



# **ENVIRONMENTAL SOCIAL & GOVERNANCE REPORT**



# 2024

**Environmental, Social and Governance (ESG) Report**

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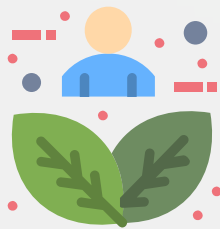
## ENVIRONMENTAL SOCIAL & GOVERNANCE REPORT

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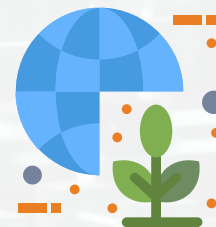
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# About the Report

This is the fourth ESG (Environmental, Social and Corporate Governance) report issued by Zhongji InnoLight Co., Ltd. (hereinafter referred to as "Zhongji InnoLight", the "Company" or "we/us") for all stakeholders. The report discloses in detail the Company's practices and performance in the areas of economic, environmental, social and corporate governance in 2024, with the aim of facilitating effective communication with all parties by systematically responding to the expectations and requirements of stakeholders.

## ➤ Reporting Period

From January 1, 2024 to December 31, 2024. To enhance the report's comparability and forward-looking perspective, certain content has been appropriately extended to include relevant information from prior and subsequent years.

## ➤ Reporting Scope

The report discloses information about the fulfillment of economic, environmental, social, and corporate governance responsibilities by us and our subsidiaries. Relevant typical cases are drawn from our affiliated companies.

## ➤ Information Source

The information disclosed herein comes from our internal official documents, statistical reports and annual reports, and the data disclosed herein comes from our original data, government published data, annual financial data, internal statistical statements, third-party questionnaires, third-party assessments, interviews, etc. The financial data contained herein are denominated in RMB.

## ➤ Abbreviations

Full Name	Abbreviation
Zhongji InnoLight Co., Ltd.	"Zhongji InnoLight", the "Company" or "we/us"
InnoLight Technology (Suzhou) Ltd.	"InnoLight Technology"
InnoLight Technology (Tongling) Ltd.	"InnoLight Tongling"
InnoLight Technology Pte. Limited Taiwan Branch	"InnoLight Taiwan"
TeraHop (Thailand) Co., Ltd.	"TeraHop Thailand"
Chongqing Jingle Electronic Technology Co., Ltd.	"Jingle Electronic"
Chengdu Tsuhan Technology Co., Ltd	"Tsuhan Technology"

## ➤ Basis of Preparation

UN Sustainable Development Goals (SDGs)

*Global Reporting Initiative Standards (GRI Standards)* issued by the Global Sustainability Standards Board

*Guide for the Preparation of Corporate Social Responsibility Report in China (CASS-ESG 6.0)*

*Guidance on Social Responsibility Reporting (GB/T 36001-2015)*

*ISO 26000: Guidance on Social Responsibility (2010)* issued by the International Organization for Standardization

*Self-Regulatory Guidelines No.17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)*

## ➤ Access to the Report

This report is available in electronic form. You may visit our official website at <https://www.zj-innolight.com> or [www.cninfo.com.cn](http://www.cninfo.com.cn) to view this report. If you have any questions or suggestions about this report, please contact us at [info@zj-innolight.com](mailto:info@zj-innolight.com) or 0535-8573360.



## Message from the Chairman

Looking back on 2024, Zhongji InnoLight has made remarkable achievements. We have continuously pursued our development strategy, committed to "innovate optoelectronic technologies, embrace the intelligence era", and maintained our leading position in the industry, which cannot be achieved without the support of all sectors of society and the hard work of all employees. As an industry leader, we know that the future development of an enterprise must not be limited to short-term economic benefits, but rather, we must take a longer-term perspective, participate in ESG management practices, and realize the harmonious coexistence of economic benefits and environmental, social and governance values. Over the past year, we have continued to make efforts in the three dimensions, striving for a more responsible and sustainable development path.



**LIU Sheng**

Chairman and President of Zhongji InnoLight

**At the environmental level**, as one of the prominent global challenges, environment and climate issues have a profound impact on the future development of enterprises, and green transformation is not a choice, but a necessity. We adhere to the development concept of "green innovation, environmental protection first", assume environmental responsibility with a high sense of mission, and protect the green earth. To cope with climate change and respond to China's carbon peaking and carbon neutrality goals, we have formulated a clear carbon emission reduction route, strengthened carbon verification and strict carbon footprint management. Our subsidiaries, InnoLight Technology and TeraHop Thailand, have made a commitment to use 100% green energy by 2040. In the past year, we emphasized strengthening the control of hazardous substances, enhancing pollution prevention and ecosystem protection, improving resource utilization efficiency, and developing clean energy and technologies. At the same time, we actively guide the green transformation and upgrading of our supply chain, and together we embrace a low-carbon economy, promote sustainable growth, and build a cleaner and better future.

**At the social level**, we believe that social responsibility is not only an obligation but also a driving force and source of momentum for corporate development. Grounded in our core technologies, we are committed to enhancing societal well-being while ensuring the quality of our products. We prioritize innovation and R&D, taking the lead in launching advanced optical transceivers such as the 1.6T OSFP DR8 and 800G OSFP/CFP2, accelerating our journey toward intelligent and digital transformation. We place great emphasis on intellectual property protection and hold multiple patents, backed by rigorous quality management practices. At the same time, we strengthen supply chain management and actively promote the development of a sustainable supply chain to continually improve our customer service capabilities. We care deeply about the growth and well-being of our employees. Moreover, we actively participate in public welfare and charitable initiatives, ensuring that the fruits of development benefit the wider community and positioning ourselves as a bridge and bond for shared prosperity and happiness.

**At the governance level**, good governance is the guarantee of corporate survival and the cornerstone of sustainable development. Over the past year, the Company's business scope has further expanded, both revenue and

governance to invest in the long-term and adhere to sustainable development. To further ensure the ensure the transparency, fairness and efficiency of the Company's operations, we have continued to improve our corporate governance structure and system construction, escorting and continuously empowering the Company's strategic construction and sound operation. We promote innovation, strengthen internal control, set up a specialized ESG governance body, smooth investor communication and exchange channels, and safeguard the timeliness and reliability of information disclosure. We adhere to compliance operations, resolutely oppose anti-business ethics, upholding social fairness and justice, helping the market to compete in an orderly manner, and contributing to the sustainable development of the industry and society. In 2024, we are honored to receive the ESG Golden Dawn Award from the Weeklyonstock.

Finally, I would like to express my heartfelt thanks to each and every one of our partners as well as our employees for their support and trust!

Looking forward to 2025, Zhongji InnoLight will continue to uphold the values of "innovation, speed, discipline and teamwork", adhere to the principles of "LIGHT— L (Long-term), I (Intelligence), G (Green), H (Health) and T (Talent)", deepen ESG management practices, and build the core competitiveness of the enterprise driven by sustainable development, accelerate the green transformation, share the fruits of development, build the foundation for sustainable development, and make efforts with our partners to face up to the opportunities and challenges, and move forward to a more prosperous, better and harmonious tomorrow.

# About Zhongji InnoLight

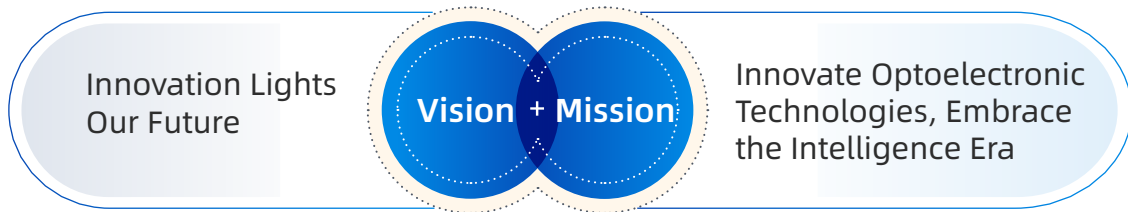
## Company Profile

Zhongji InnoLight (SZ: 300308) is a leading high-speed optical interconnection solution provider, dedicated to providing global customers with efficient optical transceivers. The Company's products are widely used in cloud computing data centers, wireless networks, telecom transmission and other fields. We are the key promoters of information transmission in the era of intelligent interconnection. With innovative technology research and development, high quality products and services, Zhongji InnoLight has established a good brand reputation and market position in the industry.

Since the establishment, Zhongji InnoLight has been focusing on technological innovation and sustainable development, continuously promoting product technology iteration and industry chain integration, and in recent years, Zhongji InnoLight has been continuously extending the application of optoelectronic technology and exploring the field of in-vehicle intelligent system, striving to create more value for more customers. Through the resource advantages of the capital market, the Company continuously optimizes operation mode and management efficiency to ensure the steady development of the enterprise.

As a responsible company, Zhongji InnoLight actively fulfills our social responsibility, pays attention to environmental protection and social contribution, and strives to contribute to the sustainable development of society while realizing economic benefits.

## Corporate Culture



### Corporate Values:





## Milestones

Year	Key Events
2005	<ul style="list-style-type: none"> <li>The predecessor of the Company, Longkou Zhongji Electrical Machinery Co., Ltd., was founded.</li> </ul>
2008	<ul style="list-style-type: none"> <li>InnoLight Technology (Suzhou) Ltd. was established in the Suzhou Industrial Park.</li> </ul>
2010	<ul style="list-style-type: none"> <li>Zhongji Electric Machinery was restructured into Shandong Zhongji Electrical Equipment Co., Ltd.</li> </ul>
2012	<ul style="list-style-type: none"> <li>First to launch a full range of 40G QSFP+ products, establishing a technological leadership in the field of high-speed optical transceivers.</li> <li>Shandong Zhongji Electrical Equipment Co., Ltd. was listed on the ChiNext Board of the Shenzhen Stock Exchange.</li> </ul>
2016	<ul style="list-style-type: none"> <li>Launched 100G QSFP28 LR4-Lite/ER4-Lite/CWDM4/AOC breakout products, becoming the first company in the industry to have the most complete 100G series products, facilitating the era of large-scale data centers.</li> </ul>
2017	<ul style="list-style-type: none"> <li>Shandong Zhongji Electrical Equipment Co., Ltd and InnoLight Technology completed a material asset restructuring, after which our stock short name was changed to Zhongji InnoLight and the stock code was 300308.</li> </ul>
2018	<ul style="list-style-type: none"> <li>Launched industry's first 400G QSFP-DD FR4 optical communication module to drive data center networks to higher rates.</li> </ul>
2019	<ul style="list-style-type: none"> <li>Launched 400G QSFP-DD (SiPh) DR4 and 200G Coherent CFP DCO products, demonstrating strong design and manufacturing capabilities in silicon optical transceivers and coherent optical communications area.</li> <li>Our wholly-owned subsidiary InnoLight Tongling went into operation, further increasing the Company's production capacity.</li> </ul>
2021	<ul style="list-style-type: none"> <li>Launched 100G QSFP-DD, 400G QSFP-DD ZR/OpenZR+ and 400G LH CFP2 DCO coherent optical transceiver products to meet the needs of data center interconnection and long-haul transmission.</li> <li>We completed a private placement, the RMB 2.699 billion of offering proceeds from which were mainly used to build the production capacity for 800G, 400G, 200G, and other high-end optical transceiver products and the construction of an optoelectronic industrial park and R&amp;D center.</li> </ul>
2022	<ul style="list-style-type: none"> <li>Our Thailand manufacturing base was completed and put into operation.</li> <li>First to launch 800G OSFP 2xFR4 and QSFP-DD800 DR8+ silicon optical transceivers, leading the industry into the 800G Era.</li> <li>Launched 100G QSFP-DD series optical transceivers for 5G backhaul and aggregation network upgrade.</li> <li>Realized mass production of all series of 400G coherent optical transceivers and launched new fixed wavelength 100G/400G QSFP-DD coherent products, accelerating the scale deployment in the coherent optical communications area.</li> <li>Our headquarter settled in InnoLight Technology Optoelectronics Park, starting our platform-driven development.</li> </ul>
2023	<ul style="list-style-type: none"> <li>Launched 1.6T OSFP-XD DR8+ pluggable optical transceiver to capture the future heights of hyperscale data centers.</li> </ul>
2024	<ul style="list-style-type: none"> <li>Launched the world's first 1.6T OSFP DR8 optical transceiver, driving optical interconnect technology into the 1.6T Era.</li> <li>First to launch 800G OSFP/CFP2 coherent optical transceivers, further enhancing the diversity of high-bandwidth coherent optical solutions.</li> </ul>

## Annual Honors

Time	Host	Awards
2024.03	China Association for Public Companies (CAPCO)	Best Practice Cases of Investor Relations Management of Chinese Listed Companies
2024.06	Securities Times	The 15th Tianma Award for Investor Relations Management of Chinese Listed Companies
2024.09	p5w.net, Nankai University	"Outstanding IR Team" of the 5th Panorama Investor Relations Gold Award
2024.09	p5w.net, Nankai University	"Outstanding Institutional Communication Award" of the 5th Panorama Investor Relations Gold Award
2024.09	p5w.net, Nankai University	"Outstanding ESG Value Communication Award" of the 5th Panorama Investor Relations Gold Award
2024.09	China Association for Promoting United Nations Procurement (CAPUNP)	2024 Five-Star Gold Award for Social Responsibility of Listed Companies in China's Manufacturing Industry
2024.10	Securities Times	The 18th Top 50 Most Valuable GEM-listed Companies
2024.10	China Securities Journal	The 26th Listed Companies Golden Bull Award "Golden Information Disclosure Award"
2024.11	China Association for Public Companies (CAPCO)	Outstanding Board Practices of Listed Companies in 2024
2024.11	China Business Network (CBN)	2024 Yicai Capital Market Value List Annual Influential Enterprise
2024.11	Weeklyonstock	2024 ESG Golden Dawn Award for Corporate Governance
2024.11	ValueOnline	2024 Best ESG Practices for Public Companies Award
2025.02	EcoVadis	EcoVadis Social Responsibility International Assessment Certification—Commitment Medal

## Responding to SDGs

The Company supports the United Nations 2030 Agenda for Sustainable Development, deeply understands the core concepts and specific objectives of the *2030 Sustainable Development Goals of the United Nations (SDGs)*, and actively promotes the realization of the goals through our own actions.



### Corresponding Chapter: Sharing the Fruits of Development with Expertise

The Company attaches great importance to employee health and safety management and provides a safe and comfortable working environment for employees. We regularly carry out plant safety and environmental protection activities, cultivate employees' health and safety awareness, attach great importance to employees' health and prevention of occupational diseases, and strengthen the construction of emergency management.



#### Corresponding Chapter: Sharing the Fruits of Development with Expertise

The Company attaches importance to talent cultivation, integrates internal and external training resources, and formulates annual training programs to enhance the core competitiveness of talents.



#### Corresponding Chapter: Sharing the Fruits of Development with Expertise

The Company attaches importance to and cares for the rights and interests of female employees, and eliminates any discriminatory and biased language, behaviors and decisions in the recruitment process. The proportion of female employees is 47.5%.



#### Corresponding Chapter: Energy Conservation and Carbon Reduction, Accelerating Green Transition

The Company has made it a long-term goal of water resource management to provide all employees with 100% functional, safely managed and high-quality water and sanitation, and hygiene facilities. We regularly evaluate and test the impacts of our water use on the health of people and on the ecosystems and habitats of the communities in which we operate.



#### Corresponding Chapter: Energy Conservation and Carbon Reduction, Accelerating Green Transition

The Company constantly tries to use renewable energy to replace traditional energy and increases the proportion of renewable energy through self-built photovoltaic and other methods.



#### Corresponding Chapter: Sharing the Fruits of Development with Expertise

The Company provides employees with market-competitive salaries, formulates and implements a long-term equity incentive program and a sound welfare system. The perfect performance appraisal system comprehensively, fairly and effectively evaluates the work performance of employees.



#### Corresponding Chapter: Sharing the Fruits of Development with Expertise

The Company attaches great importance to innovation and R&D, with a strong focus on the field of optoelectronic communication, continuously enhancing product development, design and manufacturing capabilities.



#### Corresponding Chapter: Sharing the Fruits of Development with Expertise

The Company focuses on children's education and provides support for left-behind children in rural areas to help them obtain equal and quality education opportunities. The Company insists on equality and inclusion, creates a diverse, relaxed and harmonious workplace environment, and opposes differential treatment.



### Corresponding Chapter: Energy Conservation and Carbon Reduction Accelerating Green Transition

The Company actively explores ways to save resources and recycle materials, establishes a good waste recycling system, and realizes an overall win-win situation between resources and the environment, the Company and society, and the economy and development. The Company strictly controls chemical safety and carries out strict and standardized management of chemical import, procurement, storage, transportation, use and disposal.



### Corresponding Chapter: Energy Conservation and Carbon Reduction, Accelerating Green Transition

The Company actively responds to China's carbon peaking and carbon neutrality goals, addresses climate change from the four dimensions of "governance, strategy, risk management, metrics and targets" in accordance with the TCFD framework, strengthens the management of greenhouse gas emissions, and continuously improves green practices.



### Corresponding Chapter: Energy Conservation and Carbon Reduction, Accelerating Green Transition

The Company advocates the protection of marine ecology and biodiversity by organizing environmental-themed public welfare volunteer activities such as picking up garbage on the seashore.



### Corresponding Chapter: Energy Conservation and Carbon Reduction, Accelerating Green Transition

The Company is concerned about the protection of vegetation around the plant operations and has carried out tree planting activities on Arbor Day in 2025.



### Corresponding Chapter: Building a Foundation for Sustainable Development

The Company continuously improves our governance structure and system construction to escort and continuously empower our strategic construction and sound operation. The Company strengthens internal control, resolutely implements relevant laws and regulations, standardizes business ethics, and creates a clean and upright corporate environment.



### Corresponding Chapter: Sharing the Fruits of Development with Expertise

The Company actively practices industry standards, participates in industry collaboration, promotes peer-to-peer communication and exchange, maintains good cooperative relationships with upstream and downstream partners, and gathers strength to promote industry development. The Company establishes honest, transparent, equal, and trust-based partnerships with our suppliers, builds a responsible supply chain, and promotes win-win collaboration across the entire industry chain.

# Energy Conservation and Carbon Reduction, Accelerating Green Transition

Zhongji InnoLight adheres to the concept of "Green Innovation, Environmental Protection First", focuses on the management policy of "Comply with laws and regulations and keep improving; Prevent pollution, conserve energy, and reduce energy consumption and emissions; Strictly control hazardous substances and manufacture green and environmentally friendly products", and practices the strategy of "focusing on carbon reduction, promoting pollution and carbon control, and achieving green transformation". The Company actively responds to climate change through iterative upgrading of technology and equipment, and carrying out carbon inventory, etc. The Company strengthens pollution prevention and control and ecosystem protection, and continuously improves the utilization rate of resources, develops a circular economy, and builds a green and low-carbon enterprise.

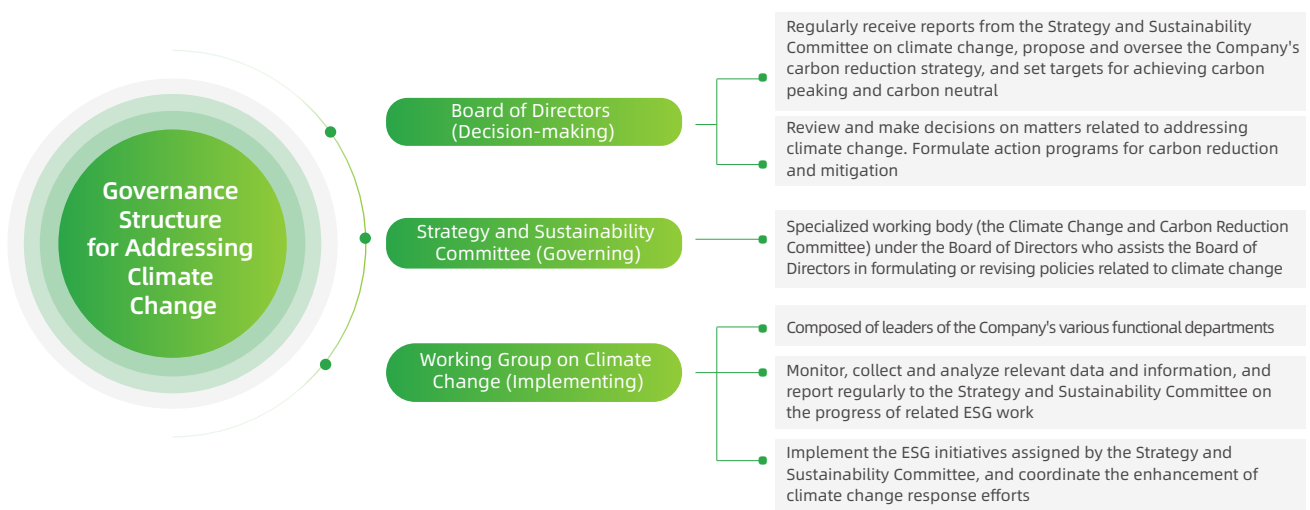
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# Addressing Climate Change

## Governance

Zhongji InnoLight actively responds to the strategic goal of "China will peak carbon dioxide emissions before 2030 and achieve carbon neutrality before 2060", strengthens the board of directors' governance capabilities to address climate change, and establishes a comprehensive governance structure to provide organizational support for the in-depth development of climate change work. In 2024, the Company sets up a corporate-level Climate Change and Carbon Reduction Committee, incorporating climate change into the Company's decision-making process, sets up a professional organization to identify and assess climate risks, and formulates targets and measures to address related issues.



## Strategy

As a leading enterprise in the field of optical communications, Zhongji InnoLight pays close attention to global climate change, and formulates an overarching strategy for green development, along with a road map for achieving future carbon neutrality: through constructing the climate risk management system, extensively utilizing clean energy, improving the energy efficiency, and upgrading the energy efficiency of products, in order to achieve the green transformation of products and promote the sustainable development of the enterprise.

### Zhongji InnoLight's Strategic Measures to Address Climate Change

**Energy:** Promoting energy-saving technological reforms, replacing energy-consuming equipment and improving energy utilization efficiency; purchasing green energy to reduce pollutant emissions; large-scale construction of clean energy sources, with photovoltaic systems completed and put into use at headquarter and most factories around the world.

**Product:** Developing green products to meet sustainable development needs.

**Industrial Chain:** Digital innovation in science and technology empowers green supply chain development, accelerating the establishment of a sustainable industrial ecosystem.



## Impact, Risk and Opportunity Management

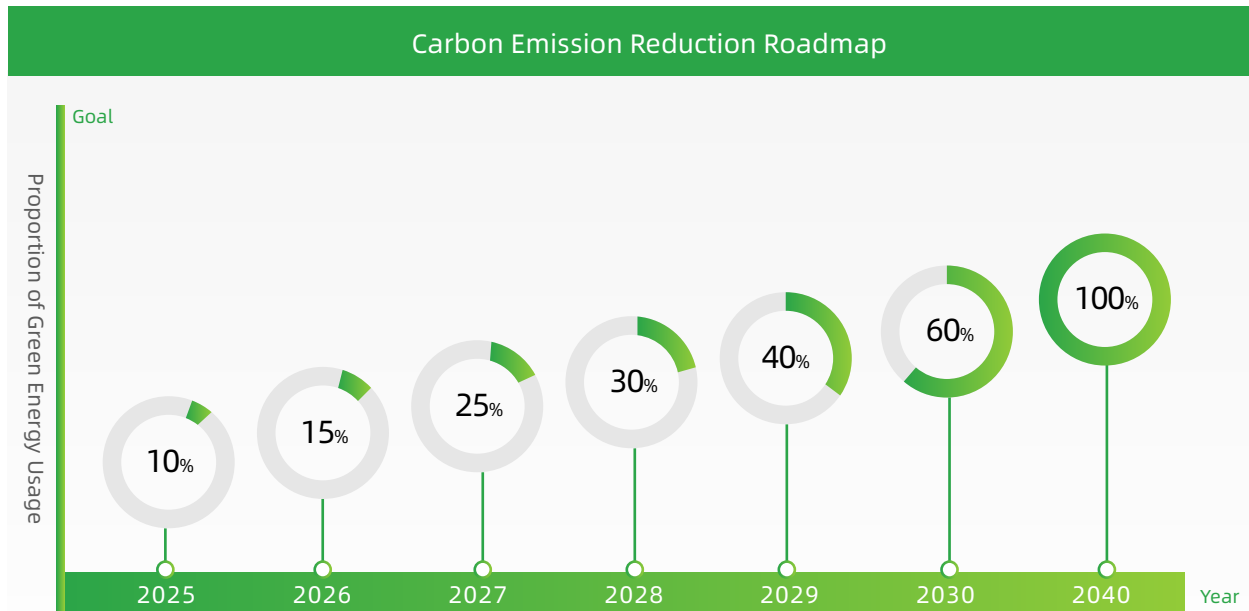
Zhongji InnoLight attaches great importance to the risks and opportunities brought by climate change, conducts the identification of climate-related risks and opportunities and assessment, thoroughly analyzing the impact of climate factors on the Company's business, strategy and financials, and updates the relevant information at least annually and reports to the Board of Directors.

Risk		Description	Mitigation Strategies	Intensity	Period
Physical Risk	Acute Physical Risk	Equipment damage and production interruptions due to natural disasters and extreme weather.	Strengthen climate risk monitoring and early warning, promptly obtain meteorological information and make preparation for responses.	Medium	Short-Term
	Chronic Physical Risk	Sea level rise poses a threat to equipment and facilities in coastal areas; warming climate may cause equipment to overheat, affecting its normal operation and longevity.	Strictly implement the emission reduction targets set by the Company and call on our suppliers and customers to jointly promote sustainable development.	High	Long-Term
Transition Risk	Policy and Regulatory Risk	Companies need to take measures to meet the requirements of domestic and international standards related to ESG (including climate change) to avoid facing policy risks and compliance risks.	Increase the investment of funds and time in ESG and climate change, and improve the ESG management capacity of the Company's management as well as the ESG awareness of all employees.	High	Mid-Term
	Technology Risk	There is a need to continuously follow and adapt to new clean-tech developments to avoid the risk of being eliminated from the market.	Gradually reduce dependence on low-carbon energy sources, increase the use of renewable energy sources, and promote energy-saving and environmentally friendly technologies; emphasize research and development of clean technologies.	Medium	Long-Term
	Market Risk	There is a growing demand for green, sustainable, and low-carbon products and services in the market.	Regularly collect customer requirements related to climate change and make improvements as required.	High	Short-Term
	Reputational Risk	Poor performance in environmental protection and social responsibility may be questioned and criticized by public opinion and citizens, thus affecting the Company's reputation.	Fully disclose the latest developments and commitments of the Company's ESG (including climate change) efforts and continue to promote the achievement of the Company's climate-related goals.	Medium	Long-Term

Opportunity		Description	Enhancement Strategies	Intensity	Period
Technology Opportunity	Clean-Tech Innovation	Opportunities to provide clean energy for communications equipment and infrastructure; optimize equipment environmental class design for efficient use.	Gradually emphasize clean technology research and development, increase investment in research and development, and cooperate with scientific research institutions, universities, enterprises and banks to promote the application and dissemination of clean technology.	High	Long-Term
Market opportunity	Promotion of Low-Carbon Products and Services	There is a growing market demand for green, low-carbon, and environmentally friendly communications equipment, which can be met through the development and provision of communications equipment that meets environmental standards.	Increase investment in the research and development of clean technology, closely collaborate with supply chain partners, jointly develop environmentally friendly and energy-saving materials and components to provide key parts for green communications equipment.	High	Mid-Term
Reputation Opportunity	Increase Brand Awareness and Reputation	Participating in environmental protection and social welfare activities, while strengthening the corporate image, can enhance the Company's reputation and gain public recognition and support.	Develop climate strategies and actions to continuously advance the Company's climate-related goals.	Medium	Long-Term

## Metrics and Targets

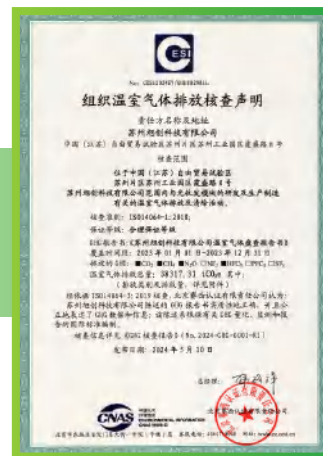
Most of the Company's production bases (InnoLight Technology, TeraHop Thailand) have set up a clear carbon reduction roadmap, with a clear goal of achieving 100% use of green energy by 2040, striving to actively contribute to the realization of the goal of carbon peaking and carbon neutrality.

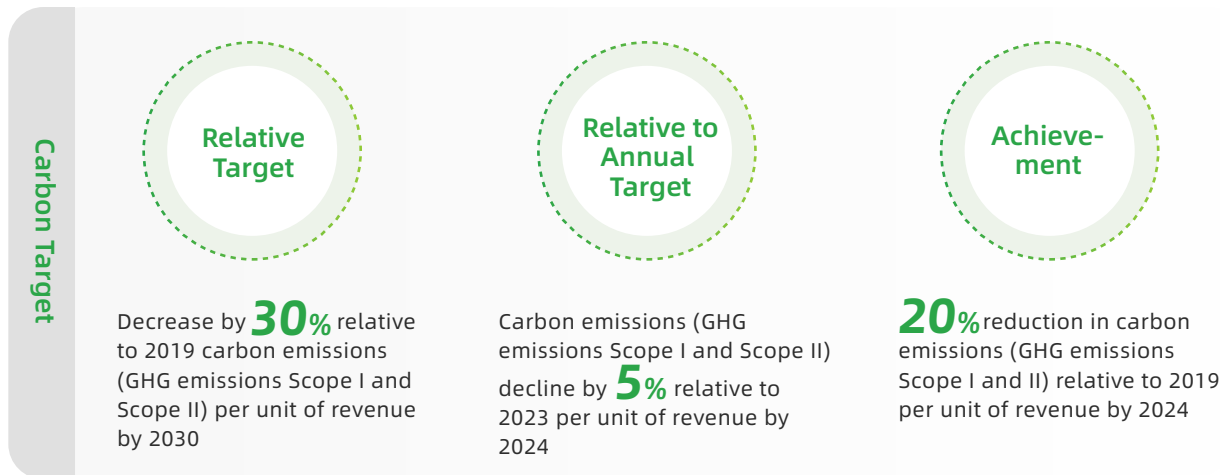


During the reporting period, the Company promoted the greenhouse gas inventory to help the Company fully understand our ESG risks and opportunities in the supply chain, provide a basis for the formulation and implementation of relevant policies and measures, and further enhance the Company's sustainable development capability.



### ISO 14064 Greenhouse Gas Verification Statement





## Practice

### ■ Green Production

In order to maintain the balance of temperature and humidity in the clean room, continuous heat supply is required. To reduce carbon emissions, the Company has replaced gas water heating units with air pressure waste heating, reducing gas usage through heat recovery. As of December 2024, the Suzhou plant has saved 574,755 m<sup>3</sup> of gas, equivalent to 1,260 tCO<sub>2</sub>e. The Tongling plant has saved 464,864 m<sup>3</sup> of gas, equivalent to 1,019 tCO<sub>2</sub>e. Additionally, the Company also reduces carbon emissions by purchasing green power and constructing photovoltaic projects. All photovoltaic projects of InnoLight Technology have been completed and accepted this year, covering a total area of 48,431.19 m<sup>2</sup> and a total installed capacity of 5,141.6 kW, which reduces the carbon dioxide emission by 2,838.03 tons in total in the year.

In 2024, InnoLight Technology was selected as Suzhou City's 2A Green Factory and was awarded the 3A Green Factory title in March 2025.



### ■ Green Office

By posting energy-saving and environmental protection slogans, organizing environmental protection drills, and

holding "energy-saving and consumption reduction quiz" and other forms of actively encouraging employees to participate in environmental protection activities, Zhongji InnoLight cultivates employees' environmental awareness and advocates green office behavior.

In 2024, InnoLight Technology actively promoted the application of "online meetings", using Tencent meeting with an average length of 0.5 hours per session, about 260 times a month; using Zoom meeting with an average length of 6 hours per session, about 2,500 times a month, which effectively saves the travel cost and reduces carbon emissions. An environmental protection month theme activity is conducted in June every year, which includes the publicity of environmental protection awareness as well as environmental protection public welfare activities, encouraging all employees to contribute to green and environmental efforts.



**InnoLight Technology Organizes Environmental Protection Awareness Campaign**

## ■ Green Products

The Company integrates sustainable business principles through green product management, identifying and controlling risks in R&D, procurement, manufacturing process, and testing to produce green products that comply with regulations and customer requirements. In the R&D design and material selection stage, the Company adheres to international regulations and value chain requirements. Following the product design concept of hazardous substance reduction, we proactively avoid the possible existence of materials containing hazardous substances or materials that fail to meet legal and regulations standards, while working with the supply chain to minimize the environmental hazards. This process forms a six-dimensional green product management matrix. By strengthening environmentally friendly design, the Company ensures compliance with domestic and international regulations including RoHS, REACH and POPs, and specifically identifying and controlling in products and packaging materials, including more than 50 types of chemical substances, including ozone-depleting substances and radioactive substances, and incorporating all of them into the hazardous substance exemption management system, ensuring environmental sustainability at the product design stage. This year, the Company obtained QC 08000:2017 Hazardous Substance Management System Certification as well as CE, FDA, UL, and CB product safety certifications.

### Six-Dimensional Green Product Management Matrix

<b>REACH</b>	SVHC List of Candidate Substances List of Restricted Substances
<b>Packaging Directive</b>	Lead (Pb) + cadmium (Cd) + mercury (Hg) + hexavalent chromium (Cr6+) <100 ppm
<b>Customer Standards</b>	Hazardous Substance Management Standards from customers of InnoLight
<b>International Environmental Regulations</b>	California Proposition 65 POPs TSCA
<b>China RoHS</b>	Lead (Pb), mercury (Hg), cadmium (Cd), hexavalent chromium (Cr6+), polybrominated biphenyls (PBBs) and polybrominated diphenyl ethers (PBDEs)
<b>RoHS</b>	Lead (Pb), mercury (Hg), cadmium (Cd), hexavalent chromium (Cr6+), polybrominated biphenyls (PBBs), polybrominated diphenyl ethers (PBDEs), diisobutyl phthalate (DIBP), phthalic acid (2-ethylhexyl ester) (DEHP), butyl benzyl phthalate (BBP), and dibutyl phthalate (DBP)



## Product-related Compliance Certificates

At the procurement stage, the Company requires suppliers to introduce "Full Material Declaration" to control the use of hazardous substances at the source of materials from the perspective of green procurement and to promote the reduction and substitution of hazardous substances in the industrial chain. Meanwhile, the Company has constructed the SRM-GP management system (GPM), which significantly improves the transparency of the disclosure of all-substance information in the supply chain, enhances the efficiency of environmental compliance verification, and ensures the effectiveness of the control of hazardous substances from the entire life cycle of the products. During the reporting period, the Company did not have any incidents due to products and services of non-conformity provision and use of violating the relevant regulations on the control of hazardous substances.

Zhongji InnoLight continues to fully introduce the concept of environmental friendliness into supply chain assessment and has formulated the *Supplier Corporate Social Responsibility Agreement* based on the RBA standard, which takes the environmental performance of suppliers as an important assessment item and requires suppliers to comply with the contents stipulated in the agreement.



# Pollution Prevention and Ecosystem Protection

## Environmental Management

Zhongji InnoLight adheres to the environmental protection concept of "Green Innovation, Environmental Protection First". This philosophy is communicated throughout the Company from top to bottom, with environmental sustainability being a core part of the Company's mission. The Company integrates environmental protection concepts into every aspect of our operation with a high sense of responsibility and mission and explicitly requests and motivates all factories and all employees to actively engage in the practice of environmental management and achieve sustainable development together.



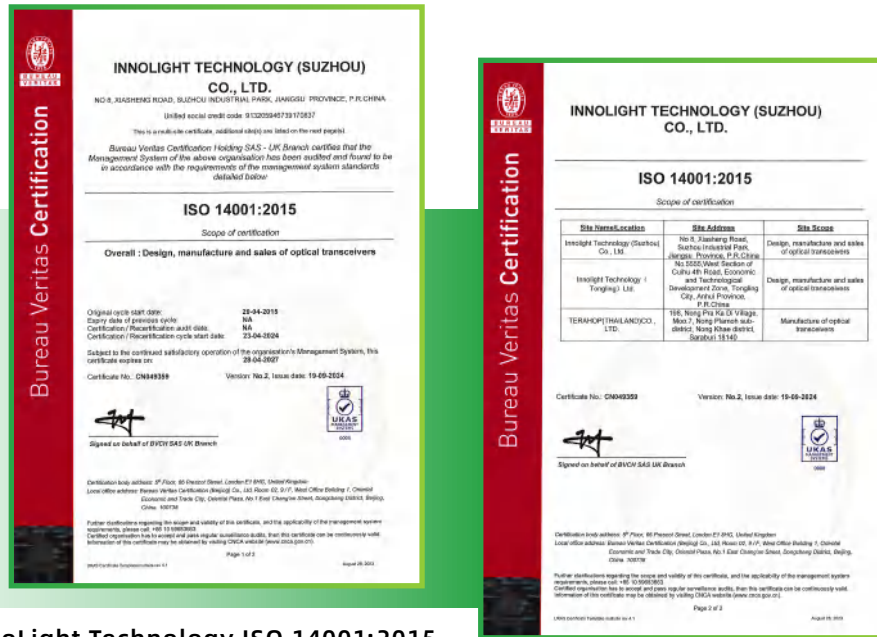
During the reporting period, the Company's total investment in environmental protection exceeded **4.65 million** yuan.



The Company strictly abides by relevant laws and regulations, fulfills the environmental protection "three simultaneous" of production and construction projects, and formulates the *Air Pollution Management Measures*, *Waste-water Discharge Management Measures*, *Waste Management Procedures*, *Noise Emission Management Measures* and other systematic documents for waste water, waste gas, solid waste and noise emissions in the production process, so as to standardize the management to meet the emission standards, while striving to improve the level of environmental management and fulfill the environmental protection commitments. In 2024, the Company and our subsidiaries obtained or maintained ISO 14001 environmental management system certification.







## InnoLight Technology ISO 14001:2015 Environmental Management System Certification

The *Environmental and Occupational Health and Safety Management Manual* formulated by the Company specifies the organization structure of environmental management and the distribution of functions of each department in the management system. Led by the general manager, the top management is responsible for the decision-making, supervision and review of relevant environmental management policies, and appoints the management representative to be responsible for the specific implementation, coordination and reporting, while the operation department, the quality department, the supply chain management department and other relevant departments are responsible for their respective duties to jointly promote the effective fulfillment of environmental protection work. In response to environmental emergencies, another environmental emergency rescue team is set up to carry out emergency drills for environmental accidents and improve response capability. In addition to this, the Company provides environmental training to our employees, and conducts regular on-site inspections of various facilities in the workplace to enhance employees' awareness of sustainable practices.

## Emergency Response Exercise for Stormwater Environmental Accidents

Case



InnoLight Technology Organizes Emergency Drill Training

InnoLight Technology simulated a situation where the rupture of the container in the factory on a rainy day, which caused part of the solution to flow into the rainwater wells, and the members of the emergency response team successfully completed the sealing of the airbags, which demonstrated a good sense of environmental protection and the ability to adapt to the situation.



## Employee Environmental Training

Case

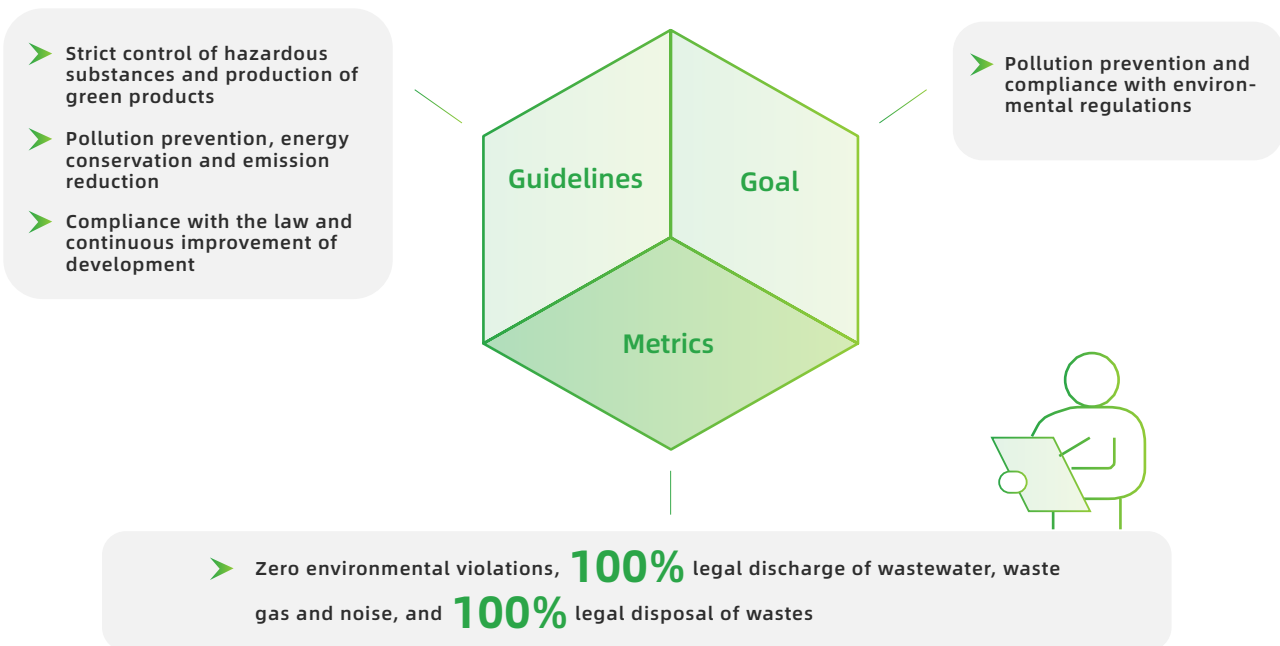


Environmental Training

At the beginning of each year, InnoLight Technology develops an environmental protection training plan for employees in designated positions. The program covers all stages of waste generation, transportation, and storage, and targets both workshop management and operational staff. Training content includes the management of wastewater, exhaust gas, solid waste, and noise, ensuring comprehensive and full-scale coverage. In 2024, a total of 112 employees received training, significantly enhancing their environmental awareness.

## Waste and Emissions

Zhongji InnoLight places great importance on the management of emissions such as exhaust gases, wastewater, waste, and noise. The Company adheres to zero violation of environmental protection, endeavors to strengthen governance, promotes sustainable development, prevents and treats the impacts of related pollution and emissions on the ecological environment of the local community, establishes the Company's environmental protection image, and actively undertakes social responsibility.



## ➤ Waste Management

With reference to the *Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste* and the local Regulations on *Regulations on the Administration of Household Waste Classification* and other relevant laws and systems, the Company has formulated the *Waste Management Procedures*. This procedure standardizes the classification, collection, and disposal methods of waste. Each type of waste is entrusted to qualified vendors for recycling, treatment, and reuse. The EHS department conducts an annual qualification review and special audits of these vendors to ensure safe and orderly waste management.

Waste Category	Treatment
Recyclable Waste	● Recycled and treated by qualified service providers
Non-Recyclable Waste	● Regularly transported by qualified service providers and sent to power plants for incineration and power generation
Hazardous Waste	● Collected and stored at designated locations, cleared and disposed of by qualified manufacturers (incineration and recycling)
Household Waste	● Regularly transported and processed by qualified service providers appointed by the government
Food Waste	● Harmless treatment by government-appointed qualified service providers
Building/Construction Waste	● Uniformly handled according to government regulations by construction parties

At the same time, the Company actively responds to the waste classification policy of the regulatory authorities and enhances the awareness of employees on classification through regular training to ensure the orderly and efficient implementation of waste classification.

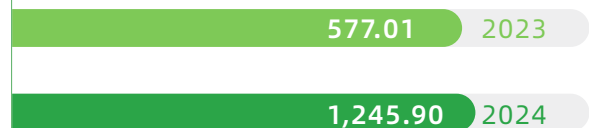
Waste Indicators

### Total Hazardous Waste (tons)



Waste Indicators

### Total Non-Recyclable Waste (tons)



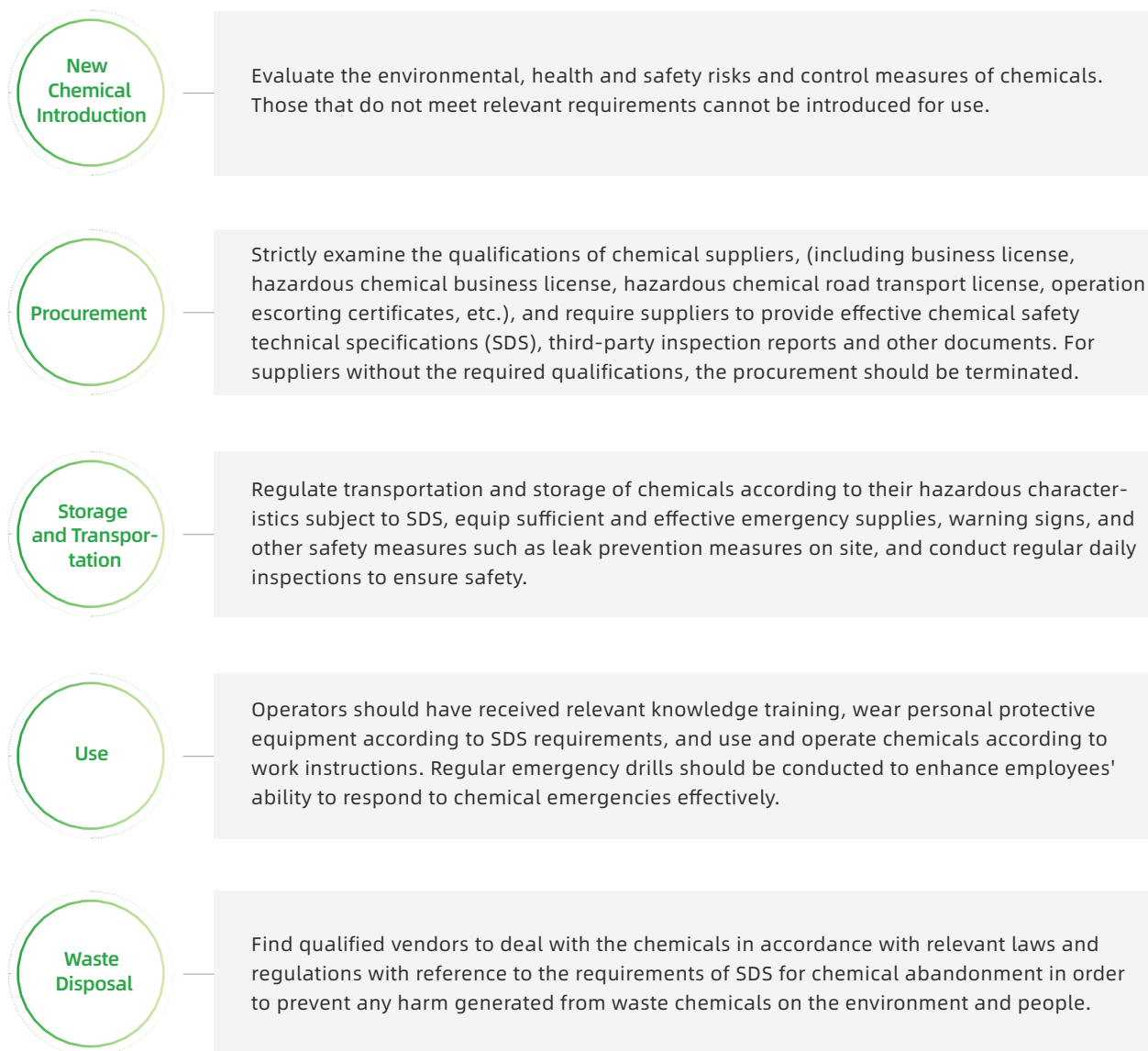
Waste Indicators

### Total Recyclable Waste (tons)



Zhongji InnoLight consistently maintains strict control over chemical safety and formulates *Chemical Management Procedures* based on chemical-related laws and regulations, international standards, customer requirements, etc. This procedure standardizes the processes of chemical importation, procurement, storage, transportation, usage, and disposal, implementing green management solutions to maximize the environmental friendliness of our chemical management procedures.

### Process of Dealing with Hazardous Chemicals



Meanwhile, in order to further enhance the employee's awareness of safety protection and strengthen the control of hazardous chemicals, the Company holds chemical safety management courses every year and conducts emergency drills on hazardous chemicals.



### Chemical Leak Response Exercise

Case



In July 2024, InnoLight Technology conducted an emergency drill for negligent leakage during chemical handling to clarify the emergency treatment process and operation standard of chemical leakage, and at the same time demonstrated the targeted cleaning treatment for possible accidents such as chemical skin contact, chemical splashing eyes and other accidents, to help the employees better master the emergency treatment of chemical leakage accidents and to protect the employees' occupational health and safety.

InnoLight Technology Conducts Emergency Drill Training on Chemical Leaks

## Wastewater Management

The Company has formulated the *Wastewater Discharge Management Measures* to ensure compliant wastewater discharge across all of our plants and reduce the environmental pollution caused by wastewater. The source of wastewater is mainly domestic sewage, with no industrial wastewater generated. A qualified third-party organization is hired to test the domestic wastewater annually, and the test items include pH value, chemical oxygen demand (COD), biochemical oxygen demand (BOD), ammonia nitrogen, total phosphorus, total nitrogen, and more., This ensures that wastewater discharge complies with the local water pollution prevention and control regulations. In 2024, Zhongji InnoLight had no violation incidents related to water intake and discharge.



### Wastewater Testing





## ➤ Waste Gas Management

The Company has formulated the *Air Pollution Management Measures* to manage the generation, collection, treatment and prevention of waste gas, standardizing and controlling waste gas emissions. In accordance with relevant regulations, a third-party testing agency is hired to conduct regular waste gas testing to ensure that emissions meet national and local regulatory standards, preventing environmental pollution caused by the discharge of non-compliant waste gases. During the reporting period, the company did not experience any incidents of non-compliance waste gas emissions.



Waste Gas Testing

## ➤ Noise Management

The Company attaches great importance to the impact of production noise on environmental pollution and employee health, and regularly hires third-party testing organizations to test the noise in the plant and actively improve the relevant situation. In 2024, the Company adopted alternative high-efficiency acoustic cotton, and also adjusted the working condition of the original TCT equipment, which resulted in a significant reduction of noise by 12%, in compliance with the occupational health standards and relevant legal requirements.

### Noise Management

#### Selection and Installation

In addition to considering the performance of the equipment, equipment purchasing also considers the environmental requirements to ensure that the use of the process of minimizing the negative impact on the environment. The installation plan should take into account the noise of the equipment operation, in advance of the compartment processing.

#### Equipment Use

Noise is generated during the operation of the Company's production equipment. In order to ensure that the noise meets the requirements, the equipment management personnel should take care of the machines and equipment in accordance with the provisions of the *Equipment Management and Maintenance Procedures*, so as to ensure that the noise is discharged in compliance with the standards.

#### Regular Monitoring of Noise

Contact environmental protection testing organizations annually and test the noise emission compliance during the operation of the equipment quarterly according to the regulations, to ensure that the noise at the plant boundary is in line with the *Environmental Noise Emission Standards for Industrial Enterprises at the Plant Boundary*.



## ▶▶ Factory Noise Detection



## Biodiversity

### ■ Biodiversity in Practice

Zhongji InnoLight recognizes the importance of biodiversity in maintaining the balance of ecosystem and human well-being, Zhongji InnoLight places great emphasis on the protection of plant and animal diversity and natural ecology around the Company's operating sites. The Company organized a number of environmental protection-themed public welfare volunteer activities in the form of garbage picking, knowledge popularization, etc., advocating employees and partners to actively participate in environmental protection practices and jointly protect biodiversity.

### ▶▶ Yangcheng Lake Garbage Pickup

#### Case



Yangcheng Lake Garbage Pickup Public Welfare Activities

The Company organizes employees and their families to participate in the activities of picking up garbage around Yangcheng Lake, which not only can directly help clean up the environment around the wetland and avoid long-term pollution of the environment caused by the garbage, but also can enhance the environmental protection education of the employees and their families, and has achieved a good practical effect.

In addition, the "Module Production and R&D Expansion Project of InnoLight Technology Co., Ltd." strictly abides by the ecological red line during the implementation process, strengthening the environmental control of ecologically sensitive areas such as Yangcheng Lake, Jinji Lake, and Dushu Lake, and ensuring the regional ecological safety and ecosystem stability. We have already carried out the tree planting activities in 2025 to further protect the vegetation and build a good ecological cycle.

# Resource Utilization and Circular Economy

## Energy Management

### ■ Energy Strategy and Objectives



- Energy conservation and efficiency improvement, continuous progress; the light of technology, illuminating the future.



- Strictly comply with national energy-saving and environmental protection laws, regulations and standards, fulfill international environmental conventions, and implement stricter internal energy-use control standards
- Continuous innovation and improvement of production processes, optimization of energy structure, reduction of energy consumption and energy costs
- Illuminate dreams through technology and light up the future with innovation.

Using the actual completed value of energy consumption in 2023 as a benchmark for 2024, the Company will set targets and energy indicators for 2024, taking into account product transformation and orders, at the level of the Company, divisions, and major energy-using equipment.

In 2024, the Company's consolidated energy consumption was **22,894.49** tons of standard coal.



### InnoLight Technology Energy Benchmarks, Targets and Achievement

Indicators	Energy Baseline (2021 completion value)	Target in 2024	Achievement
Comprehensive Energy Consumption per 10,000 yuan of revenue (kilograms of standard coal/10'000 yuan revenue)	10.26	-5%	-6.49%

InnoLight Technology  
purchased a total of

**250<sub>MWh</sub>**

green power in 2024

plans to purchase

**20,000<sub>MWh</sub>**

of green power in 2025

Purchase  
green  
electricity

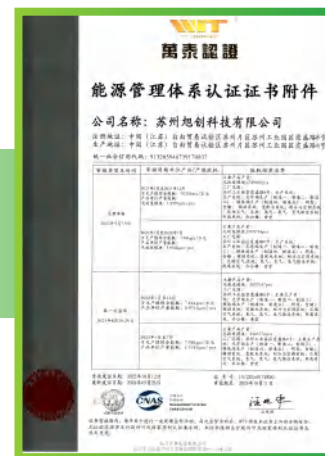


## ■ Reduce Emissions and Energy Conservation

The Company actively responds to China's carbon peaking and carbon neutrality goals, formulates energy management related procedures in accordance with the ISO 50001 Energy Management System, establishes comprehensive energy conservation and emission reduction systems such as *Energy Management Manual* and *Energy Management Procedures*, etc. Each plant practices green concepts through its own energy-saving initiatives and empowers the industrial chain, effectively ensuring the rational utilization of resources, improving resource utilization efficiency, and minimizing energy consumption as much as possible.



**Energy Management System  
ISO 50001 Certification**



Each subsidiary establishes an energy management committee and implementation team to identify energy-saving opportunities, set energy-saving targets, formulate energy-saving measures, and promote energy-saving and emission-reduction practices. The Company has set up awards such as the Energy Saving Innovation Award and Energy Saving Rationalization Suggestions Award to encourage employees to actively participate in the Company's energy management initiatives. Energy-saving performance is reviewed regularly, with outstanding teams and individuals being rewarded, and the completion of goals is summarized to achieve the greatest economic and social benefits.



## InnoLight Technology Energy Conservation Retrofit Project

### Case

#### ○ Air Pressure System Reprocessing Equipment Upgrade

InnoLight Technology's compressed air post-treatment system previously suffered from low operational efficiency, high failure rates in the main unit, elevated downtime risks, and lacked backup redundancy. With the expansion of the production project, the demand for air consumption and quality requirements increased. By adding variable frequency air compressors and high-efficiency post-treatment facilities, InnoLight Technology has enhanced the flexibility of the air compression system, improved the efficiency of the main units, and reduced energy loss. Before the technical modification, the total electricity consumption was 7.1 million kW and the total gas consumption was 46 million m<sup>3</sup>, with an average electrical ratio of 0.15. After the modification, the total electricity consumption was reduced to 5.41 million kW and the total gas consumption was 45.54 million m<sup>3</sup>, with an average electrical ratio of 0.11, a 26% reduction in the electrical ratio.



Before Improvement (Left), After Improvement (Right)

#### ○ In-depth Optimization of the Automation System in the Chiller Plant Room

In order to improve the Company's energy utilization rate, InnoLight Technology collaborates with domestic leading enterprises in the field of energy conservation to further strengthen the fine control of the Company's existing automatic control system of chiller plant room. The system monitors the proportion of electricity used for cooling and related parameters, conducts frequent quantitative analysis of energy-saving effects, optimizes energy usage, and precisely monitors energy consumption, thereby reducing operational costs.



InnoLight Technology Chiller Plant Room Optimization Self-Control Software



## TeraHop Thailand Energy Conservation Retrofit Project

Case

### ○ Exhaust Fan Speed Adjustment

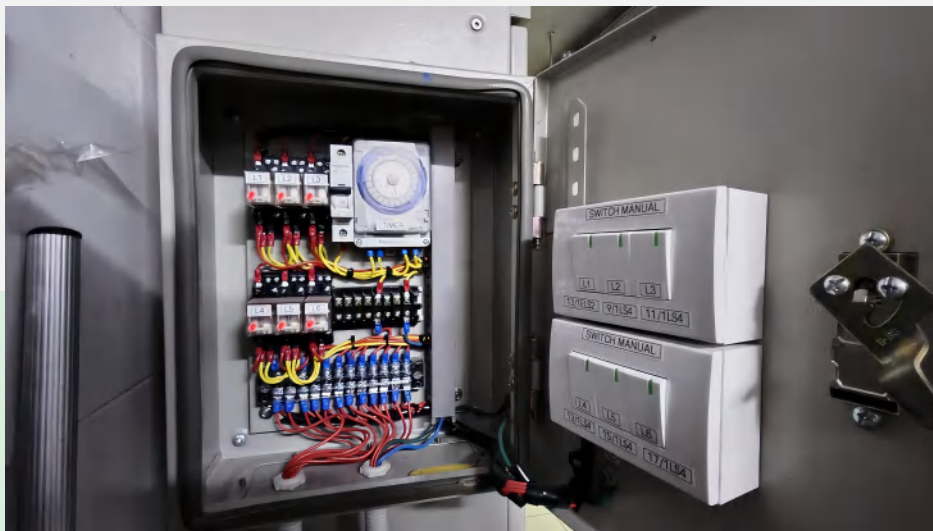
TeraHop Thailand adjusts the speed of the exhaust fans according to the plant's load demand, reducing their operating frequency from 50Hz to 41Hz, reducing excessive airflow and saving 78,000kWh of energy usage per year.



TeraHop Thailand Exhaust Fan Speed Adjustment

### ○ Automatic Lighting Setting

In order to avoid lighting waste, TeraHop Thailand sets up automatic switches to control cafeteria lighting, helping to reduce unnecessary power consumption, realizing precise management of lighting, and promoting environmental protection and sustainable development. It saves 15,339.6kWh of energy consumption per year.



TeraHop Thailand Automatic On/Off Control Lighting



## ■ Renewable Energy Replacements

The Company continuously strives to replace traditional energy sources with renewable energy, increasing the share of renewable energy through initiatives such as building our own photovoltaic systems and more. In 2024, the total installed capacity of Zhongji InnoLight photovoltaic projects was 5141.6kW, and the total annual power generation was 2,489,500kWh, of which the self-built photovoltaic project of Suzhou plant area was launched in April 2024, and officially operated in October 2024, with an occupied area of 1,800 square meters, and installed capacity of 200kW, and power generation of 30,300kWh for the current year. In 2024, InnoLight Technology Opto-electronics Industrial Park completed the acceptance of the photovoltaic projects on the roofs of Building 2 and Building 3, occupying a total roof area of approximately 2,700 square meters and a total installed capacity of 399.6kW. The rooftop photovoltaic project of Tongling plant occupies an area of 43,931.19 square meters, which accounts for 78.47% of the total area of the park, with a total installed capacity of 4,542kW, generating a total of 2.45 million kWh of electricity in the current year.



Suzhou Plant Distributed Rooftop Photovoltaic Project



Tongling Plant Photovoltaic Project



## Water Management

### ■ Water Risk Assessment

Zhongji InnoLight has recognized the impact of water risk on the Company's business continuity and has included water risk assessment as part of our established risk management framework. The Company regularly assesses and tests the impact of the Company's water use on employee health as well as on the ecosystems and habitats of the community on an annual basis. We have made it our long-term goal to provide all employees with 100% functional and safely managed high-quality water, sanitation and personal hygiene facilities. In addition, the Company has set up an inventory of water pollution sources to identify potential sources of pollution that may lead to water pollution during production, utility maintenance, waste removal, and daily life of employees; and requires supply chain partners to report the total amount of water withdrawn and recycled in order to jointly maintain water safety.

#### ▶▶ Drinking Water Testing



### ■ Water Conservation

Zhongji InnoLight's main water supply source is the municipal water network, which is used for domestic water, indirect cooling water used for refrigeration equipment and cleaning water used in the production process. We advocate for water conservation, reducing water wastage and regularly develop water conservation programs. The Company recognizes that the use of reclaimed water is an important aspect of reducing the water risks faced by the Company and our impact on water resources. This is achieved through water recycling, using cooling tower circulating water for toilet flushing systems and landscaping irrigation systems to reduce office and domestic water consumption. Additionally, the Company conducts regular inspections for leaks, advocates for water-saving practices, and promotes water-saving methods to further reduce water usage and waste.





### Cooling Water Tower Conductivity Drainage Recycling Project

Case

Cooling water towers improve water utilization efficiency and reduce water costs while meeting recycling use requirements. During the year, InnoLight Technology has recycled a total of 11,384 tons of water for use, saving about 46,000 yuan in costs.



Before Construction (Left), After Construction (Right)

## Waste Recycling

Zhongji InnoLight actively explores methods for resource conservation and material recycling, establishing a sound waste recycling system within the Company to achieve a comprehensive win-win situation of resources and environment, the Company and society, economic and developmental growth.

The Company attaches great importance to the management of the end of the product life cycle, proactively complying with waste-related environmental protection laws and regulations, such as the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes* and the *National Catalogue of Hazardous Wastes*, etc. The Company has compiled and strictly implemented *Waste Management Procedures* to standardize the process of classifying, collecting, storing and disposing of the Company's wastes, and to build up a desktop account to control and manage the process. In terms of e-waste, we strictly comply with global laws and regulations related to e-waste management, including the *Waste Electrical and Electronic Equipment Directive (WEEE Directive)*, etc., and continue to introduce comprehensive systems, management channels and methods to properly handle e-waste. Through cooperation with external stakeholders, we create recycled products to reduce waste generation and promote the development of a circular economy.

The Company actively promotes green product design and recycling of packaging materials: the main structural parts of the products are recyclable, and the packaging adopts standardized integrated design to maximize the lightweight packaging materials; enhance the reuse rate of wood, and recycle material packages, pallets used during equipment loading and unloading, and wooden packaging for equipment. In total, approximately 20 tons of materials were recycled throughout the year.

Meanwhile, the Company promotes the recycling of non-hazardous recyclable materials within each factory, and has passed the QC08000 audit to ensure that no hazardous substances are used in the process and comply with RoHS-related standards. Additionally, recyclable waste materials such as PCB board edges, chips, lead-free solder paste, and optical fibers, etc., have been used through qualified suppliers to increase the use of recyclable materials, which reduces the consumption of resources and the impact on the environment.



# Sharing the Fruits of Development with Expertise

Zhongji InnoLight actively participates in social welfare activities, giving back to society through concrete actions. The company is committed to promoting innovation and research and development, and drives our intelligent and digital transformation guided by a corporate culture of "Innovation, Speed, Discipline, and Teamwork", while also safeguarding intellectual property rights. Zhongji InnoLight enhances supply chain management, promotes transparent and responsible procurement, and collaborates with partners to establish a robust quality management system and strictly control the quality of products and services. Zhongji InnoLight places great emphasis on customer service, having built a professional service team that provides timely and effective pre-sales consultation and post-sales support. The Company also focuses on employee training and development, ensures occupational health and safety, and offers employees a good working environment and welfare benefits. By working collaboratively with all stakeholders, Zhongji InnoLight contributes to the sustainable development of both the enterprise and society.

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## Rural Revitalization and Social Contribution

Zhongji InnoLight is committed to fulfilling our social responsibilities, becoming a positive contributor to society, continuously strengthening our internal philanthropic culture, and enhancing our external public welfare image. During the reporting period, the Company actively promoted voluntary and equal participation in public welfare activities, safeguarded the public welfare of these activities, and organized a number of lawful public welfare events. We also paid close attention to social issues such as educational equity in urban and rural areas, in strict accordance with the relevant provisions of the *Management Standards for Public Welfare and Charity Activities* and the guiding principles of legal documents such as the *Law of the People's Republic of China on Donations for Public Welfare*. Furthermore, the Company established the "Xuzhiguang" Volunteer Team, which actively advocates for social and environmental harmony, proactively assists the elderly and students, and supports charitable activities such as waste sorting. Through these practical actions, Zhongji InnoLight contributes to society and enhances social well-being.

### Zhongji InnoLight's Internal Volunteer Team



Children's development is a vital force for social mobility and upward progress. Zhongji InnoLight places a strong emphasis on children's education, providing support for left-behind children in rural areas. We help them access equal and high-quality educational opportunities, pay attention to their mental health and personal growth, offer warm companionship, and guide them toward a bright and prosperous future. InnoLight Tongling, has consistently focused on the studies and lives of college students from disadvantaged families, making targeted donations to help them pursue their dreams. TeraHop Thailand, donates funds annually to improve school hygiene conditions and also provides sports equipment, bicycles, and other materials to support children's education.

### "Guarding Childhood in the Name of Light"

#### Case



InnoLight Technology Children's Day Book Giveaway

In order to care for left-behind children in rural areas, Zhongji InnoLight launched the "Guarding Childhood in the Name of Light" public welfare initiative on Children's Day in 2024. The Company mobilized employees to donate books to these children, aiming to provide companionship and support through the power of knowledge. The initiative received an enthusiastic response from employees, with a wide variety of books donated, including children's literature and popular science books, to satisfy the children's thirst for knowledge. Through such charitable efforts, Zhongji InnoLight hopes to broaden the horizons of left-behind children and help them enjoy a joyful and fulfilling childhood.



## InnoLight Tongling “Love Makes Dreams Come True” Student Donation Program

### Case



In order to further consolidate and expand the results of poverty alleviation and effectively connect with rural revitalization, InnoLight Tongling has taken concrete action to support students from disadvantaged backgrounds in pursuing their academic dreams. In August 2024, in collaboration with the Education and Sports Bureau of Tongling, InnoLight Tongling visited Xiangrong Village in Jinshe Town, Zongyang County, to hold the "Love Makes Dreams Come True" student donation program. Love grants were distributed to the funded college students. The recipients expressed their heartfelt gratitude and pledged to give back to society and their hometown through outstanding academic performance and meaningful actions.

InnoLight Tongling Student Donation Program

## TeraHop Thailand Children's Day Public Welfare Activity of Donating Sports Equipment



In addition, the Company actively responds to national policies and participates in rural revitalization efforts, developing the local economy and serving local residents. During the reporting period, the subsidiary Jingle Electronic helped a total of 7 disabled individuals and 18 retirees, providing employment opportunities for 202 local residents in Yubei District, Chongqing. The Company also organized various charitable activities to offer help to vulnerable groups, actively shouldering our social responsibilities, improving residents' income levels, and promoting social harmony and stable development.

# Innovation Drive and Ethics of Science and Technology

## Science, Technology and Innovation

### ■ Research and Development Innovation

Zhongji InnoLight places great emphasis on innovative research and development, deeply cultivating the field of optoelectronic communications. The Company enhances our capabilities in product research, development, design, and manufacturing, adhering to the values of "Innovation, Speed, Discipline, and Teamwork" and the vision of "Innovation Lights Our Future". Zhongji InnoLight is committed to applying optoelectronic technology to the intelligent era of the Internet of Everything, aiming to become a world-class provider of integrated high-speed optical interconnection solutions.

The Company highly prioritizes R&D investment, with a strong R&D team and state-of-the-art facilities. We continuously launch new products and technological innovations, maintaining our leading position in the global optical transceiver market. During the reporting period, the Company had a total of 1,453 R&D personnel and invested a total of 1,332.56 million yuan in R&D, an increase of 64.64% compared to the previous year's 80,938.89 million yuan. Zhongji InnoLight has established a dedicated R&D fund, cultivated a highly talented team, and invested in advanced equipment. The Company maintains close cooperation with universities, research institutions, and other organizations to create an excellent R&D environment. The Company has also implemented R&D performance measures, such as the *Research and Development Performance Management System*, and stimulates employees' enthusiasm and innovation through policies such as annual outstanding project selections and quarterly OKR challenge incentives.

During the reporting period, subsidiaries including InnoLight Technology, InnoLight Tongling, and Jingle Electronic acquired high-tech enterprise certification. Their R&D and innovation capabilities were highly recognized by industry and society.

### ➤ Intellectual Property Protection

Intellectual property (IP) is a core element of market competitiveness, and enhancing a company's intellectual property management capabilities is crucial for strengthening its independent innovation capabilities. Zhongji InnoLight strictly adheres to relevant intellectual property right laws and regulations, including *the Trademark Law of the People's Republic of China and the Patent Law of the People's Republic of China*. Guided by the management policy of "Technological innovation leads the future, intellectual property creates wealth," the Company has established a comprehensive set of internal intellectual property management policies, including the *Intellectual Property Rights Manual*, *Trademark Management System*, *Patent Management Measures*, and *Confidentiality System*.

Internally, the Company implements measures to protect intellectual property rights by regularly training and educating employees to raise awareness of the importance of intellectual property. These efforts also focus on preventing infringement of others' intellectual property rights. For external partners, the Company has developed specific management regulations for procurement and cooperative (or commissioned) development processes to address potential intellectual property infringements. These regulations clarify responsibility attribution and the scope of property rights with partners, outline emergency rights protection measures, and safeguard the legitimate interests of both the Company and our partners, thereby firmly resisting unfair competition. The Company holds a number of core patents and technical reserves, which provide a solid foundation for our future development.



By the end of the reporting period, the Company holds a total of **371** patents,

including **195** invention patents.

In 2024, the Company was granted **58** new patents, including **23** invention patents.

### ■ Industry Cooperation

Zhongji InnoLight actively advocates for and practices industry best practice, participates in the development and formulation of these standards, and contributes our expertise to enhancing the overall industry practice. The Company actively engages in various industry activities, fosters communication with peers, promotes knowledge sharing and collaboration, and maintains strong partnerships with upstream and downstream companies. By gathering collective efforts, Zhongji InnoLight pools resources and drives industry development.



Typology	Industry Standards Organizations	List of Standard Documents
International Industry Standards	QSFP-DD MSA	QSFP-DD Hardware Specification for QSFP DOUBLE DENSITY 8X PLUGGABLE TRANSCEIVER 7.1
	OSFP MSA	Specification for OSFP Octal Small Form Factor Pluggable Module 5.1
	OSFP MSA	OSFP-XD Specification Rev 1.1
Domestic Industry Standards	CCSA	YDT 4377.2-2024 Software Management Interface for Optical Transceiver Modules Part 2: QSFP+/QSFP28

### Industry Standards Drafted with the Participation of InnoLight Technology in 2024

#### Jingle Electronic--Changan Automobile Exhibition and Exchange

#### Case



In July 2024, Jingle Electronic was honored to participate in the Changan Automobile Exhibition and Exchange Conference, themed "Driven by Innovation, Leading the Intelligent Future." The Company showcased our independently developed in-vehicle cameras and sensors, as well as our innovative achievements in intelligent driving, the Internet of Vehicles, and intelligent transportation. These presentations laid the foundation for future collaboration and development.

Jingle Electronic at Changan Automobile Exhibition and Exchange Conference

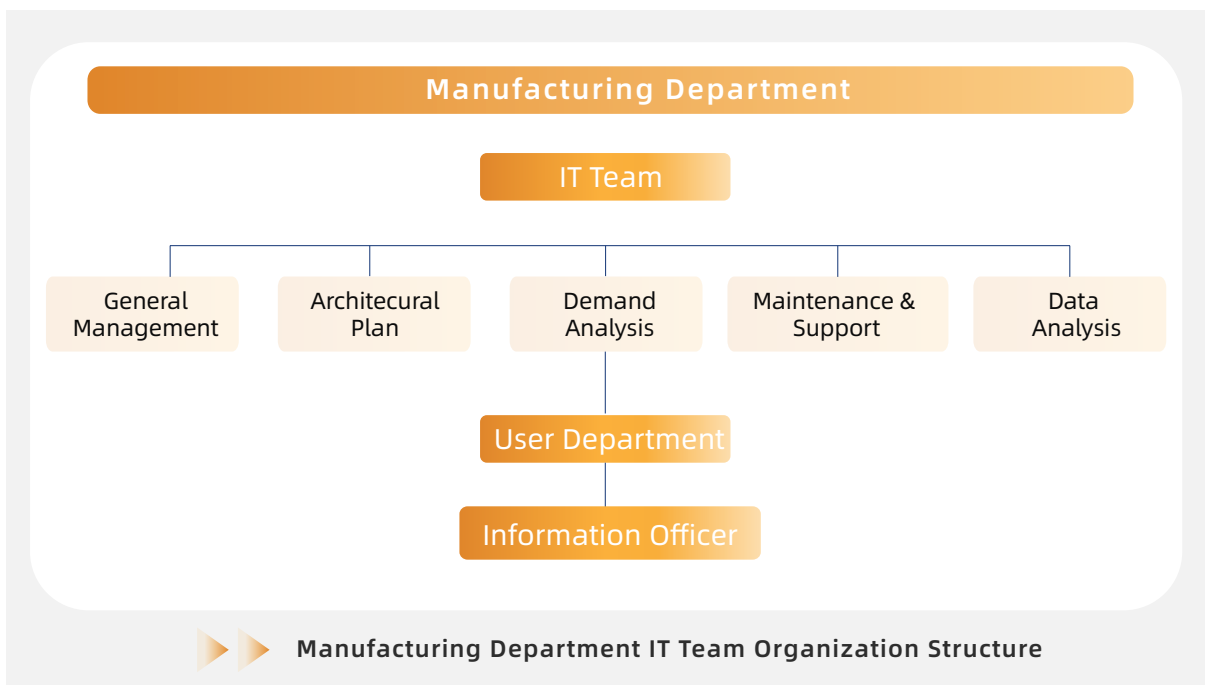
## Intelligent Development

### Digitization

Zhongji InnoLight's digital transformation is spearheaded by organizational innovation, propelled by data, and tightly aligned with four key drivers, "People-driven, Function-driven, Process-driven, Data-driven". Adhering to the information construction philosophy of "People-oriented, Technology-driven, Resource-sharing, Safe and Controllable, Continuous Innovation", the Company has established a robust organizational system and developed system documents such as the *Manufacturing Informationization KPI Evaluation Standards* and the *Manufacturing Department Informationization Work Control Standards*. Additionally, we have integrated information construction with high-quality resources like "advanced technology, data platforms, and professional talent" to actively advance the intelligent construction of the Company's manufacturing processes. The Company focuses on three key areas—financial support, data support, and talent support—to comprehensively ensure the implementation of our digital information development goals.

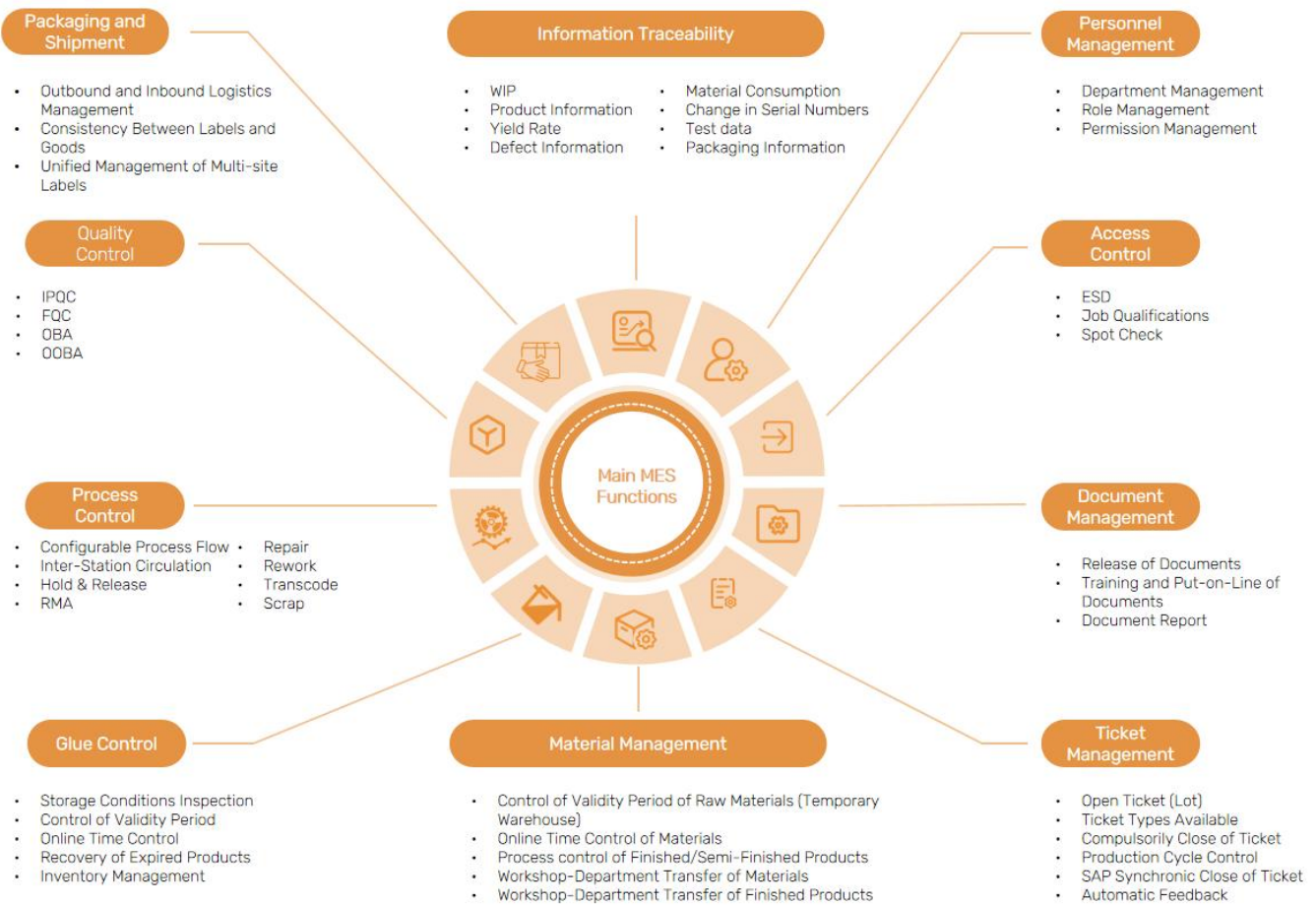
## Informatization Construction Target

- Enhance efficiency and effectiveness: Optimize processes and implement automation to reduce resource waste, thereby improving productivity and management efficiency.
- Enhance decision support: Leverage data analytics to provide a scientific basis for decision-makers.
- Promote industrial upgrading: Drive industrial restructuring and optimization and achieve intelligent manufacturing and digital transformation.
- Advance sustainable development: Implement smart resource management to reduce environmental burdens and promote green development.
- Enhance international competitiveness: Leverage informatization to gain a competitive edge in the international economic and technological landscape.



The Company upgraded the main functionality of the MES system in the manufacturing process, optimizing the production and manufacturing management model. This strengthens process management and control, balances the utilization of company resources, optimizes capacity, and improves operational efficiency. The goal is to achieve standardized, process-driven, and lean management. This ensures that personnel, material, and process information, as well as abnormal handling data collected by the production execution layer, are accurately and completely conveyed to production management, enabling managers to make precise decisions.





## MES System

### Material Dashboard Visualization Promotion

#### Case



Material Dashboard

Zhongji InnoLight has fully implemented electronic material dashboards across our factories in Tongling, Thailand, and Suzhou. These dashboards provide a comprehensive and multi-dimensional view of production material consumption, enabling visual control over daily plan fulfillment, material inventory levels in line-side warehouses, and overdue raw materials. This enhances production transparency, effectively alerts production line material personnel to address anomalies promptly, optimizes material planning and procurement decisions, improves production efficiency, and reduces costs and risks.

## Digital Transformation of Corporate Training Systems

Case



## Information Security

Zhongji InnoLight establishes, implements, operates, monitors, reviews, maintains, and improves our information security management system in accordance with the ISO/IEC 27001:2022 standard, tailored to the Company's overall business activities and risk characteristics. The system is guided by the PDCA (Plan, Do, Check, Act) continuous improvement model, which serves as the core management philosophy. The overarching goal is to protect the intellectual property rights of customers, the Company, and other stakeholders while ensuring business continuity. To this end, the Company has developed system documents such as the *Information Security Risk Identification and Assessment Management Procedures* and the *Internal Audit Management Procedure*. The Company also actively conducts comprehensive information security training to enhance employees' awareness and skills in information security prevention. Through annual information security risk assessments, internal audits, and emergency response procedures, the Company continuously improves our information security posture to minimize potential risks. Zhongji InnoLight has successfully acquired ISO 27001 Information Security Management System Certification.

## ISO27001 Information Security Management System Certification



## Confidentiality Management System Training

Case

In order to standardize the Company's confidential management work and effectively safeguard the security of confidential information, including the technical and business secrets of the Company and our subsidiaries, Zhongji InnoLight has implemented a series of measures. These include publicizing the confidential management system, standardizing the management authority and usage principles of confidential information, and popularizing remedial measures as well as reward and punishment measures for confidential incidents. Through these efforts, the Company aims to further enhance employees' awareness of information security and improve the level of information security management.



## Cost-Efficient Management

Zhongji InnoLight actively promotes the automation of production processes, encompassing both large-scale factory-level automation and small-scale automated operations for employees. This helps optimize workflows and equipment to ensure product quality, while utilizing artificial intelligence technology to reduce human errors. During the reporting period, InnoLight Technology implemented a total of 211 small-scale automation and low-cost replacements of fixtures, 297 optimized workflows or steps, and 48 lean manufacturing solutions that collectively saved costs.

## Small Automated Dispensing Introduction

Case

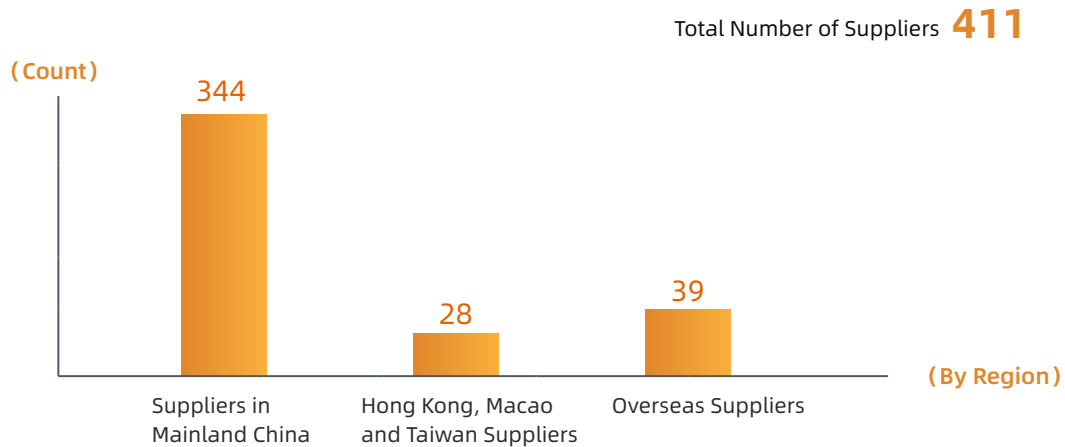
In order to achieve more efficient and accurate production management, InnoLight Technology has introduced small-scale automated dispensing equipment. This not only improves production efficiency but also maintains control over the dispensing quality.



Before Optimization (Left), After Optimization (Right)

# Suppliers and Customers

## Responsible Supply Chain



### ■ Supplier Quality Management

Zhongji InnoLight has established the *Supplier Quality Management Operation Specification* and signed a *Supplier Quality Assurance Agreement* with our suppliers to implement effective quality management. Suppliers are evaluated monthly, quarterly, and annually across multiple dimensions, including the pass rate of incoming batches, defective rate of incoming materials, major online quality issues, timeliness and effectiveness of responses to quality issues, customer complaints, and key events. Based on their performance scores, suppliers are classified into quality categories, and targeted management measures are developed accordingly.

#### Supplier Quality Management Concepts

Zhongji InnoLight strictly controls the quality at the source, grows together with suppliers, and focuses on risk management and preventive control. The Company establishes mutually beneficial, win-win cooperative relationships and implements comprehensive quality management.

#### Supplier Quality Management Objectives

Zhongji InnoLight is committed to ensuring supplier quality stability, enhancing supplier quality capabilities, reducing quality risks and costs, building long-term relationships, and driving continuous improvement and innovation.

Meanwhile, the Company regularly conducts on-site audits and performs unscheduled assessments and counseling when suppliers introduce new processes, new materials, or encounter major quality issues. These measures ensure that suppliers' processes remain stable and controllable, enabling them to continuously provide products that meet the Company's requirements and safeguard product quality.



## Supplier Quality Training

## Case



On-Site Training For Suppliers

In order to further enhance product quality and personnel expertise, InnoLight Technology has launched a training program for suppliers focused on "Improving the Capabilities of Personnel Involved in Isolator-Related Processes". The program improves the capabilities of IPQC personnel through on-site practical product assembly training and enhances the FMEA. The Company also enhances the practical operability and integrity of the SOP by conducting reverse audits. Additionally, the program includes joint training sessions with suppliers to help them better understand and respond to the Company's quality requirements.

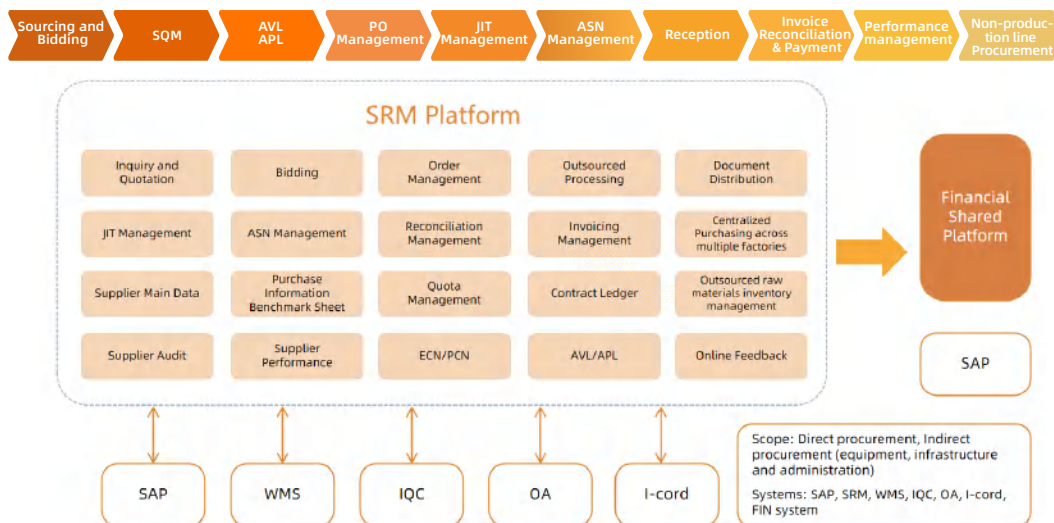
## Transparent Procurement

A fair and just business environment, underpinned by integrity and honesty, is the cornerstone of cooperation in a market economy. To establish honest and trustworthy business partnerships, standardize the Company's business activities with suppliers, and protect the legitimate rights and interests of both parties, Zhongji InnoLight has signed an *Honesty and Integrity Agreement* with our suppliers. This agreement specifically addresses anti-unfair business practices, and the Company is resolute in combating commercial bribery, unfair competition, commercial fraud, and other unethical acts.



During the reporting period, **100%** of the Company's suppliers signed an *Integrity Mutual Support Agreement*.

This year, the Company integrated the procurement plans of various departments into the SRM system for unified management. This enables real-time visibility into inventory requirements, procurement progress, and supplier information. The system also offers robust supplier performance tracking and analysis, facilitating more accurate evaluation and selection of suppliers. As a result, the Company can make more strategic and data-driven procurement decisions. This initiative further enhances the transparency of supply chain management and ensures that procurement activities align with sustainable development goals.



## SRM System Functional Module

### Supplier Sustainable Management Policy, Objectives, Targets and Implementation Projects



## ■ Responsible Procurement

### ➤ Management of Restricted Use of Hazardous Substances at Suppliers

Based on globally accepted regulations and standards for restricted substances, and in conjunction with the Company's practices, Zhongji InnoLight has developed several institutional documents, including the *Hazardous Substances Management Manual*, *Product Safety Certification and RoHS Management Standards*, and the *New Product Development Quality Risk Management Procedures*. These documents strictly limit the use of restricted substances in production and manufacturing processes and mitigate the environmental impact of products. At the time of supplier onboarding, the Company signs the *Hazardous Substance Usage Restriction Agreement* and actively promotes full-substance information disclosure through the SRM-GP management system (GPM), thereby enhancing compliance with hazardous substance regulations in the supply chain.

In 2024, the Company updated the *New Supplier Evaluation Procedures* to include new content such as risk assessment rules and risk level management specifications for suppliers' hazardous substance controls. Suppliers are categorized into high-, medium-, and low-risk groups based on different material categories. Through regular monitoring and auditing, the Company continuously enhances and improves suppliers' performance in implementing RBA standards.

### ➤ Supplier CSR Management

To ensure that suppliers understand and comply with corporate social responsibility standards and enhance their social responsibility performance, Zhongji InnoLight has established *Supplier Social Responsibility Management Procedures* and signed *Supplier Corporate Social Responsibility Agreement* with our suppliers, based on the RBA standards, with reference to the OECD Due Diligence Management Guidance and IPC-1401 Supply Chain Social Responsibility Management System Guidance. These agreements aim to identify and assess actual and potential adverse impacts related to the Company's operations, products, or services.

⦿ During the reporting period, **100%** of the Company's suppliers signed the Supplier Code of Conduct.

⦿ During the reporting period, **100%** of the Company's suppliers were screened based on environmental and social standards.



The Company requires suppliers to conduct self-assessments through questionnaires and initiates access and annual audits of suppliers' performance in labor, health and safety, environment, business ethics, management systems, and information security via audit forms. Suppliers are evaluated and scored across multiple dimensions, including document development, system implementation, and record proof, and are categorized into different risk levels. Based on these assessments, a risk-based multi-layer supplier corporate social responsibility grading management mechanism has been established. Corporate social responsibility risks are identified and assessed for different categories of suppliers, and corresponding management measures are developed accordingly.

### ➤ Supplier Conflict Minerals Management

As a responsible corporate citizen, following the *United Nations Guiding Principles on Business and Human Rights*, Zhongji InnoLight actively fulfills our social responsibility, respects human rights, and continues to pay attention to the issue of conflict minerals. The Company is committed to detailed investigations of our supply chain to ensure that tin (Sn), tantalum (Ta), tungsten (W), and gold (Au)—collectively known as 3TG—do not originate from mines controlled by armed groups in the Democratic Republic of the Congo (DRC) and its neighboring countries. The Company has signed a 100% *Declaration of Conflict-Free Minerals* with our suppliers to ensure that all products comply with the RBA standards and the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. The Company requires suppliers to use the Responsible Minerals Initiative's (RMI) Conflict Minerals Reporting Template (CMRT) to provide smelter or refinery information during new supplier introductions, conflict minerals regulatory updates, and annual audits. This enables the tracing of metals back to their source and enhances risk identification, tracking, and ongoing monitoring. The audit list covers all direct suppliers of important raw materials (excluding consumables and auxiliary materials). Conflict minerals such as tin (Sn), tantalum (Ta), tungsten (W), gold (Au) (3TG) can be 100% traced back to their origins. If a supplier is found to be using conflict minerals, the relationship is immediately terminated. The Company has formulated and implemented a robust Conflict Minerals Supply Chain Policy and Management System. Through the "Mineral Origin Management" functional module in the SRM system, the Company collects mineral usage information from all suppliers. If it is found that a supplier's smelter is using conflict minerals, all relevant documents under the smelter's ID will be rejected.



## Zhongji InnoLight's Conflict Mineral Management Policy

- Not adopt, distribute and incorporate in contracts and/or agreements with suppliers sourcing of conflict mineral(s).
- Work with our suppliers to ensure that their products are DRC conflict free by (a) encouraging our suppliers to purchase minerals from smelters who are listed on the Conflict-Free Smelter Program Compliant Smelter List and have been certified as conflict-free by an independent auditor through the Conflict-Free Smelter Program administered by the Electronic Industry Citizenship Coalition ( "EICC" ) and the Global e-Sustainability Initiative ( "GeSI" ); and (b) auditing our suppliers periodically.
- Maintain the Management System in an effective way to avoid trading, refining, and handling conflict materials that directly or indirectly finance or benefit armed groups from conflict-affected regions.
- Continue to encourage our employees to understand conflict-free policy.

## Customer Services

### ■ Quality Management

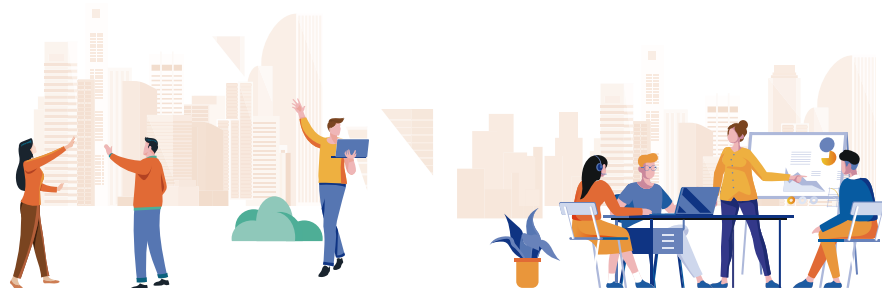
Zhongji InnoLight consistently implements a quality policy of "Courageous Innovation, Swift Response, Attention to Detail, Continuous Improvement". We adhere to national laws and regulations, strictly control product quality, focus on quality risk prevention and control, and cultivate staff quality awareness. The Company practices meticulous management, clarifies risk control responsibilities for the organization and staff throughout the product life cycle, and develops innovative products. We also implement social responsibility by signing the *Letter of Undertaking on Quality Responsibilities*, clarifying the quality red line, and ensuring the achievement of quality management objectives. During the year, Zhongji InnoLight and our subsidiaries acquired or maintained ISO 9001 Quality Management System Certification.

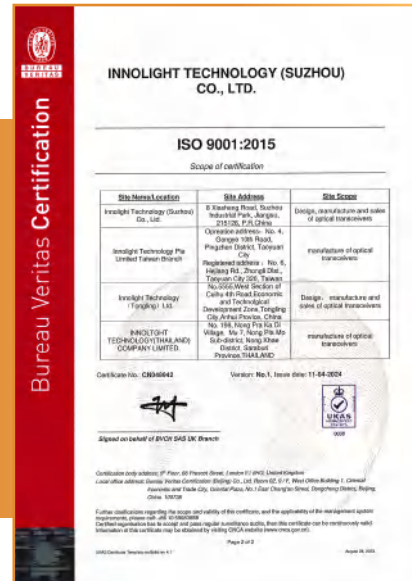
#### Quality Risk Prevention and Control

Through technological innovation, the Company advances the digitalization and intelligence of product production, enhances the identification, assessment, and control of quality risks, reduces product defects, and ensures product quality. By making key quality data on the visual process quality board accessible, the Company intuitively displays differences between factories and effectively identifies and prevents potential quality risks through comparison. By integrating system functions, the Company automates data capture to improve work efficiency, reduce manual errors, and strengthen accurate analysis capabilities.

#### Quality Awareness Development

The Company places great emphasis on cultivating employees' quality awareness. During the reporting period, the Company's domestic and overseas factories and subsidiaries conducted a total of 14 quality training sessions. These sessions covered the Company's quality system documents, quality management procedures and tools, ESD protection operations, and RMA market analysis. Through the "Quality Month" activities, the Company helps employees enhance their quality awareness and improve their quality-related professional capabilities.





## InnoLight Technology 9001:2015 Management System Certification

- Through continuous quality improvement, we will enhance the overall competitiveness of the Company, win in the market, and strive to become a leading high-quality enterprise in the optoelectronic module industry.



- Violation of the Company's environmental protection requirements
- Failure to address existing quality defects
- Falsification of quality data, reports or information
- Violation of change management regulations
- Violation of the Company's management regulations for wrong or mixed materials
- Outsourcing products without authorization

- **Courageous Innovation:** We must have the courage to innovate technologically to improve product quality. We must excel at improving the manufacturability and consistency of products through method and process innovation to ensure stable product quality.
- **Swift Response:** Accurately understand and convey customer and market needs, actively collaborate in responses, and commit to providing customers with high-quality products and services, striving to create value for customers.
- **Attention to Detail:** Apply craftsmanship to every detail of the product realization process. Refine management, respect the process, and pursue doing things right the first time.
- **Continuous Improvement:** Encourage the participation of all employees, unlock their potential, and continuously improve. Work together to build excellence in quality.





InnoLight Tongling “Quality Month” Activity (Left) and TeraHop Thailand Conducted ESD Internal Audit Training (Right)



### AA Station Coupling Jig Optimization Improvement

Case

In June 2024, InnoLight Technology identified that the single jig required manual adjustment by personnel to fix the material limit. This process had a high operation frequency, which was not only inefficient but also posed a risk of collision. By replacing the single fixture with a wrench fixture, the Company improved measurement efficiency, avoided collision risks, reduced the defect rate, and increased yield.

## ■ Products and Services

Zhongji InnoLight insists on the service concept of "Innovation, Speed, Discipline and Teamwork", providing customers with high-value and high-quality products and services.

### Customer Service Concept

- **Innovation:** Always pay attention to customer feedback and changes in market demand. Continuously increase investment in technology research and development to enhance the technical content and added value of products. Focus on technological innovation and the transformation of achievements by applying new technologies to our products, thereby enhancing their competitiveness.
- **Speed:** Our professional, efficient customer service team, equipped with rich industry knowledge and professional skills, can quickly respond to customer requirements and provide accurate, effective solutions.
- **Discipline:** Always prioritize customer needs and satisfaction. Ensure that our products comply with industry standards and customer requirements and are committed to delivering the highest quality products and services.
- **Teamwork:** Our professional, efficient customer service team, with rich industry knowledge and professional skills, collaborates and communicates efficiently to solve customer problems and improve service efficiency.

Zhongji InnoLight has established regulations including the Management Procedures for *Sales Forecasts and Delivery Schedules*, *Management Procedures for Customer Development and Communications*, *Customer Requirements and Contract Review Procedures*, and *Outbound Logistics Operation Process* to ensure the speed and quality of product delivery.



### Process to Ensure Speed and Quality of Product Delivery

#### With respect to the management of medium- to long-term forecasts

Our domestic sales teams update 6-month rolling sales forecasts on a monthly basis, taking into account the market demands and internal plans, and coordinate with all departments of the Company in preparation of materials, production capacity planning, building of safety stock, and production scheduling, update and rapidly respond to market demands.

#### After customers formally place orders

We conduct reviews in strict accordance with the *Customer Requirements and Contract Review Procedures*, in order to correctly understand the customers' requirements and expectations, and meet the product standards requested by the customers.

#### With respect to product delivery

We have developed the *Outbound Logistics Operation Process* and logistics performance appraisal system, in order to ensure safe and rapid delivery of products to the customers and improve customer satisfaction to the maximum extent practicable.

#### With respect to product services

We communicate and coordinate with the customers in strict accordance with the *Management Procedures for Customer Development and Communications* by email or otherwise in writing as far as practicable, to fully and accurately understand the customers' requirements about our products and services.

### Rapid Response to Support Urgent Customer Needs

#### Case

In April 2024, upon receiving the urgent demand from the customer, InnoLight Technology immediately conducted an internal review of existing inventory, material gaps, and production capacity. It established the highest priority for expediting and pulling time in production, material turnover, testing, and other critical links. It also maintained high-frequency communication with the customers, holding bi-weekly meetings to keep them informed. Additionally, it coordinated with other customers to reallocate a portion of their inventory for the urgent customer's testing needs. This collaborative effort enabled successful delivery. The customer highly recognized and appreciated this service, and InnoLight Technology was awarded the "Best Delivery Support Award" at the customer's supplier conference.

The Company classifies and identifies customer feedback issues, coordinates across all departments, and responds proactively to address customer requests. We resolve various problems and failures in the customer's system to ensure the normal operation of the system, providing comprehensive, timely, and perfect after-sales service. This approach alleviates customer concerns and minimizes the risks associated with product use. The Company has established a customer complaint handling and response process, implementing full closed-loop management of the information handling process. We strictly record, handle, and respond to customer complaints and maintain strict confidentiality of private information in accordance with the *Law of the People's Republic of China on the Protection of Consumer Rights and Interests*. In 2024, the Company received a total of nine customer complaint incidents, all of which have been fully resolved, achieving a 100% resolution rate for customer complaints for the year.

### Customer Complaint Handling Response Process

Provision of sample and relevant information

Visual inspection

End face inspection

Functional testing

Semi-destructiveness analysis

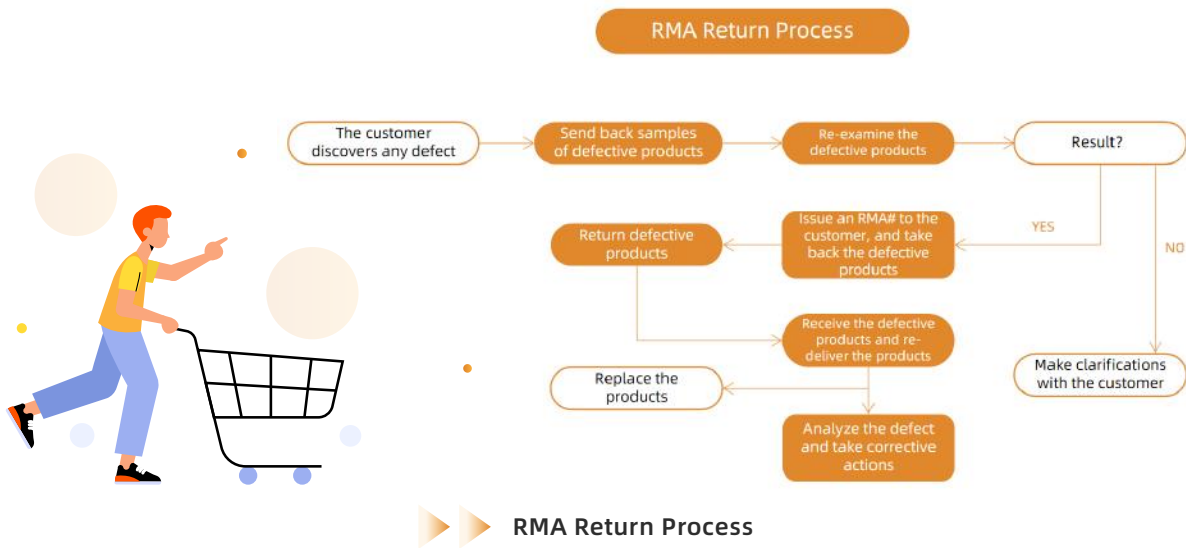
Destructiveness analysis

Report writing

Report delivery to customers

Issue closure

When customers encounter product issues, they may apply for a return to the Company. The Company will analyze the product problems in accordance with the *Operating Procedures for Customer Complaints and RMA Returns* to ensure a customer-centered approach. This includes handling customer feedback in a timely and effective manner, maintaining good communication with customers, and continuously meeting their needs. If defective products are identified, the Company will promptly exchange the products and issue an analysis report to the customer.



The Company always prioritizes customers' needs and satisfaction, regularly collects customer feedback, and makes continuous improvements and optimizations to ensure that customer needs are fully satisfied. The Company has established the *Customer Satisfaction Survey Procedures* and conducts annual customer satisfaction surveys. These surveys cover five major areas: product quality, service, sales service and pricing, delivery, and green products.

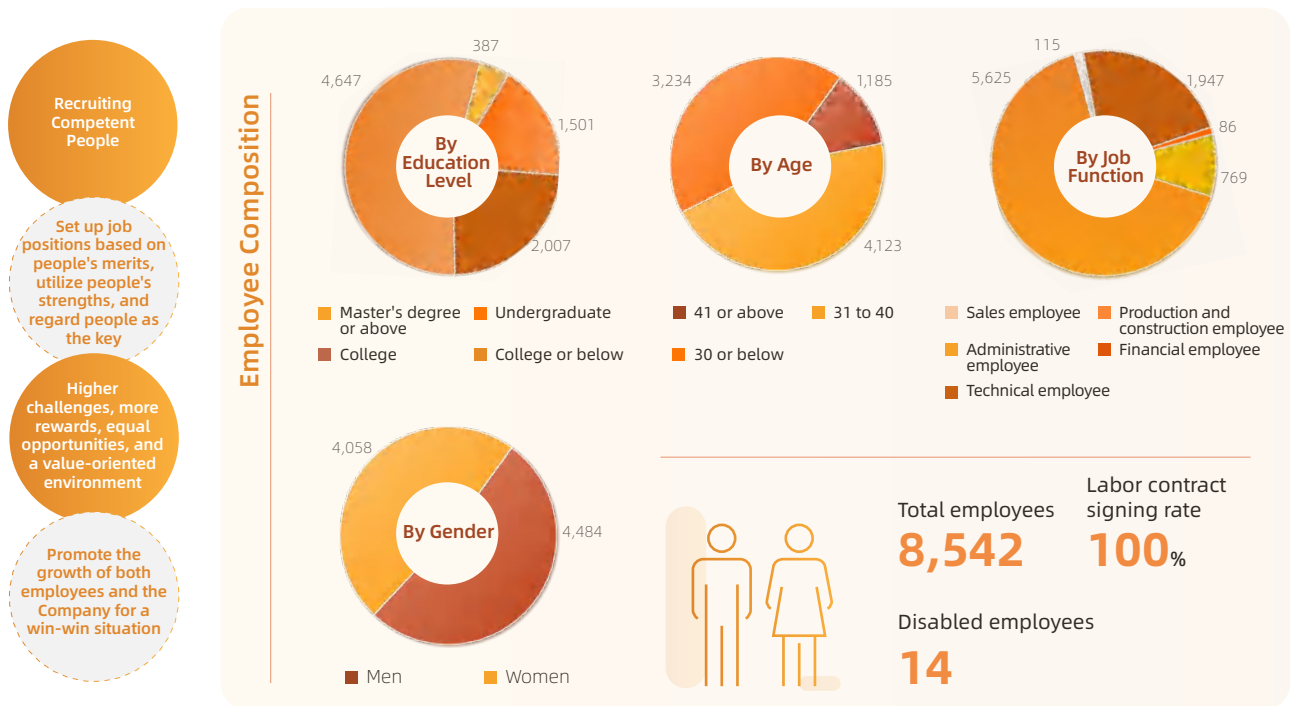
## Employees

Employees are the cornerstone of sustainable corporate development. Zhongji InnoLight complies with national laws and regulations and has established a comprehensive and equitable recruitment and employment process. The company invests in employee training and development, offering competitive and fair compensation and benefits packages to enhance professional capabilities and career competitiveness. By providing broad career development pathways and a robust platform for growth, the company promotes a mutually beneficial relationship between individual achievement and organizational success. Zhongji InnoLight also places strong emphasis on democratic management, ensuring that employee voices are heard and respected through open and transparent communication mechanisms. The company is committed to occupational health and safety, fostering a safe, comfortable, and caring workplace—creating a "home at InnoLight" where employees can thrive.

### ■ Recruitment and Employment

The Company strictly adheres to the *Labor Law of the People's Republic of China*, the *Labor Contract*

Law of the People's Republic of China, following international principles such as the *United Nations Guiding Principles on Business and Human Rights*, and other relevant laws and regulations. The Company has established the *Employee Handbook* and other policies to clearly regulate the recruitment and employment processes, protecting human rights, treating and respecting each candidate fairly. The Company focuses on the comprehensive abilities of candidates and selects them based on job requirements and qualifications, ensuring a merit-based approach. We safeguard the legitimate rights and interests of employees, continuously optimize the talent management mechanism, and build an equal and orderly working environment. The Company has established a management system centered on the Governance Committee and supported by committees such as the Special Employee Security Committee and the Special Management Reform and Talent Management Committee to ensure fairness and impartiality in employment practices. The *Employee Handbook* and *Corporate Social Responsibility Management Manual* explicitly prohibit the employment of child and underage workers. We also established the *Regulations on the Management of Child Labor and Minor Workers* to strengthen the protection of minors. The Company prohibits discrimination, harassment, and coercion, eliminating any discriminatory language, behavior, and decision-making in the recruitment process. We uphold equality and tolerance, strive to create a diverse, relaxed, and harmonious workplace, and oppose all forms of discrimination. We ensure that all employees are treated fairly regardless of gender, age, ethnicity, race, physical or mental disability, educational background, nationality, religious beliefs, or other factors. The Company prioritizes hiring veterans for certain positions and has set up a space for religious activities to provide a platform for diverse employee interactions. During the year, Zhongji InnoLight did not encounter any incidents related to child labor, forced labor, employment discrimination, gender discrimination, or workplace harassment.



The Company places great emphasis on talent acquisition and has established *Human Resources Administrative Procedures* and other systematic documents to meet the talent demands arising from our long-term strategic layout and the rapid development of the industry. These measures aim to enhance the matching efficiency between jobs and talents and ensure a steady supply of talent. The Company continuously enhances the talent team by providing recruitment training for interviewers, conducting regular campus recruitment, and implementing an in-depth employment promotion program for college students, which offers strong human resources support. Zhongji InnoLight has also established an internal referral mechanism, standardized re-employment procedures, and increased referral bonuses to improve employee retention and optimize talent acquisition outcomes.



## ■ Training and Promotion

Adhering to the core concept of talent development, Zhongji InnoLight builds and optimizes our talent training system, focusing on "Establishing Cultural Identity, Solving Business Problems, And Inspiring Management Ideas". The Company is committed to creating "practical" talents to help each employee realize their personal value. Zhongji InnoLight places great importance on talent development, integrating internal and external training resources to formulate an annual training plan. The training targets cover interns, dispatched employees, new employees, current employees, senior management, and other staff members. The Company provides courses in professional and technical skills, corporate culture, and management abilities, enhancing the cultivation of technical and managerial talents and strengthening the core competitiveness of our workforce. Through these efforts, Zhongji InnoLight aims to achieve the win-win development goal of "promoting the growth for both employees and the Company".

### 2024 Training Goals

- Ensure that the training satisfaction rate reaches at least **95%**, and that the training pass rate is no less than **90%**, thereby guaranteeing the quality and effectiveness of the training.
- Achieve a minimum of **5.5** hours of training per capita to foster continuous learning and employee development.

In 2024, the Company's departments conducted a total of 403 offline training sessions for serving employees and 708 training sessions for new employees, amounting to 1,122 sessions in total. The overall satisfaction rate reached 98.7%, with training content and formats closely aligned with employee needs and yielding positive outcomes. A total of 1,080 courses were developed internally, while 31 courses were delivered by external lecturers. This approach effectively leveraged resources and established a pattern of employee learning and growth, with internal training as the mainstay and external training as a supplement, thereby significantly improving employees' professional capabilities and levels. In addition, InnoLight Technology has also formulated a plan for employees to upgrade to undergraduate and associate degrees. In cooperation with educational institutions, it opens talent training projects as a graduate workstation of the School of Optoelectronic Science and Engineering of Suzhou University.

### Selected Subsidiaries' Training Programs for 2024

Categorization	Course Name	Coverage Personnel	Goal
General	DL Regular New Hire Training	New Employee	Understand our development journey, corporate culture, and series of regulations and systems, helping new hires quickly familiarize themselves with the work environment and get into the working mode.
	IDL Dawn Plan	New Employee	
	Core Creation Class	Graduates	
Professional	Starlight Plan	Internal Liaison Officer	Promote cross-departmental communication and coordination to enhance professional exchanges and work efficiency.
Technical	Technical classes	Engineers at all levels	Enhance professional and technical capabilities, cross-departmental communication skills, and project management abilities, fostering an innovative spirit among engineers.
Management	Management classes	Management	Facilitate the transition from technical to managerial roles, improving team management skills.
	Senior Executive Quarterly Strategic Seminar	Senior Executives	Conduct multidimensional market analysis, cultivate strategic thinking, de compose, and communicate objectives.
Systematic	System Coaching	Person in charge of quality system, environmental safety system, social responsibility system	Continuously refine the construction of various systems to ensure the Company's management is legal and compliant.

## 2024 Zhongji InnoLight Leadership Development Training Schedule

Categorization	Name of the Program	Coverage Personnel	Goal	Formality
Management Leadership Training	Senior Executive Quarterly Strategic Seminar	Senior Executives	Multi-dimensional market analysis, development of strategic thinking, goal breakdown and articulation	Seminars, Lectures
	Jinfeng Class, Ruixue Class	Managers and Directors	Facilitate the role transition from technology to management, inspire management thinking, and improve team management skills	Selected Courses Concentration
	Mini-EMBA	Middle and Senior Cadres	Enhancement of global perspective, understanding of industry best practices and general management capabilities	Selected Courses Concentration
	Chunlei Class	Supervisors	"Emphasis on heritage, understanding of culture", focusing on role awareness, job responsibilities, communication and collaboration	Centralized Training
	Jiaoyang class	Team Leaders	"Learning theory, expanding horizons", organizing visits to external benchmark enterprises to study advanced on-site personnel management methods	Organization of External Visits and Studies

### Zhongji InnoLight Career Skills Enhancement Program

#### Systematic training courses

We provide employees with all-round, systematic training, starting from new employee induction training and gradually progressing to professional knowledge and skills training for their positions. We also offer advanced training courses, including statistical technology, SPC, and 6σ, to enhance employees' professionalism and comprehensive abilities.

#### Internal course development

Based on the Company's development plan and job requirements, we analyze and develop internal courses to ensure that the training content is closely aligned with the Company's business. This approach accurately enhances the skills required for employees' positions and supports their career development within the Company.

#### Resource coordination support

If employees have unplanned training needs and the number of participants exceeds 20, HR will assist in submitting these needs to the department head and general manager. Once approved, HR will organize the training to meet the personalized training needs of employees.

#### Information sharing and resource support

Not limited to offline training, the online learning platform archives internal departmental training records and materials, facilitating staff access to knowledge resources and promoting self-learning and enhancement.



### Entering Lenovo to Strengthen Benchmarking Learning with Benchmarking Enterprise

#### Case



On August 16, 2024, InnoLight Technology organized the project of "Zhongji InnoLight Team Leader Training Camp—Into Shenzhen Lenovo" in the South Factory of Shenzhen Lenovo. The initiative aimed to lead the Company's team leaders to visit benchmark enterprises, internalize learning outcomes, and continuously improve production line management. The project conducted satisfaction research, achieving a high satisfaction rate of 98.47%.

InnoLight Technology Team Leader Training Camp--Into Shenzhen Lenovo

## ▶▶ Conducting IT Service Training

### Case

With the rapid development of the Company, IT service management has faced higher requirements. In November 2024, Zhongji InnoLight held an "ITIL Training" session. IT colleagues from Suzhou, Tongling, China Taiwan, Chengdu, and Thailand plants participated in the training and completed the ITIL knowledge exam, achieving a 100% pass rate. The overall satisfaction with the project was 96.1%.

The Company has established a robust talent promotion grading system and promotion evaluation workflow, providing employees with fair, transparent, open, and smooth promotion channels. Through the development of system documents such as the *Human Resources Administrative Procedures*, *Administrative Measures for Key Posts*, and *Trial Document for Employee Reward and Punishment System*, the Company has established four specialized career tracks to support tailored career development planning for employees, offering ample opportunities for professional growth. Regular performance evaluations are conducted to provide clarity on promotion criteria, effectively motivating employees to excel in their roles and driving the joint development of both individuals and the Company.

Company Ranking System			
Professional Sequence	Management Sequence	Technical Sequence	Market Sequence
Chief Manager	VP	Chief Engineer	Market/Sales Director
Senior Manager	Director	Senior Engineer	Market/Sales Manager
Manager	Senior Manager	Engineer	Market/Sales Executive
Assistant Manager	Manager	Assistant Engineer	Market/Sales Specialist
Manager	Deputy Manager	Technician	General Employee
General Employee	Senior Team Leader	Operator	
	Team Leader		

## ■ Democratic Governance

Zhongji InnoLight insists on supporting employees to express their demands and exercise their rights through multiple channels to ensure that their voices are heard and respected. To this end, the Company has established a diversified communication mechanism, including labor unions and grievance management, putting people at the center. We implement mass supervision and are committed to building a democratic, fair, and just management system, and jointly creating a united and harmonious working atmosphere.


In order to establish harmonious labor relations, safeguard the legitimate rights and interests of employees, and promote the development of the enterprise, Zhongji InnoLight signs collective contracts and establishes a trade union system in accordance with the *Labor Law of the People's Republic of China*, *Labor Contract Law of the People's Republic of China*, *Trade Union Law of the People's Republic of China*, as well as the *Provisions on Collective Contracts of the Ministry of Labor and Social Security* and the Regulations on Collective Contracts of Jiangsu Province. The Company advocates democratic management and mobilizes employees to participate democratically in the economic and management activities of the enterprise.

At the same time, the Company has formulated the *Employee Grievance Management System* to standardize the internal employee complaint reporting and handling process. We protect the privacy and personal safety of whistleblowers and prohibit strikes, retaliation, intimidation, threats, and other behaviors. Once verified, such actions will be dealt with seriously. The Company ensures that employee complaint channels are open, enhances the accessibility of management to employee views, and better maintains a working environment of open communication and rapid problem-solving.





## Diversified Complaint Channels

 0512-86669288

 Complaints, suggestions, and inquiries can be made directly through the internal platform of the Company, with replies provided within 2 days.

 hr@innolight.com

 Located on each floor, with regular monthly replies announced on the official microblogging site.

 Accessible through Basic Application → About InnoLight → Anonymous Complaints, with regular monthly bulletin replies on the official microblogging site.



### Tsuhun Technology - Characteristic Democratic Management

Case

Tsuhun Technology actively practices Zhongji InnoLight's philosophy by setting up dedicated landlines, mailboxes, and suggestion boxes to collect matters related to employee rights and grievances, thereby protecting the legitimate rights and interests of employees. It implements a "thank you card" system to create a platform for sharing and communication among all employees. It also establishes a "General Manager's Special Award" to recognize the selfless efforts of teams and individuals, providing a boost for sustainable development.

In 2024, with the primary goal of improving the working environment for employees, significant enhancements were made to the quality of employee meals and the dining environment. These improvements included shortening the waiting time for employees to eat and enhancing the quality of the food.

InnoLight Technology places great emphasis on enhancing employee engagement and a sense of belonging. It regularly employs the Gallup Q12 model to conduct employee engagement surveys. This model focuses on whether employees find their work meaningful, receive positive feedback, and have opportunities for growth. This approach helps to gain comprehensive insights into employees' views on their personal development, team collaboration, managerial support, and fundamental needs. Based on these insights, the management team can timely adjust and optimize democratic management practices, strengthen transparent communication and fair decision-making, and ultimately improve overall employee satisfaction.

In this year's survey, the overall participation rate reached 50.2%, with an overall score of 4.32. This score surpassed the international 75th percentile benchmark of 4.31 and was 0.16 points higher than in 2023. The results indicate that InnoLight Technology has successfully created a positive working environment in talent management, which is widely recognized by employees. This reflects the effective integration of people-oriented and democratic management approaches.

## ■ Remuneration and Benefits

Zhongji InnoLight's *Employee Handbook* details the Company's salary and benefit arrangements. To better attract, motivate, develop, and retain employees, the Company has established the *Worker Salary Management Rules*, which outlines a clear salary structure and an effective incentive mechanism. The Company adheres to the principles of incentive alignment and fairness by tailoring compensation structures to different employee categories. Recognizing that outstanding employees are a key driver of the Company's development, Zhongji InnoLight places great emphasis on long-term incentives for talent and has launched an employee equity incentive program. This initiative aims to foster a sense of ownership among employees, encourage their growth alongside the Company, and support the Company's long-term and stable development.

### Employee Compensation Components



#### Base Salary + Performance Bonus+ Long-term Equity Incentive

Among these components, the individual employee performance appraisal index comprises three parts: performance, corporate culture values, and overall impression. The appraisal process includes self-evaluation, evaluation by superiors, and evaluation by designees. With a performance assessment coverage rate of 100%, this approach further enhances the comprehensiveness, fairness, and effectiveness of employee evaluations.

The Company has established a comprehensive welfare management system which covers all employees and offers a diverse range of welfare programs. We strictly adhere to national regulations regarding paid leave, social security, housing funds, and other welfare policies. Additionally, the Company provides employer's health insurance and purchases supplementary commercial health and accident insurance for employees. Annual physical examinations are also offered to safeguard employee health. In addition, the *Employee Handbook* specifies in detail the fully paid maternity leave and childcare leave enjoyed by female employees, and sets up mother-and-child rooms to serve employee mothers. The Company shows particular care for employees by organizing a variety of activities to better meet their needs and improve the overall work-life balance.

### Zhongji InnoLight Employee Benefits



Commercial insurance; High-level talent subsidy; Annual medical examination; Year-end bonus; Project bonus; Allowance for weddings, funerals, and childbirth; Equity incentives; Local household registration; Year-end salary adjustment window; Annual travel; Rental concessions; Paid annual leave; Five insurances (endowment insurance, medical insurance, unemployment insurance, employment injury insurance, and maternity insurance) and One Fund (housing provident fund)



#### InnoLight Technology - Summer Care Program for Employees' Children

Case



"Employees can work with peace of mind, while the company fully supports childcare". To help employees achieve a better work-life balance and fulfill their roles as parents or caregivers, InnoLight Technology organizes an annual summer care class. This initiative provides warmth and care for employees by offering tax law and fire safety lectures for their children, hosting creative craft activities, and providing daily study tutoring to support children's healthy growth. In 2024, Zhongji InnoLight's summer care class was attended by 74 children, effectively resolving the conflict between employees' work and childcare responsibilities. This program not only allows employees to focus on their work but also helps the Company retain talent, achieving a win-win situation.

2024 Summer School for the Children of InnoLight Technology Employees

Subsidiaries of Zhongji InnoLight have opened up multiple channels to provide employees with various convenient services. For example, the Suzhou factory has set up a "one-stop employee service center", which includes on-site processing, consulting and answering, and service guarantee services to solve employee problems comprehensively, efficiently and conveniently.

## Case

## InnoLight Technology - Colorful Employee Activities

By organizing a variety of colorful activities to enrich employees' lives and provide emotional care and support, InnoLight Technology has significantly enhanced employees' sense of belonging and happiness.

Employee Birthday Party



Making Mooncakes for Mid-Autumn Festival



Dragon Boat Festival Activities



Wonderful Talent Show



## Health and Safety

### Health and Safety Management System

The Company pursues the occupational health and safety concept of "Prevention-Oriented, Law-Abiding, People-Oriented, and Continuous Improvement", with goals of "Reduce Annual Occupational Injuries, Prevent Fire Accidents, and Prevent Occupational Diseases", we integrate production safety into the corporate culture and build a comprehensive safety and production management system. By leveraging the informatization and systematization of science and technology, the Company improves the safety management level, providing employees with safe and healthy working and living conditions. This ensures the health and safety of employees and related parties during operations and services. The Company has established a safety committee headed by the general manager and composed of department heads, safety officers, employee representatives, and other personnel. This committee implements, promotes, continuously supervises, and improves the Company's EHS policies and management, and reports to senior executives regularly.

The Company strictly complies with relevant laws and regulations, as well as international standards and conventions, and has established an occupational health and safety system that includes management norms, emergency plans, and corresponding implementation programs. This year, the Company and our subsidiaries have passed or maintained ISO 45001 occupational health and safety management system certification.



### ISO 45001 Occupational Health and Safety Management System Certification

During the reporting period, the Company invested over **12.07 million** yuan in safety initiatives and maintained a team of **290** licensed first responders.



In accordance with relevant EHS policies, the Company has set up a special safety and health management organization (EHS Department) and an environmental, health and safety (EHS) committee, with members from various departments and levels. The EHS committee holds monthly environmental health and safety meetings to review and coordinate issues related to the environment, health and safety, and recommend specific implementation directions. In 2024, the Company reorganized the safety management organizational structure of each plant, organized cross-plant safety meetings to share external safety accident cases, factory safety accidents and hidden dangers, and improved the safety management level of each plant.



Photos of the Various Venues of the Global Security Conference

The Company regularly conducts comprehensive, special, holiday and daily on-site inspections in the workshops, and has developed a hidden danger reporting system. Every employee can report hidden dangers through the official WeChat account. During the reporting period, all types of hidden dangers discovered by the Company have been improved, with a case closure rate of 100%.



Special Inspection of InnoLight Technology's Energy Storage Equipment (Left)  
Routine Inspection of Tsuhan Technology's Workshop (Right)

### Job Responsibilities of the EHS Committee

- Adhere to the policy of "Safety First, Prevention-Oriented, and Comprehensive Governance", implement the *Work Safety Law of the People's Republic of China* and national, provincial, and municipal laws, regulations, and systems related to work safety, and study important issues regarding work safety.
- Implement comprehensive management of safety work across the entire Company, responsible for coordinating, guiding, and supervising work safety.
- Review and participate in the preparation and evaluation of the Company's work safety policy, goals, management plans, rules and regulations, safety technical measures, work safety plans, etc., and supervise their implementation.
- The Work Safety Committee is responsible for supervising the implementation of the work safety responsibility system across the entire Company.
- Organize and convene meetings of the Work Safety Committee, timely study and analyze the overall work safety situation of the entire Company, and fully understand the work safety situation.
- Handle all kinds of accidents, organize investigations and handling of accidents, responsible for supervising the investigation, analysis, statistics, and reporting of accidents, formulate preventive measures, and decide on punishment.
- Make decisions on commending and rewarding departments and individuals who have made significant contributions to work safety, as well as on punishing operators who are derelict or violate regulations in safety management work.
- Urge relevant departments to do a good job in occupational safety and health management, and labor protection.
- Organize monthly company safety inspections, supervise and guide the work safety of various departments and workshops, and correct safety hazards found during inspections in a timely manner.

### ➤ Fostering Health and Safety Awareness

The Company regularly conducts plant safety and environmental protection activities, emphasizing the importance of workplace safety and employee well-being, and adheres to the principle of "Safety First, People-Oriented." Through initiatives such as video posters, EHS knowledge and skills competitions, regular staff congresses to accept safety supervision, and other forms of EHS special sessions to collect feedback, the Company encourages employees to actively participate in safety practices. This not only enhances their willingness to integrate into the Company's safety culture but also further enhances their awareness of health and safety protection. In order to establish and implement the fire protection, environment and safety responsibility system, the Company carried out responsibility system training for all employees from top leaders to front-line employees, and all employees signed the employee fire protection, environment and safety target responsibility letter.

The Company attaches great importance to the physical health of employees and the prevention and treatment of occupational diseases. Through on-site risk assessment, formulation of prevention and control measures<sup>1</sup>, regular health monitoring and physical examinations, safety supervision and inspection, etc., the Company protects employees from occupational diseases and harmful factors. All types of mechanical equipment of the Company have passed the equipment safety assessment. Occupational health, safety and environment are considered from the design stage to achieve inherent safety protection. At the same time, labor protection supplies are actively provided for employees to ensure that employees have a healthy and safe working environment to the greatest extent possible.

Additionally, the Company enhances employees' awareness of occupational disease prevention and control and their self-protection capabilities through occupational health training and education activities. By 2024, the occupational health and safety education and training rate reached 100%. This year, the EHS Committee launched more than 30 new offline courses on occupational health and safety, covering topics such as first aid, machinery safety, chemical safety management, firefighting, and EHS regulations. The training targeted all production and auxiliary departments of the Company, with a total of 8,930 participants and 100% of new employees trained. All subsidiaries actively participated in and implemented employee health and safety awareness training.

<sup>1</sup>Preventive measures include improving production processes and building layouts, purchasing and using protective equipment, providing personal protective gear, and promptly inspecting and maintaining emergency devices.



## Safety Production Month Activities

Case

### Firefighting Skills Competition



InnoLight Tongling Safety Production Month Activities

## Employee Health Check-up

Case



Jingle Electronic Health  
Diagnosis and Treatment



TeraHop Thailand Annual  
Health Check-up

## Personal Protective Equipment

Case



TeraHop Thailand PPE Promotional Activity

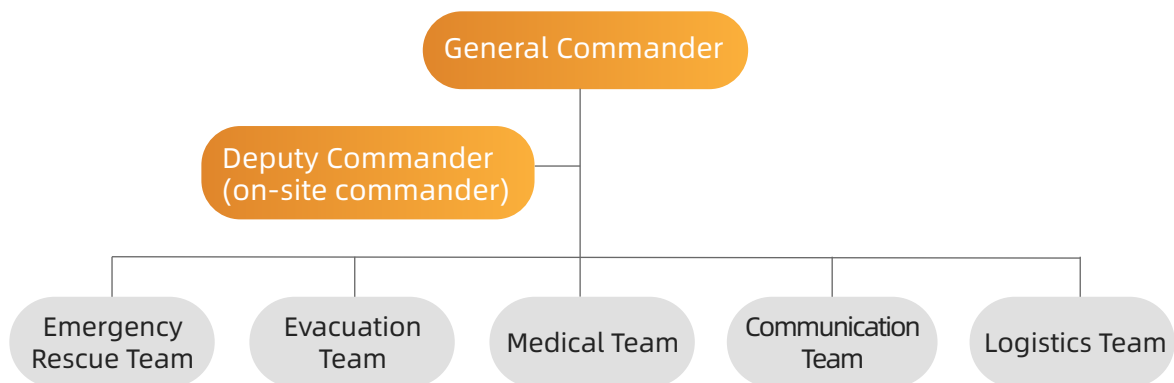
## Occupational Health Training and Education Activities

## Case

TeraHop Thailand  
First Aid TrainingOccupational Hazards and Work  
Injury Prevention Training

## ➤ Emergency Drill

The Company enhances emergency management by formulating the *Emergency Response and Preparedness Management Procedures* and establishing an Emergency Rescue Command. This command structure includes a General Commander, a Deputy Commander, and various emergency working groups, such as Emergency Rescue Team, Evacuation Team, Medical Team, Communication Team and Logistics Team. These groups provide organizational assurance for the Company's emergency safety. The Deputy Commander also serves as the on-site commander. In the Deputy Commander's absence, the highest-ranking person present will assume on-site command duties.



## ➤ Zhongji InnoLight Emergency Drill Organization Chart

To enhance staff awareness of safety precautions and their ability to perform self-rescue and mutual rescue in emergencies, improve inter-departmental coordination and cooperation in handling emergencies, and clarify the division of labor and responsibilities, the Company has developed comprehensive emergency response plans, special disposal plans, and on-site disposal plans. Based on the characteristics of different risks, the Company conducted a total of 52 emergency drills for various special and on-site disposal plans throughout the year.



## Case

## InnoLight Technology - Fire Emergency Drill

In May 2024, InnoLight Technology conducted a fire safety emergency drill throughout the factory, and all employees participated in the drill. The drill was divided into two emergency situations: "Factory-wide evacuation drill (day shift)" and "Factory-wide evacuation drill (night shift)", which practiced the safe evacuation of employees in different environments. By simulating fire emergencies and conducting fire extinguisher practice sessions, InnoLight Technology further enhanced employees' awareness of fire prevention and safety, improved the team's ability to coordinate and cooperate in handling emergencies, and strengthened staff awareness of mutual rescue and self-rescue in the event of a fire.

Fire Emergency Drill of InnoLight Technology (Left), Fire Emergency Drill of Tsuhan Technology (Right)



Limited Space Drill (Left), Elevator Trapped Drill (Right)

Firefighting Drill (Left), Chemical Drill (Right)





# Building a Foundation for Sustainable Development

In strict accordance with the requirements of the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Corporate Governance Guidelines for Listed Companies*, the *Rules Governing the Listing of Stocks on the ChiNext Market of the Shenzhen Stock Exchange*, and other relevant laws and regulations issued by the China Securities Regulatory Commission and the Shenzhen Stock Exchange, Zhongji InnoLight has continuously improved the corporate governance structure of the Company. We have optimized the structure of Shareholders' General Meeting, the Board of Directors, the Board of Supervisors, and the Executive Management, enabling outstanding talents in the fields of law, finance, and industry to provide support and continuous empowerment for the Company's strategic construction and sound operation. The Company has established and improved the internal management and control system, promoted the Shareholders' General Meeting, the Board of Directors, the Board of Supervisors, and the Executive Management to return to their positions and fulfill their responsibilities, and strengthened investor relationship management, thereby providing a solid governance guarantee for the Company's sustainable development.

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# Governance Mechanisms Related to Sustainable Development

## Operations of the General Meeting, the Board of Directors, and the Board of Supervisors

### Governance Structure

In accordance with the requirements of the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Corporate Governance Guidelines for Listed Companies*, the *Rules Governing the Listing of Stocks on the ChiNext Market of the Shenzhen Stock Exchange*, and other relevant laws and regulations, Zhongji InnoLight has established a governance framework comprising the Shareholders' General Meeting, the Board of Directors, the Board of Supervisors, and the Executive Management. This governance structure features clear delineation of responsibilities. Each functional department performs its duties independently while maintaining effective collaboration and mutual checks and balances, thereby driving the enhancement of corporate governance, promoting sustainable development, and safeguarding the legitimate rights and interests of all stakeholders.

In 2024, the Company revised several internal management regulations, including the *Management System for the Shares Held and Changes by the Directors, Supervisors, and Senior Management of Zhongji InnoLight Co., Ltd.*, the *Board Secretary Work System*, the *Measures for Preventing Occupation of Company Funds by Controlling Shareholders and Related Parties*, the *Media Visits and Investor Research Reception System*, and the *Responsibility Accountability System for Major Errors in Annual Report Disclosure*, as well as the *President's Work Rules*. Additionally, the Company formulated the *Market Value Management System*, further improving the internal governance system.

### Shareholders and the General Meeting

The Company strictly regulates the rights and obligations of the Company and our shareholders to prevent the abuse of shareholders' rights and the dominant position of the management to the detriment of small and medium-sized investors' rights and interests. In 2024, the Company held 3 shareholders' meetings.

### Directors and the Board of Directors

The Company elects directors in strict accordance with the *Company Law of the People's Republic of China*, the *Articles of Association*, and the director selection procedures prescribed by national regulations. The number and composition of the Board of Directors are in compliance with the requirements of laws and regulations. All directors of the Company perform their duties and work in accordance with the *Rules of Procedure for the Board of Directors*, the *Working Regulations for Independent Directors*, the *Articles of Association*, and other relevant work procedures. They attend board meetings and general shareholders' meetings diligently and actively participate in necessary compliance and management training to familiarize themselves with relevant laws and regulations.

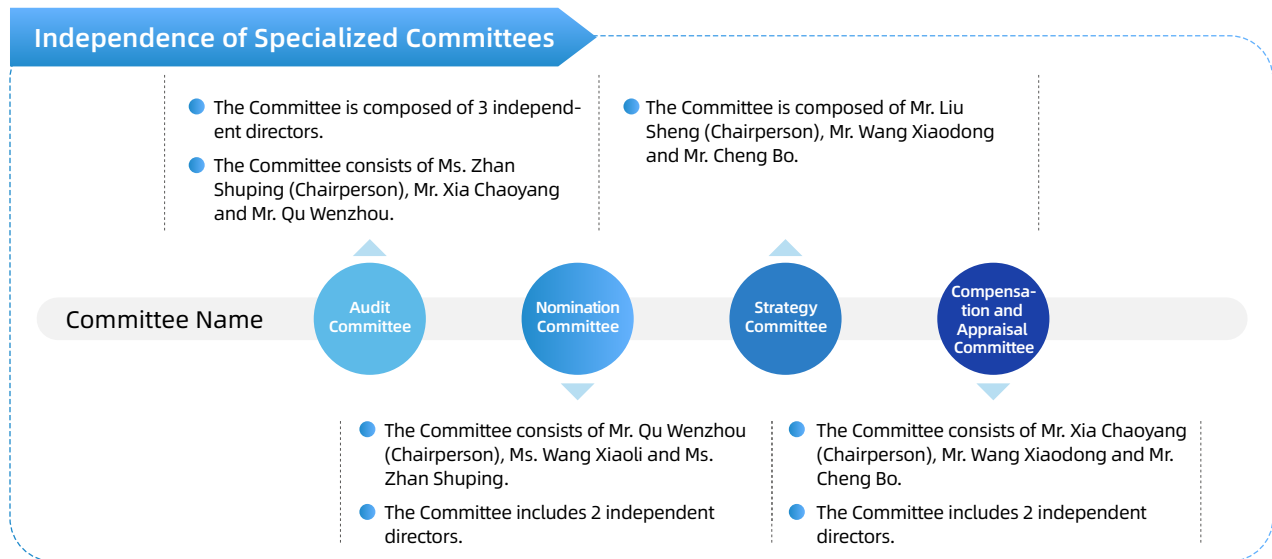
The Company currently has 7 directors, including 4 independent directors and 2 female directors, 51.74% of whom hold a doctoral degree. In 2024, the Company held 11 Board of Directors meetings.

Independence and Diversity of Board Members in 2024						
Type	Name	Gender	Education	Expertise		
				Industry Experience	Risk Management	Financial Management
Chairman	LIU Sheng <sup>2</sup>	Male	Ph.D	√		
Non-Independent Director	WANG Xiaodong	Male	Bachelor	√		
Non-Independent Director	WANG Xiaoli	Female	Master		√	√
Independent Director	XIA Chaoyang	Male	Ph.D		√	√
Independent Director	ZHAN Shuping	Female	Bachelor		√	√
Independent Director	CHENG Bo	Male	Ph.D	√		
Independent Director	QU Wenzhou	Male	Ph.D		√	√

Note<sup>2</sup>: Liu Sheng has served as a Director since 2017 and was promoted to Chairman in 2023.



The Board of Directors of the Company has established four specialized committees in accordance with the *Corporate Governance Guidelines for Listed Companies*: the Audit Committee, the Strategy Committee, the Nomination Committee, and the Compensation and Appraisal Committee. All of these committees are composed of directors. Except for the Strategy Committee, the chairpersons of all committees are independent directors. These committees provide professional opinions and references for the decision-making of the Board of Directors and improve the corporate governance structure. In line with our own development and the latest laws and regulations, the Company has improved the internal governance and perfected 8 management systems, including the *Articles of Association*, the *Rules of Procedure for the Board of Directors*, and *Working Regulations of Independent Directors*.



The chart information is as of December 31, 2024.

## ■ Supervisors and the Board of Supervisors

In accordance with the provisions of the *Articles of Association* and the *Rules of Procedure for the Board of Supervisors*, the Board of Supervisors of the Company consists of 3 supervisors, including 1 employee representative supervisor. The number of supervisors and the composition of the Board comply with relevant national laws, regulations, and the *Articles of Association*. The supervisors perform their duties in accordance with the *Articles of Association*, the *Rules of Procedure for the Board of Supervisors*, and other relevant requirements. They review the execution of significant company matters, supervise the establishment of the internal control system, and ensure the smooth operation of the Company. In 2024, the Company held 9 meetings of the Board of Supervisors.

## Internal Control

The Audit Department is set up under the Audit Committee of Zhongji InnoLight, which clarifies the duties of the internal audit organizations and personnel, formulates the *Regulations for Internal Audit*, *Regulations for Internal Control* and other systems, and plays the role of internal audit in strengthening the internal control, improving the operation and management, and enhancing the economic efficiency. The Company strengthens the management of the internal control, with the Audit Department reporting audit findings to the Audit Committee on a quarterly basis, promoting the establishment and improvement of the Company's internal controls, enhancing operational management, effectively mitigating operational risks, and increasing the Company's value.

The Company continuously promotes the development of internal systems, establishing clear risk and opportunity management measures and internal control processes through the *Risk and Opportunity Response Control Procedures* to enhance risk resistance. By clearly defining the rights and responsibilities of employees at all levels and relevant stakeholders, the Company ensures that our operations are conducted according to established rules and procedures, thereby advancing governance capabilities through institutional development. In accordance with the requirements of the China Securities Regulatory Commission (CSRC) and the Shenzhen Stock Exchange, the Company requires the Audit Department to annually assess the status of internal controls and to commission an independent third-party professional organization to provide an evaluation report on internal controls, which is then publicly disclosed.

### Corporate Internal Control Objectives

Control corporate risks.

Enhance the results and efficiency of the Company's operations.

Increase the reliability of corporate disclosures.

Ensure that the Company's actions are legal and compliant and that the Company's strategic objectives are achieved.

## Investors Relationship

### Investor Relationship Management

The Company strengthens investor relations management and has promoted the establishment of the *Investor Relationship Management System* and the *Zhongji InnoLight Market Value Management System*. Through diversified channels such as investor relations management phone lines, emails, faxes, and interactive platform for investor relations, the Company maintains close communication with investors, personally addressing their inquiries. The Company has expanded the channels for institutional investors to participate in corporate governance and has encouraged retail investors to actively attend shareholder meetings. This facilitates the participation of various investor groups in major decision-making processes, enhances the voice of investors, and continually improves the level and transparency of corporate governance. In 2024, after the release of periodic reports or during periods of stock price fluctuation, the Company promptly organizes conference calls to address common concerns from investors and analysts, actively engaging in communication. Throughout the year, the Company held a total of 10 investor relations activities.

The Company also revised the *Media Visits and Investor Survey Reception System*, enhancing information communication between the Company, investors, and the media. This fosters the Company's integrity, self-discipline, and standardized operations. Focused on the theme of "Investor Rights Protection," the Company organized 5 investor education activities, including key points of the new *Company Law* and "Financial Awareness Month", aimed at educating retail shareholders. At the same time, the Company attaches great importance to communication with retail investors. By leveraging the annual general meeting of shareholders, the Company interacts with retail shareholders who have registered to attend, listens to their concerns and feedback, and showcases the Company's strong governance practices and corporate image to the investors.



### Actively Responding to Investor Concerns through the China International Optoelectronic Exposition Platform

Case



Zhongji InnoLight Pavilion

In September 2024, Zhongji InnoLight participated in the 25th China International Optoelectronic Expo with the theme "Innovation and Beyond". The Company showcased the full series of 400G and 800G silicon optical transceivers and demonstrated 1.6T OSFP224 2xDR4 and 800G/400G coherent modules on-site. These products are widely used in current and future high-speed optical interconnection data centers and ML clusters, contributing to the rapid iteration of computing power infrastructure towards higher speeds, lower power consumption, and reduced latency, while providing more comprehensive product solutions for end customers. During the exhibition, the Company established a multi-channel investor communication platform to engage with investors, analysts, and attendees interested in the Company. Our team patiently addressed inquiries regarding the Company's operations, industry demand, product technologies, and raw materials supply, responding to the concerns of different investors and stakeholders.

## Information Disclosure

The Company strictly adheres to the requirements of the *Measures for the Administration of Information Disclosure of Listed Companies*, the *Rules Governing the Listing of Stocks on Shenzhen Stock Exchange*, the *Zhongji InnoLight Information Disclosure Management System*, and other relevant regulations to enhance the authenticity, accuracy, completeness, and timeliness of information disclosure. The Company aims to improve the quality and transparency of report disclosures, further standardize the information disclosure procedures, ensure that disclosures are true, timely, accurate, legal, and complete, and elevate the management level and quality of information disclosure, thereby protecting the legitimate rights and interests of investors. In 2024, the Company disclosed 150 periodic and interim reports.

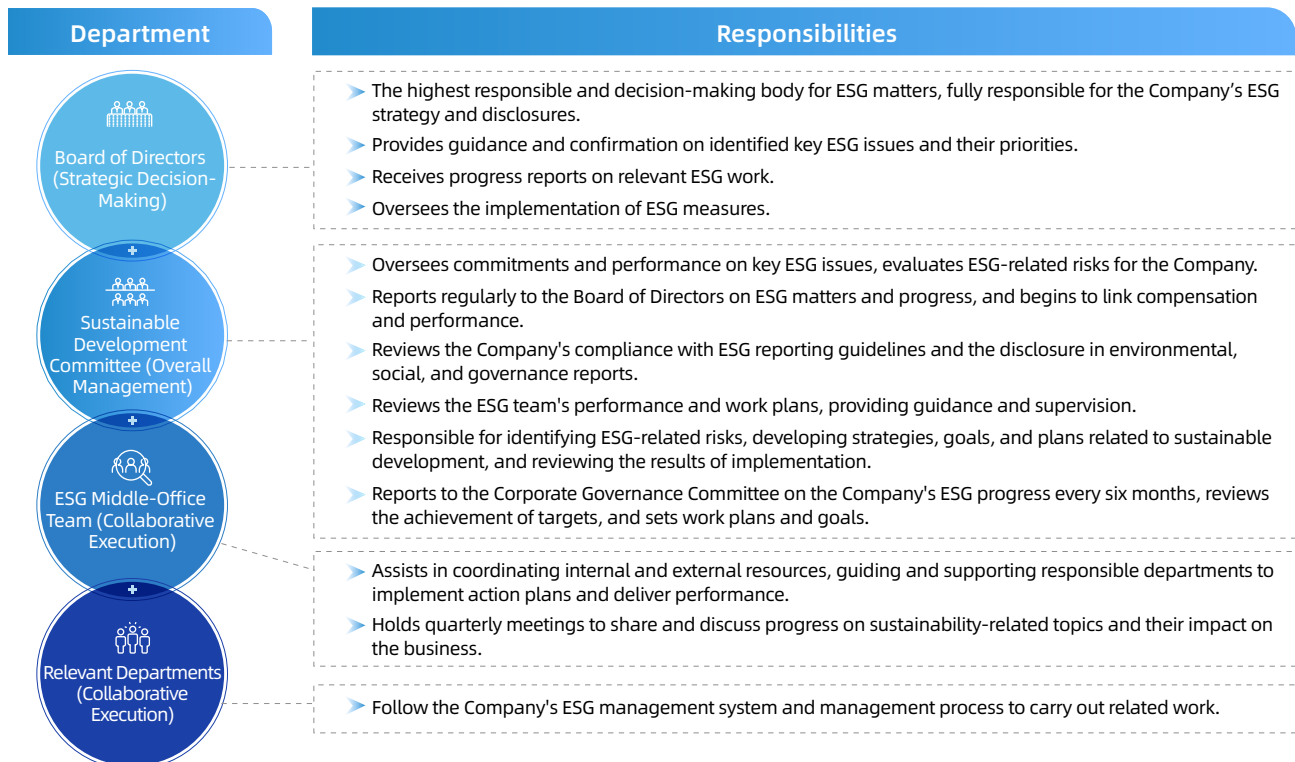
The Company has been rated as **class A** for **7 consecutive years** by Shenzhen Stock Exchange for information disclosure

The Company places great emphasis on the channels for obtaining investor communication information. The "Investor Relations" section on the Company's official website and official WeChat account is dedicated to promoting information to investors. This section includes four subsections: Information Disclosure, Financial Reports, Market Insights, and Interactive Platform. The Company provides timely updates on important announcements, financial reports, and other key information to investors, and helps them better understand the Company and the industry by sharing industry research reports and company-specific reports. Additionally, the Company posts investor contact channels on the internet, which facilitates communication between the Company and investors and ensures the protection of the legitimate rights and interests of investors.

## ESG Management

### ESG Governance Structure

In order to build a comprehensive ESG management system and adapt to the needs of sustainable development, the Company continuously enhances ESG management and integrates ESG work into corporate governance. The Company has established a governance structure to promote ESG management from the top down. Under the Sustainable Development Committee, an ESG middle-office team has been set up, forming a three-tiered sustainable development management organizational structure, which includes strategic decision-making by the Board of Directors, overall management by the Sustainable Development Committee, and collaborative execution by the ESG middle-office team and relevant departments. This structure provides strong support for the Company's sustainable development and establishes an interconnected ESG work mechanism.





Company Honored with ESG  
Golden Dawn Award



## ■ ESG Capacity-Building

Zhongji InnoLight places great emphasis on enhancing our employees' ESG capabilities. Through a combination of internal and external training programs, the Company continuously enhances our ESG capacity, thereby providing a solid foundation for our sustainable development.



ESG Internal Training



ESG External Training

## ■ Stakeholder Communication

In order to actively address stakeholders' concerns regarding the Company's ESG governance practices and to disclose relevant information in an open and transparent manner, Zhongji InnoLight has established an effective communication mechanism and diversified communication channels with stakeholders on important issues, ensuring that stakeholders' opinions and suggestions are fully considered in decision-making processes. At the same time, the Company has implemented corresponding actions on these issues to better meet stakeholders' needs and priorities, establish good relationships with them, and strive for mutual benefits and a win-win situation on sustainable development issues.

Stakeholders	Concerned Issues	Communication Channels
Government and Regulatory Authorities	<ul style="list-style-type: none"> <li>● Compliance operation</li> <li>● Paying taxes according to the law</li> <li>● Pollution prevention and control</li> <li>● Technological innovation</li> <li>● Commercial activity</li> </ul>	Policy implementation, information disclosure, participation in industry standard-setting, project cooperation
Investors	<ul style="list-style-type: none"> <li>● Transparent disclosure of information</li> <li>● Asset preservation and enhancement</li> <li>● Solid growth in performance</li> </ul>	General meeting of shareholders, report disclosure, results presentation, investor open day, investor relations hotline and email addresses
Customers	<ul style="list-style-type: none"> <li>● Product and service quality</li> <li>● Data security and privacy protection</li> <li>● Technological innovation</li> </ul>	Customer questionnaire, customer satisfaction survey, project cooperation, exchange visits
Suppliers and Partners	<ul style="list-style-type: none"> <li>● Joint development</li> <li>● Transparent procurement</li> <li>● Supply chain continuity</li> <li>● Environmental and social issues</li> </ul>	Supplier management system, supplier code of conduct, purchasing policies and agreements, supplier training, supplier communication meetings, on-site audits and supplier evaluations, exchange visits
Employees	<ul style="list-style-type: none"> <li>● Protecting employee rights and interests</li> <li>● Reasonable remuneration package</li> <li>● Vocational training and development opportunities</li> <li>● Quality benefits</li> <li>● Humanistic care</li> </ul>	Corporate culture activities, employee grievance handling mechanism, employee training, employee satisfaction survey, employee contributions and internal publications
Media	<ul style="list-style-type: none"> <li>● Transparent disclosure of information</li> </ul>	Official websites, social media platforms, press releases, industry exhibitions, industry seminars
Community and Public	<ul style="list-style-type: none"> <li>● Rural revitalization</li> <li>● Social contribution</li> </ul>	Community service activities, public service projects, volunteerism

## ■ Materiality Assessment

In order to gain a deeper and more accurate understanding of the expectations and concerns of stakeholders, and to enhance the professionalism, relevance, and materiality of the report, the Company conducted a survey, inviting various stakeholders, including employees, suppliers and partners, customers, the public, investors, industry associations, media, government, and regulatory bodies, to participate in the selection and evaluation of key material issues related to governance, operations, social and environmental aspects. Through this process, the Company analyzed and identified 24 key material issues, providing clear direction and a solid foundation for building a sustainable development system.

### Issue Identification and Screening

In alignment with national macro-policy directions, domestic and international corporate social responsibility standards, annual trending topics, industry developments, and key concerns of ESG rating agencies, we identified material issues that have a significant impact on the Company's development and on our stakeholders, based on the actual conditions of our business operations.

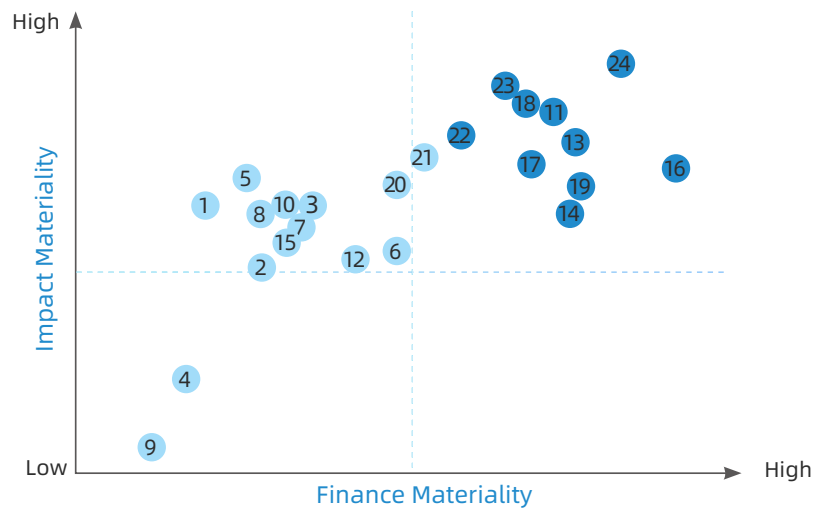
### Stakeholder Engagement

To ensure the comprehensiveness and accuracy of the issues, the Company engaged with both internal and external stakeholders through online questionnaires. In 2024, the survey covered a wide range of stakeholder groups, such as employees, customers, investors, suppliers, and partners.

### Comprehensive Result Analysis

Based on the survey results, the Company conducted a statistical analysis of the issue scores and combined the insights from internal management and external experts to adjust and prioritize the material issues. This process culminated in the formation of a materiality matrix, which guides the report to focus on addressing the core issues of interest to stakeholders.

### Matrix of material issues of Double Materiality



1. Climate Change Response	9. Rural Revitalization	17. Data Security and Customer Privacy Protection
2. Pollutant Emissions	10. Social Contribution	18. Employees
3. Waste Management	11. Innovation-Driven Development	19. Response to National Strategies
4. Ecosystem and Biodiversity Protection	12. Technology Ethics	20. Due Diligence
5. Environmental Compliance Management	13. Information Security	21. Stakeholder Engagement
6. Energy Utilization	14. Supply Chain Security	22. Anti-Bribery and Anti-Corruption
7. Water Resource Utilization	15. Equal Treatment of SMEs	23. Anti-Unfair Competition
8. Circular Economy	16. Product and Service Safety and Quality	24. Intellectual Property Protection



# Commercial Conduct

## Business Ethics Management

The Company has established an anti-fraud mechanism, sticking to the principle of "combining punishment with prevention and focusing on prevention". We have clearly defined the key areas, crucial processes and responsibilities of relevant departments in our anti-fraud endeavors and standardized the procedures for reporting, investigating, handling, documenting and remediating cases of fraud.

The Company formulates anti-corruption-related systems, such as the *Integrity and Self-Discipline Code*, *Employee Complaint Handling Process*, *Management Regulations for Gifts and Presents*, *Employee Handbook*, *Supplier Honesty and Integrity Agreement*, and *Supplier Corporate Social Responsibility Agreement*. Additionally, the Company develops the *Integrity and Honesty (Conflict of Interest) Self-Inspection Form*, regulating operations from the corporate level down to the operational level, requiring our staff, suppliers, and partners to attach importance to business ethics. During major holidays, such as the Spring Festival and Mid-Autumn Festival, the Company reminds suppliers and employees to comply with integrity and self-discipline regulations via email. The Company also signs the *Supplier Honesty and Integrity Cooperation Agreement* with all partners and conducts business ethics audits to foster a clean working environment based on integrity and transparent compliance.

The Company is committed to protecting individuals who refuse to participate in bribery or corruption and those who in good faith report actual or potential bribery or corruption that has occurred or is about to occur. The Company guarantees that such individuals will not be subjected to adverse treatment, including dismissal, disciplinary action, threats, or other negative consequences in connection with their report. If an employee or any third-party representative believes they have been subjected to unfair or improper treatment, they have the right to report the matter to the relevant department of the Company. The Company will immediately take necessary protective measures to ensure that the rights and interests of the concerned individuals are properly safeguarded.

### Integrity Reporting Channel

**We have established the Integrity and Self-discipline Reporting Hotline to accept supervision and reports from all employees.**



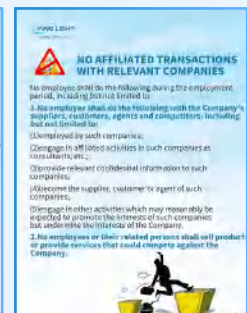
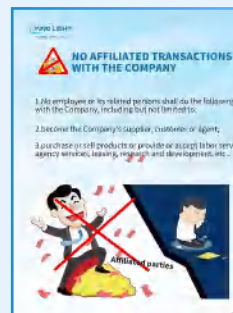
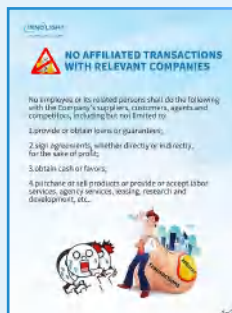
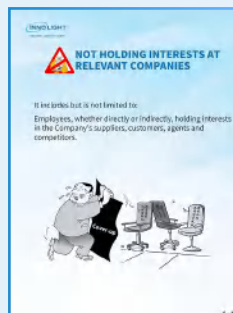
**Reporting Hotline**  
**0512-86669288-8999**



**Reporting Email**  
**anti\_fraud@innolight.com**

**Following channels are also available:**

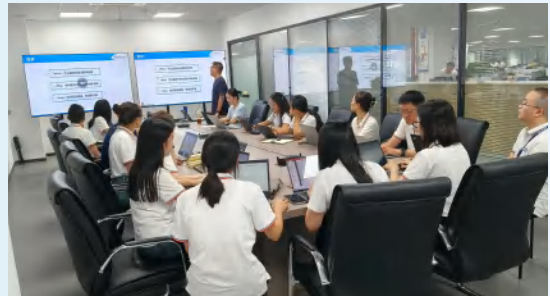
- Reporting Hotline:** Send an email to the designated reporting address or call the hotline number.
- Report to Supervisors (including the General Manager):** Contact information for departmental supervisors can be found on our official WeChat.
- Report to Internal Control and HR:** Contact details are available on our official WeChat, or you may schedule a face-to-face interview.



Integrity and Self-Discipline Content Display

## Training on Anti-Corruption and Anti-Bribery

The Company conducts internal training programs that cover business ethics, including induction training for new employees, specialized training for key positions, and management-level training. The participation rate for anti-corruption and anti-bribery training among employees, management, and the board of directors is 100%. This training ensures that all employees, regardless of position, receive comprehensive business ethics education. At the conclusion of the business ethics training, employees are required to complete a training assignment assessment to evaluate the effectiveness of the program. The Company has also intensified the internal efforts to promote honesty and integrity. We have reiterated the regulatory red line, enhanced employees' anti-fraud awareness, and emphasized the critical role of business ethics in the Company's operations. During the reporting period, there were no incidents of anti-corruption or anti-bribery reports in Zhongji InnoLight.



**Jingle Electronic Conducts Business Ethics Training**

## Anti-Monopoly and Anti-Unfair Competition

Zhongji InnoLight places great emphasis on anti-monopoly and anti-unfair competition, strictly controls compliance management, enhances the construction of institutional systems, and formulates and signs programmatic documents such as the *2024 Trade Control Compliance Policy* and the *Global Trade Control Compliance Handbook* to clarify the basic principles of trade compliance.

The Company has established a Trade Compliance Management Committee and a specialized trade compliance team through recruitment. The Company's Legal Affairs Department coordinates and manages antitrust compliance work. The Chairman of the Board of Directors has signed the *Commitment of the Trade Compliance Management Committee*, which specifies the trade compliance requirements that the Company must comply with and the responsibilities and interfaces of trade compliance work in each business area.

In addition, the Company identifies our partners every quarter to determine whether any are on restricted lists. Customers are required to sign KYC (Know Your Customer) compliance documents to ensure that the users, uses, and countries involved in sales activities are compliant. The Company's external investments, participation in standardized activities, and industry-university-research cooperation all require trade compliance due diligence to assess potential trade compliance risks. The trade compliance system is now live to enhance the timeliness and automation of partners' trade compliance management. Trade compliance standard language is embedded in marginal scenarios such as foreign testing, trials, and investments to control compliance risks. The Company follows up on updates to the list of major restricted entities and other regulatory changes that may impact our operations. We track and analyze updates, assess their impact, and arrange for inspections to ensure that compliance management is strictly implemented in practice.

Employee awareness of antitrust and anti-unfair competition is the key to compliance risk management. The Company has strengthened trade compliance training, covering all employees to enhance their ability to prevent compliance risks. In 2024, Zhongji InnoLight did not face any legal proceedings related to monopoly and unfair competition.

### Trade Compliance Training

#### Case

This year, Zhongji InnoLight organized three trade compliance training sessions. We invited professional lawyers from external law firms to introduce and provide training on international trade control rules. The training combined online and offline formats, and covered a wide range of personnel, from senior executives to all employees. These efforts strengthened the Company's internal compliance operations, training, and governance.

 **Compliance Reporting Channels**

**[trade.compliance@innolight.com](mailto:trade.compliance@innolight.com)**

# Appendix

## Key Performance<sup>2</sup>

Indicator		Unit	2022	2023	2024
Environmental Performance					
GHG Emission					
Direct emissions (Scope 1)	tCO <sub>2</sub> e		868.11	1,088.12	1,476.64
Indirect emissions (Scope 2)	tCO <sub>2</sub> e		84,311.80	86,632.18	125,075.50
Indirect emissions (Scope 3)	tCO <sub>2</sub> e		160,482.96	71,229.63	* <sup>3</sup>
Total GHG consumption (Scope1+Scope2)	tCO <sub>2</sub> e		85,179.91	87,720.30	126,552.14
GHG emission intensity (Scope 1+ Scope 2)	tCO <sub>2</sub> e/RMB 10'000 revenue		0.088344	0.081844	0.053035
Energy Consumption					
Divided by energy type	Gasoline	L	53,546.08	197,316.24	187,910.92
	Diesel fuel	L	/	/	92,015.71
	Natural gas	m <sup>3</sup>	194,296.00	218,390.00	273,375.00
	Purchased electricity consumption	10'000kWh	10,857.62	11,980.44	20,547.02
	Renewable energy consumption	10'000kWh	163.13	242.3	273.95
Electricity consumption intensity		kWh/ 10'000 yuan revenue	112.61	114.04	86.11
Water Consumption					
Total water consumption	ton		278,987.00	440,783.80	840,122.90
Water consumption intensity	ton/10'000 yuan		0.289352	0.411256	0.352073
Total wastewater discharge	ton		223,189.60	352,627.07	672,098.32
Wastewater discharge intensity	ton/10'000 yuan		0.231481	0.329005	0.281659

<sup>2</sup>The statistical scope of key performance data includes all subsidiaries including InnoLight Technology, Tsuhan Technology and Jingle Electronic.

<sup>3</sup>The verification of Scope 3 greenhouse gas emissions for 2024 is still in progress and is planned to be disclosed in the next report.

Ammonia nitrogen emissions	ton	1,507.29	3,854.40	6,937.92
Ammonia nitrogen emissions intensity	ton/10'000 yuan	0.001563	0.003596	0.002907
Chemical oxygen demand	ton	8,817.02	58,533.80	99,507.46
Chemical oxygen demand emissions intensity	ton/10'000 yuan	0.009145	0.054613	0.041701

## Social Performance

### Employees Recruitment and Employment

Total employees		person	5,634	6,029	8,542
Gender	Men	person	2,887	3,096	4,484
	Women	person	2,747	2,933	4,058
Education	Master's degree or above	person	296	298	387
	Undergraduate	person	834	1,006	1,501
	College	person	1,064	1,202	2,007
	College or below	person	3,440	3,523	4,647
Age	41 or above	person	551	771	1,185
	31 to 40	person	2,999	3,083	4,123
	30 or below	person	2,084	2,175	3,234
Functions	Sales employee	person	71	52	115
	Production and construction employee	person	3,600	3,628	5,625
	Administrative employee	person	599	793	769
	Financial employee	person	60	77	86
	Technical employee	person	1,304	1,479	1,947
Disabled employees		person	14	19	14

Labor contract signing rate	%	100	100	100
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### Employees Training and Promotion

Total number of employees receiving training	times	20,709	17,364	61,509
Total employee training hours	hours	35,829	35,438	83,883.5

### Employees Health and Safety

Employees in positions with occupational disease risk	person	3,573	3,022	2,612
Employees taking physical examinations for occupational diseases	person	3,573	3,022	2,612
Employees suffering from occupational diseases	person	0	0	0
Safety production investment	10'000 yuan	/	831	1,207
Work-related injuries	person	8	12	11
Work-related accidents	cases	8	12	11
Number of fatalities due to work-related injury	cases	0	0	0
Number of fatalities due to work-related injury	person	0	0	0

### R&D Innovation

R&D investment	10'000 yuan	79,216.83	80,938.89	133,255.68
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### Governance Performance

#### Corporate Governance

Number of regular and interim reports	piece	211	228	150
Number of board meetings	times	11	10	11
Number of shareholder's general meetings	times	2	5	3

Number of meetings of the Board of Supervisors		times	10	10	9
Number of board members		person	9	7	7
Gender	Men	person	8	5	5
	Women	person	1	2	2
Independence	Independent Director	person	4	4	4
	Dependent Director	person	5	3	3

## Index of Indicators

Report Framework			Guide for the Preparation of Corporate Social Responsibility Report in China (CASS-ESG 6.0)	Global Reporting Initiative Standards (GRI Standards) issued by the Global Sustainability Standards Board	Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange-Sustainability Report (For Trial Implementation)
First Level Title	Second Level Title	Third Level Title			
About the Report	/	/	P1.1,P1.2	2-1,2-2,2-3	Article 3; Article 4; Article 7
Message from the Chairman	/	/	P2.1	2-22	Article 2
About Zhongji InnoLight	Company Profile	/	P3.1-3.4	2-6	/
	Corporate Culture	/	P3.2	/	/
	Milestones	/	/	/	/
	Annual Honors	/	/	/	/
	Responding to SDGs	/	/	/	/
Energy Conservation and Carbon Reduction, Accelerating Green Transition	Addressing Climate Change	Governance	E1.1.1-1.1.6	201-2	Article 14; Article 21-23
		Strategy	E1.1.7-1.1.9, E1.1.12-1.1.14	305-1,305-2, 305-3,305-4, 305-5	Article 8; Article 24-26



Energy Conservation and Carbon Reduction, Accelerating Green Transition	Addressing Climate Change	Impact, Risk and Opportunity Management	E1.1.15-1.1.18	/	Article 8; Article 27
		Metrics and Targets	E1.1.19	/	Article 28
		Practice	/	/	/
	Pollution Prevention and Ecosystem Protection	Environmental Management	E2.1.1,E2.4.1-2.4.3	/	Article 33
		Waste and Emissions	E2.1.2-2.1.7, E2.2.1-2.2.7	305-7,306-1,306-2,306-3,306-4,306-5	Article 30-31
		Biodiversity	E2.3.3	101-1,101-2,101-3	Article 32
	Resource Utilization and Circular Economy	Energy Management	E3.1.1-3.1.5	302-1,302-2,302-3,302-4,302-5	Article 35
		Water Management	E3.2.1-3.2.4	303-1,303-2,303-3,303-4,303-5	Article 36
		Waste Recycling	E3.3.1-3.3.6	301-3,306-4,306-5	Article 37
Sharing the Fruits of Development with Expertise	Rural Revitalization and Social Contribution	/	S1.1.1-1.2.6	203-1	Article 39-40
	Innovation Drive and Ethics of Science and Technology	Science, Technology and Innovation	S2.1.1-2.1.13	/	Article 42
		Intelligent Development	S2.1.1-2.1.13, S3.4.1-3.4.2	/	Article 42
	Suppliers and Customers	Responsible Supply Chain	S3.1.1-3.1.4	308-1,308-2,414-1,414-2	Article 45
		Customer Services	S3.3.1-3.3.6	416-1	Article 47-48

Sharing the Fruits of Development with Expertise	Employees	Recruitment and Employment	S4.1.1-4.1.3, S4.1.11	2-7,401-1, 405-1,406-1, 408-1,409-1	Article 50
		Training and Promotion	S4.3.1-4.3.6	404-1,404-2, 404-3	Article 50
		Democratic Governance	S4.1.8-4.1.12	2-30,402-1	Article 50
		Remuneration and Benefits	S4.1.4-4.1.7	401-2,401-3	Article 50
		Health and Safety	S4.2.1-4.2.6	403-1,403-2, 403-3,403-4, 403-5,403-6, 403-7,403-8, 403-9,403-10	Article 50
Building a Foundation for Sustainable Development	Governance Mechanisms Related to Sustainable Development	Operations of the General Meeting, the Board of Directors, and the Board of Supervisors	/	2-9,2-10,2-11, 2-12,2-14	Article 12; Article 52
		Internal Control	G1.1.8	/	Article 12
		Investors Relationship	G1.3.1-1.3.2	2-29	Article 9
		ESG Management	G1.1.1	2-9,3-1,3-2,3-3	Article 5; Article 53
	Commercial Conduct	Business Ethics Management	/	2-23,2-24	Article 54
		Training on Anti-Corruption and Anti-Bribery	G2.1.1-2.1.8	205-2,205-3	Article 55
		Anti-Monopoly and Anti-Unfair Competition	G2.2.1-2.2.3	206-1	Article 56
Appendix	Key Performance	/	A2	/	/
	Indicators Index	/	A3	/	Article 57
	Feedback Form	/	A6	/	/

## Feedback Form

Dear readers:

Thank you very much for taking time out of your busy schedule to read the Zhongji InnoLight 2024 Environmental, Social and Governance (ESG) Report. In order to provide you and other stakeholders with more valuable information, and effectively promote the Company's ability and level to fulfill ESG responsibilities, we sincerely look forward to your comments and suggestions.

**Your overall assessment of this report is:**

Very good	Good	Fair	Poor
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**How do you evaluate the response and disclosure of this report to the concerns of stakeholders?**

Very good	Good	Fair	Poor
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**What do you think of Zhongji InnoLight's performance on economic responsibility?**

Very good	Good	Fair	Poor
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**What do you think of Zhongji InnoLight's performance on environmental responsibility?**

Very good	Good	Fair	Poor
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**What do you think of Zhongji InnoLight's performance on safety management?**

Very good	Good	Fair	Poor
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**What do you think of Zhongji InnoLight's performance on employee responsibility?**

Very good	Good	Fair	Poor
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**What do you think of Zhongji InnoLight's performance on community responsibility?**

Very good	Good	Fair	Poor
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**Are the information, indicators and data disclosed in this report clear, accurate and complete?**

Very good	Good	Fair	Poor
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**Do you think the content arrangement and layout design of this report are easy to read?**

Very good	Good	Fair	Poor
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### Open Questions

Do you have any comments or suggestions on this report and the performance of Zhongji InnoLight Co., Ltd. on our social responsibility?

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**ZHONGJI INNOLIGHT**

**STOCK CODE: 300308**

## **Zhongji InnoLight Co., Ltd.**

**Contact address:** Zhuyouguan Town Industrial Park, Longkou City,  
Shandong Province, China

**Postal code:** 265705

**Tel:** 0535-8573360

**E-mail:** [info@zj-innolight.com](mailto:info@zj-innolight.com)

