speech outlining its commitment to advancing inclusive computing power, enabling more enterprises and institutions to conveniently access efficient, low-carbon, and high-quality computing resources, and contributing to the balanced development of the global digital economy.

▲ EPG receiving the 2025 China Data Center Prefabricated Construction Industry Leadership Award

Commitment to Social Responsibility

EPG actively fulfills its corporate social responsibilities, enhancing social and economic well-being across both China and its overseas operating regions through multiple dimensions, including industry–academia–research integration, public welfare and philanthropy, and regional development.

In 2025, EPG

Invested approximately RMB

195,400 in community investment initiatives within its focus contribution areas

including RMB **178,000** and MYR **10,000**

Participated in

5 volunteer activities

with a total of

60.00 hours of community engagement, including employee volunteer service.

Advancing Science, Education, and Innovation

EPG deepens collaborative innovation across industry, academia, and research through public welfare donations and university–enterprise partnerships, providing practical platforms for cultivating high-quality innovative talent and leveraging technology to support the development of a broader social innovation ecosystem.

On August 30, 2025, EPG launched a campus recruitment initiative at Southern University College in Malaysia and, as a strategic partner, sponsored the 3rd "i RICPoE" International Research, Innovation, Creativity and Engineering Project Competition (2025).

Promoting Public Welfare and Philanthropy

EPG consistently upholds the principle of "taking from society and giving back to society", and is committed to contributing to social development through a stable, sustainable approach and demonstrating corporate responsibility through concrete action. We sponsor public art exhibitions organized by young people with cerebral palsy. Since 2020, we have partnered with multiple public welfare organizations across a range of initiatives, including direct monetary donations, procurement of relief supplies, charity golf tournaments and charity auctions. Through these efforts, EPG has raised RMB 200,000 for children in rural mountainous areas of Yunnan Province, donated 9,000 winter clothing items, and funded the construction of mobile libraries, delivering hope and tangible support to underserved communities.

Since 2020,EPG

EPG has raised RMB

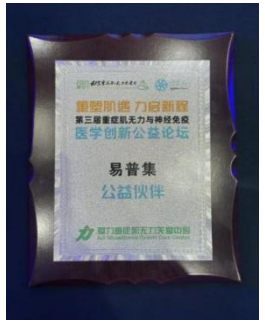
200,000 for children in rural mountainous areas of Yunnan Province

donated

9,000 winter clothing items

案例 Supporting Myasthenia Gravis Care Day and Empowering Rare Disease Communities through Public Welfare

On June 15, 2025, marking the 12th Myasthenia Gravis Care Day, the 3rd Public Welfare Forum on Myasthenia Gravis and Neuroimmunology Innovation was successfully held in Yangzhou, Jiangsu Province. The forum was guided by the China Alliance for Rare Diseases and organized by the Beijing Aili Myasthenia Gravis Rare Disease Care Center. As a public welfare partner of the event, EPG donated RMB 15,000 to support the development of rare disease initiatives, calling for greater societal awareness of patients with myasthenia gravis and contributing to the continuous improvement of patient support systems.



▲ EPG, as a public welfare partner of the forum, contributed to supporting patients with the rare disease myasthenia gravis

NO. 2500007390

捐赠证书

易普集集成设备（上海）有限公司

感谢您（你们）对上海慈善事业的关心和支持。

您（你们）捐赠的人民币壹万元整(非定向)

，我们将遵照

您（你们）的意愿，全部用于慈善事业的发展。

对于您（你们）崇高的人道主义精神谨表示诚挚

的敬意。

上海市慈善基金会

2025 年 3 月 4 日

▲ On March 4, 2025, EPG donated RMB 10,000 to the Shanghai Charity Foundation for the second consecutive year, supporting livelihood-related initiatives such as poverty alleviation, medical assistance, educational support, and emergency relief.

▲ In March 2025, EPG's Johor Bahru manufacturing plant donated MYR 10,000 to support flood relief efforts in Johor, Malaysia, contributing to emergency disaster response and livelihood assistance for local communities.

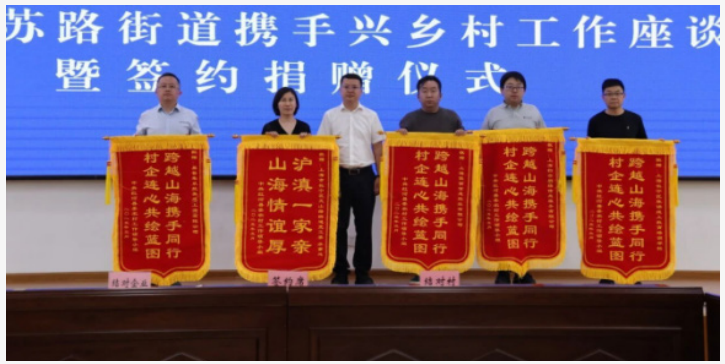
Promoting Regional Development

EPG actively fulfills its corporate social responsibilities through targeted regional development initiatives, engaging in overseas community programs, and supporting rural economic growth. Through concrete actions, EPG strengthens local collaboration and contributes to coordinated regional progress.

Case

Deepening Shanghai–Yunnan Collaboration to Empower Regional Revitalization

In May 2025, as a corporate donor, EPG participated in a rural revitalization symposium and donation ceremony jointly organized by Honghe County in Yunnan Province, the Science and Technology Commission of Changning District in Shanghai, Tianshan Road Subdistrict, and Jiangsu Road Subdistrict. From 2023 to 2024, EPG actively responded to the paired assistance program for Yunnan led by Changning District, Shanghai. In collaboration with the Changning District Cooperation and Exchange Office and the Honghe County Rural Revitalization Bureau, EPG conducted on-site inspections to Honghe County, Yunnan Province, and made cumulative donations of RMB 100,000. The funds were used to install 60 solar-powered streetlights and to provide training on high-altitude specialty crop cultivation to more than 600 local residents, thereby supporting improvements in local livelihoods and promoting high-quality development.



▲ EPG representatives receiving a commemorative banner at the donation ceremony

▲ On March 22, 2025, EPG officially commenced construction of its second manufacturing plant in Malaysia. At the groundbreaking ceremony, the Company also announced the establishment of a dedicated fund to support local talent development programs, injecting new sci-tech momentum into high-quality regional economic development.

▲ On January 23, 2025, EPG, in collaboration with the Fengjing Town Community Affairs Service Center, organized a dedicated recruitment event, offering 156 key positions. The event attracted nearly 100 job seekers, with 36 candidates reaching preliminary employment intentions, demonstrating the Company's active role in supporting local employment.

Appendix

Key Performance Indicators

Indicators	Unit	2025
Environmental[14]		
Air Emissions		
Total air emissions	tonnes	1.94
Nitrogen oxides (NO_x)	tonnes	0.47
Sulfur oxides (SO_x)	tonnes	0
Particulate matter (PM)	tonnes	1.01
Volatile organic compounds (VOCs)	tonnes	0.46
Air emissions intensity	tonnes/million revenue	0.0006
Wastewater Discharge		
Total wastewater discharge	tonnes	11,416.50
Wastewater discharge intensity	tonnes/million revenue	3.73
Waste Generation		
Total hazardous solid waste generated	tonnes	88.01
Hazardous solid waste intensity	tonnes/million revenue	0.03
Total non-hazardous solid waste generated	tonnes	9.39
Non-hazardous solid waste intensity	tonnes/million revenue	0.003
Energy Consumption		
Total energy consumption	MWh	9,205.81
Gasoline consumption	liters	92,780.60
Diesel consumption	liters	377,224.05
Natural gas consumption	cubic meters	90,883.00
Purchased electricity consumption	MWh	3,636.32
Energy consumption intensity	MWh/million revenue	3.01
Water Consumption		
Total water consumption	tonnes	12,685.00
Water consumption intensity	tonnes/million revenue	4.15
Greenhouse Gas Emissions		
Total GHG emissions (location-based)	tonnes CO_2e	66,339.86
Total GHG emissions (market-based)	tonnes CO_2e	66,608.99
Scope 1	tonnes CO_2e	478.13
Scope 2 (location-based)	tonnes CO_2e	1,976.53
Scope 2 (market-based)	tonnes CO_2e	2,245.66
Scope 3	tonnes CO_2e	63,885.20
Purchased goods and services	tonnes CO_2e	36,613.34
Fuel-and energy-related activities	tonnes CO_2e	7,708.71
Upstream transportation and distribution	tonnes CO_2e	17,756.22
Waste generated in operations	tonnes CO_2e	182.10
Business travel	tonnes CO_2e	884.97
Employee commuting	tonnes CO_2e	739.87
GHG emission intensity (Scope 1+Scope 2, location-based)	tonnes CO_2e/million revenue	0.80
GHG emissions intensity (Scope 1+Scope 2, market-based)	tonnes CO^2e/million revenue	0.89

[14]The scope of the data includes the company's domestic and overseas offices and factories that have commenced production and operations.

Indicators	Unit	2025
Social		
Employee Recruitment		
Total number of employees	persons	835
By gender		
Male	persons	575
Female	persons	260
By education level		
Master's degree or above	persons	43
Bachelor's degree	persons	235
Junior college or below	persons	557
By employment type		
Full-time employees	persons	822
Part-time employees	persons	0
Others	persons	13
By age		
30 and under	persons	193
31–50	persons	591
51 and above	persons	51
By ethnicity		
Han ethnicity	persons	767
Other ethnic groups	persons	68
By region		
Chinese mainland	persons	721
Hong Kong, Macao, and Taiwan of China	persons	2
Other countries and regions	persons	112
By position		
Senior management	persons	37
Middle management	persons	88
General employees	persons	710
Localized recruitment in Malaysia		
Proportion of locally hired management personnel	%	84.80
Proportion of locally hired general employees	%	15.20
Employee Turnover		
Total number of employee turnover	persons	173
By gender		
Male	%	18.44
Female	%	14.19
By age		
30 and under	%	17.17
31–50	%	17.46
51 and above	%	13.56
By region		

Indicators	Unit	2025
Chinese mainland	%	17.54
Hong Kong, Macao, and Taiwan of China	%	0
Other countries and regions	%	16.42
Health and Safety		
Number of work-related fatalities	persons	0
Number of workdays lost due to work-related injuries	days	65.25
Injury severity rate per million hours worked	%	0
Fatality rate per 1,000 employees	%	0
Number of government-imposed penalties due to environmental, quality, or safety issues	cases	0
Percentage of workers receiving pre-entry safety training	%	100
Percentage of construction personnel entering project sites in Malaysia obtained CIDB Green Cards	%	100
Employee Development and Training		
Total number of employee training participations	participations	5,676
Percentage of employees trained	%	88.62
By gender		
Male	%	87.77
Female	%	91.07
By position		
Senior management	%	90.18
Middle management	%	89.97

Indicators	Unit	2025
General employees	%	88.38
Total training hours	hours	10,477.50
Average training hours per employee	hours	12.55
By gender		
Male	hours	11.85
Female	hours	14.09
By position		
Senior management	hours	13.97
Middle management	hours	12.74
General employees	hours	12.45
Supply Chain Management		
Total number of suppliers	number	512
By region		
East China	number	173
North China	number	26
South China	number	50
Southwest China	number	5
Central China	number	12
Northeast China	number	3
Northwest China	number	2
Hong Kong, Macao, and Taiwan of China	number	15

Indicators	Unit	2025
Overseas	number	226
Proportion of suppliers that have signed integrity commitment clauses in contracts	%	87.00
Product Responsibility		
Number of data centers		
Number of data centers under construction	number	2
Number of completed and operational data centers	number	2
Product Quality		
Percentage of product recalls due to health and safety issues	%	/
Number of service interruptions due to performance issues	cases	0
Customer Service Quality		
Total customer downtime	days	0
Total number of complaints	cases	0
Complaint resolution rate	%	/
Information and Data Security		
Number of incidents of non-compliance with regulations on product and service information and labeling	number	0
Major cybersecurity incidents	cases	0
Total monetary losses resulting from legal proceedings related to user privacy	RMB	0
Number of data breaches	cases	0
Total number of employees and users affected by data breaches	persons	0

Indicators	Unit	2025
Percentage of employees covered by data security training	%	100
Intellectual Property Protection		
Number of new patent applications	number	11
Number of new patents granted	number	9
Cumulative number of patents granted	number	45
Cumulative number of software copyrights	number	6
Cumulative number of trademarks	number	5
Community Investment		
Total investment amount	RMB	195,400
Number of volunteer activities	activities	5
Total volunteer hours	hours	60.00
Governance		
Corruption Litigation Cases		
Number of corruption litigation cases filed	number	0
Number of corruption litigation cases concluded	number	0
Anti-Corruption Training		
Number of anti-corruption training sessions	sessions	2
Anti-corruption training coverage	%	100
By position		
Board members	%	100
Other employees	%	100

Index of *HKEX Environmental, Social and Governance Reporting Code*

ESG Aspect	Description	Chapter	Page
Part B: Mandatory Disclosure Requirements			
Governance Structure	A statement from the board containing the following elements: (i) a disclosure of the board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.	ESG Governance	P13-16
Reporting Principles	A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report: Materiality, Quantitative, Consistency.	About This Report	P1
Reporting Boundary	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.	About This Report	P1
Part C: "Comply or explain" Provisions			
A. Environmental			
Aspect A1: Emissions			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Environmental Compliance Management Waste Management	P24-25 P31-33
KPI A1.1	The types of emissions and respective emissions data.	Waste Management Performance Highlights	P31-33 P64
KPI A1.2	[Repealed 1 January 2025]	/	/
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Waste Management Performance Highlights	P31-33 P64
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Waste Management Performance Highlights	P31-33 P64
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Waste Management	P31-33
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Waste Management	P31-33
Aspect A2: Use of Resources			
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Energy Efficiency Management Resource Utilization	P26-30
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Energy Efficiency Management Performance Highlights	P26-27 P64
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Resource Utilization Performance Highlights	P28-30 P64
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Energy Efficiency Management	P26-27
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Resource Utilization	P28-30
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	/	/

ESG Aspect	Description	Chapter	Page
Aspect A3: The Environment and Natural Resources			
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Environmental Compliance Management	P24-25
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environmental Compliance Management Climate Change Response	P34
Aspect A4: Climate Change [Repealed 1 January 2025]			
B. Social			
Employment and Labour Practices			
Aspect B1: Employment			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Talent Development	P41-50
KPI B1.1	Total workforce by gender, employment type (for example, full- or part(time), age group and geographical region.	Talent Development Performance Highlights	P41-50 P64-65
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Talent Development Performance Highlights	P41-50 P65
Aspect B2: Health and Safety			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Employee Health and Safety	P51-55
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Employee Health and Safety	P51-55
KPI B2.2	Lost days due to work injury.	Employee Health and Safety Performance Highlights	P51-55 P66
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Employee Health and Safety	P51-55
Aspect B3: Development and Training			
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Talent Development	P41-50
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Talent Development Performance Highlights	P41-50 P66
KPI B3.2	The average training hours completed per employee by gender and employee category.	Talent Development Performance Highlights	P41-50 P66
Aspect B4: Labour Standards			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Talent Development	P41-50
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Talent Development	P41-50
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Talent Development	P41-50
Operating Practices			
Aspect B5: Supply Chain Management			
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Sustainable Value Chain	P51-60

ESG Aspect	Description	Chapter	Page
KPI B5.1	Number of suppliers by geographical region.	Sustainable Value Chain Performance Highlights	P51-60 P66
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Sustainable Value Chain	P51-60
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Sustainable Value Chain	P51-60
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Sustainable Value Chain	P51-60
Aspect B6: Product Responsibility			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Excellent Products and Services	P38-40
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	/	/
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Excellent Products and Services Performance Highlights	P38-40 P67
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Excellent Products and Services Performance Highlights	P38-40 P67
KPI B6.4	Description of quality assurance process and recall procedures.	Excellent Products and Services	P38-40

ESG Aspect	Description	Chapter	Page
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Data Security Responsibility	P21-22
Aspect B7: Anti-corruption			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Business Ethics	P19-20
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Business Ethics Performance Highlights	P19-20 P67
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Business Ethics	P19-20
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Business Ethics Performance Highlights	P19-20 P67
Community			
Aspect B8: Community Investment			
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Commitment to Social Responsibility	P61-63
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Commitment to Social Responsibility	P61-63
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Commitment to Social Responsibility Performance Highlights	P61-63 P67

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