

2025

Sustainability Report

LAPLACE Renewable Energy Technology Co., Ltd.





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About This Report

This document is the 2025 Sustainability Report (hereinafter referred to as 'this Report') issued by LAPLACE Renewable Energy Technology Co., Ltd. It aims to disclose to all stakeholders the Company's management initiatives, key practices, and phased achievements in economic, environmental, social, and governance (ESG) aspects for the year 2025, and to respond to material issues of concern to stakeholders. This Report was reviewed and approved at the fourth meeting of the Company's second Board of Directors held on 22 April 2026.

Reporting Period

The reporting period for this Report covers 1 January 2025 to 31 December 2025. To enhance the completeness and readability of the Report, some content has been appropriately extended to include previous or subsequent years.

Organizational Scope

This Report covers LAPLACE as the main entity. Unless otherwise specified, the scope of this Report is consistent with that of the Company's annual report.

Publication Information

This is the first Sustainability Report published by LAPLACE Renewable Energy Technology Co., Ltd.

Reporting Standards

This Report has been prepared primarily with reference to reporting guidelines and rules including the *Shanghai Stock Exchange Self-Regulatory Guideline for Listed Companies No. 14 – Sustainability Reports (for Trial Implementation)*, the *Shanghai Stock Exchange Self-Regulatory Guide for Listed Companies No. 4 – Preparation of Sustainability Reports*, the *SSE STAR Market Self-Regulatory Guide for Listed Companies No. 13 – Preparation of Sustainability Reports*, the Global Reporting Initiative's *GRI Standards (2021 Version)*, and the United Nations Sustainable Development Goals (UN SDGs).

Reference Notes

For ease of expression and reading, 'LAPLACE Renewable Energy Technology Co., Ltd.' is referred to as 'LAPLACE', 'the Company', 'the Group', or 'we' in this Report. Depending on the context, these terms may also cover subsidiaries. Certain subsidiaries of LAPLACE are referred to as follows in this Report: 'Wuxi LAPLACE' refers to 'LAPLACE (Wuxi) Semiconductor Technology Co., Ltd.'; 'G&D Systems' refers to 'G&D Semiconductor Systems (Guangzhou) Co., Ltd.'; 'Kahkee Material' refers to 'Kahkee (Jiangsu) Advanced Materials Co., Ltd.'; 'Xi'an LAPLACE' refers to 'LAPLACE (Xi'an) Technology Co., Ltd.'; 'Hong Kong EDMOND' refers to 'EDMOND ENERGY (Hong Kong) Limited.'; 'Singapore LAPLACE' refers to 'LAPLACE RENEWABLE ENERGY (SINGAPORE) PTE. LTD.'; 'Vietnam LAPLACE' refers to 'CÔNG TY TNHH LAPLACE ENERGY (VIỆTNAM)'; and 'USA LAPLACE' refers to 'Laplace Renewable Energy, Inc.'. Each subsidiary conducts its business, product development, and operations independently.

Information Sources

The qualitative and quantitative information used in this Report is sourced from public information, internal documents, and relevant statistical data from LAPLACE, as well as publicly available data from government departments and professional institutions.

Access to the Report

This Report is published in electronic format and the full version is available on the Company's website (<https://www.laplace-tech.cn/>). In case of any discrepancy between the English and Chinese versions of this Report, the Chinese version shall prevail.

A Letter from LAPLACE

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Enable Renewable Energy
Innovation for a Sustainable Future

”

In 2025, the global energy transition continued to advance.

As a global provider of core process equipment and solutions for the photovoltaic and semiconductor sectors, the business we are deeply engaged in holds a unique 'green leverage' effect. Every breakthrough we help our clients achieve in photovoltaic cell conversion efficiency leverages a substantial increase in clean electricity generation throughout the product's entire life cycle, making a significant contribution to the green and sustainable development crucial for the future of all humanity.

We actively and continuously advance technological iteration and innovation, constantly optimizing and upgrading our products in the fields of TOPCon, XBC, perovskite, and tandem cells. Through our professional expertise, we earn the trust of our clients, helping downstream customers improve power generation efficiency, reduce the levelized cost of electricity, and enhance product reliability.

We uphold integrity in our operations and adhere to business ethics; we continuously implement organizational changes and promote digital transformation; we constantly improve our risk management and internal control systems to ensure the Company's compliant and stable operations; and we always center our philosophy on people, safeguarding the well-being of our employees.

Our vision is to build LAPLACE into a healthy and enduring 'Birds' Paradise', where the Company's stakeholders can grow together, collaborate openly, co-build an ecosystem, and co-create the future. We strive to enable every partner of LAPLACE to develop better, and to ensure our employees and investors live better lives.

The past is but a prologue, and the future holds even greater promise. The year 2026 marks the tenth anniversary of the Company's founding and our first public release of a Sustainability Report, showcasing our practical explorations and responsibilities in promoting social, environmental, ecological, and economic sustainable development. We firmly believe that through our efforts to continuously advance renewable energy technology innovation, we will illuminate a shared ocean of stars for all humankind.



About LAPLACE

Company Profile

LAPLACE Renewable Energy Technology Co., Ltd. (Stock Code: 688726), founded in 2016, is a leading provider of core process equipment and solutions for high-efficiency photovoltaic cells. With the mission to 'Enable renewable energy innovation for a sustainable future' and the vision to 'Become a global leader in photovoltaic equipment and solution', the Company is dedicated to technological innovation. We strive to overcome industry development bottlenecks, apply advanced science and technology to serve the growth of renewable energy, and continuously promote cost reduction and efficiency improvement in the photovoltaic industry.

In 2025, the Company steadily advanced the delivery and acceptance of its products at client sites, achieving an operating revenue of RMB 5.462 billion. Currently, market demand remains strong for the construction of technologically competitive advanced production capacity, the technological upgrading of existing production lines, and overseas expansion. The Company continues to actively promote technological iteration and innovation, enhancing the market competitiveness of its products in TOPCon, XBC, perovskite, and tandem cell technologies. By continuously optimizing and upgrading products, we help customers reduce costs and increase efficiency. We also continue to advance research and application in areas such as magnetron sputtering physical vapor deposition platforms, Edge Passivation Deposition (EPD) equipment, core vacuum process equipment for perovskite, and laser equipment. In the semiconductor equipment sector, the Company is actively developing equipment for discrete devices and integrated circuits, striving to achieve breakthroughs in the integrated circuit field.



Global Presence

LAPLACE has established a global business network, forming an international operational system with coordinated R&D, production, and services.



LAPLACE global presence

Corporate Culture

Mission

Enable renewable energy innovation for a sustainable future



Vision

Become a global leader in photovoltaic equipment and solution



Core Values

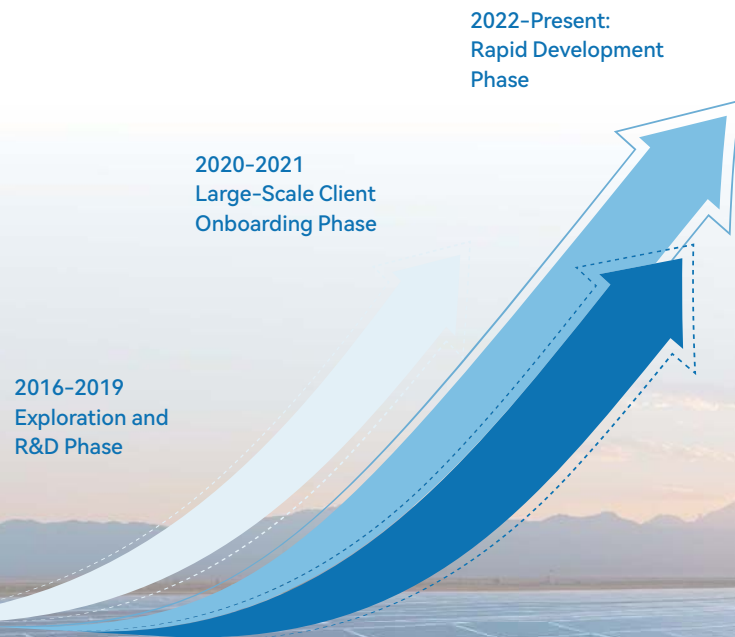
Customer Foremost | Results-oriented | Continuous Innovation | Win-win Cooperation | Honesty and Integrity



Development History

Throughout its decade-long journey, LAPLACE has maintained steady progress. Beginning with the finalization of its first boron diffusion equipment, the Company has continuously achieved breakthroughs in core process technologies, gradually gaining independent control over key components. Guided by industry technological advancements and customer needs, the Company is deeply committed to foundational technologies for high-end equipment, including thermal, electrical, gas, and optical systems. Staying abreast of industry trends, it focuses on the research, development, and upgrading of equipment for N-type cell technologies such as TOPCon and XBC. Through a combination of 'product iteration and customized solutions', the Company helps clients reduce costs and improve efficiency, consistently advancing equipment technology optimization and new product applications to support the further iteration of TOPCon and XBC cell technologies. The Company continuously enhances its product competitiveness and expands its product line coverage. In 2024, the Company was successfully listed on the SSE STAR Market and was named a National Manufacturing Single Champion Enterprise (Eighth Batch), establishing itself as a leading enterprise in the field of photovoltaic core process equipment. As of the end of 2025, the cumulative capacity of photovoltaic cell projects supplied with LAPLACE's process equipment and services has surpassed 500 GW.

LAPLACE—A Leading Provider of Core Process Equipment and Solutions for High-Efficiency Photovoltaic Cells



2022-Present: Rapid Development Phase

Helped clients set world records for N-type TOPCon cell efficiency five times, with products introduced to more mainstream customers.

Since 2021, secured orders for semiconductor discrete device equipment for processes like oxidation, annealing, coating, and open welding, successfully onboarding well-known clients.

In 2024, the Company's operating revenue exceeded RMB 5.7 billion, total assets surpassed RMB 10 billion, and it was officially listed on the SSE STAR Market.

In 2025, the Company began construction of its headquarters base; a single overseas project exceeded GW-level delivery; launched equipment for edge passivation and laser Poly thinning to support the continuous upgrade of TOPCon technology; and facilitated further efficiency improvements and cost reductions for BC technology.

2020-2021: Large-Scale Client Onboarding Phase

Completed further product iteration.

Core Process Equipment helped clients set world records for N-type TOPCon cell efficiency six times and for P-type TOPCon cell efficiency twice.

Mass shipment of products.

2016-2019: Exploration and R&D Phase

The Company was incorporated in 2016.

Completed the design, development, and iteration of two generations of products, including LPCVD and magnetic diffusion, and initiated testing and introduction with major downstream manufacturers.

In 2019, core process equipment helped a leading industry enterprise set a new world record for N-type TOPCon cell efficiency.

Industry Contributions

After years of dedicated research and development, LAPLACE has successfully overcome the technological bottlenecks in the development of N-type high-efficiency photovoltaic cells, achieving significant breakthroughs in next-generation high-efficiency photovoltaic cell equipment. Leveraging its first-mover advantage in core process solutions for high-efficiency photovoltaic cells, the Company has filled several technological gaps in the industry. Since its establishment, LAPLACE has been deeply involved in the research, development, and process validation of new high-efficiency photovoltaic cell technology roadmaps for downstream clients. Its Core Process Equipment has helped leading photovoltaic industry customers, including LONGi, Jinko, and Jolywood, to break the world record for photovoltaic cell conversion efficiency on more than 10 occasions, supporting the large-scale mass production of TOPCon cell technologies globally.

At the same time, photovoltaic cell products manufactured annually by customer projects using the Company's core equipment can save 55.01 million tons of standard coal across various application scenarios each year, corresponding to an annual reduction of approximately 237.51 million tons of carbon dioxide emissions. This achievement not only reflects the Company's crucial supportive role in promoting the green transformation of the industrial chain but also highlights the synergistic benefits of LAPLACE driving low-carbon efficiency gains across the entire value chain through technological innovation.

Achieving annual standard
coal savings of
55.01 million tons

Achieving annual carbon
dioxide emissions
reduction of approximately
237.51 million tons



Industry Contributions

TOPCon

- Pioneered support for leading clients in achieving large-scale mass production of the TOPCon technology roadmap, with downstream module efficiency surpassing PERC (21.7%) and gradually increasing to over 22.6%.

First in the industry to break through the

- equipment technology bottlenecks for N-type cells, driving the mass production of Boron Diffusion and LPCVD equipment for N-type cells.

TOPCon+

- Led the way in supporting the upgrade and iteration of downstream 'TOPCon+' technology, with downstream module efficiency further breaking through 23.7% (640W power).
- Developed core process equipment such as edge passivation and laser poly thinning equipment to further enhance photovoltaic cell conversion efficiency.

XBC

- Pioneered support for leading clients in achieving large-scale mass production of technology roadmaps like HPBC and ABC.
- Continuously promoted the upgrading of XBC technology, with downstream module efficiency steadily increasing to 24.8% (670W Power).
- The Company's LPCVD solution is widely adopted in the mass-produced XBC cell process for the preparation of the tunneling and doped polysilicon layers.

Perovskite and Tandem Cells

- Actively developing the core process equipment required for various technologies, including Perovskite and tandem cells.
- Developing core vacuum process equipment suitable for Perovskite cells.
- Promoting the development of core equipment and complete pilot-scale technologies for megawatt-class perovskite/silicon tandem cells.



Core Technologies and Product Portfolio

As an R&D-driven enterprise, LAPLACE has consistently maintained high-intensity investment in research and development, continuously launching core products in key areas such as photovoltaic crystalline silicon solar cell equipment, semiconductor power device equipment, and scientific analysis and testing instruments, thereby deepening its presence in high-end manufacturing and cutting-edge technology.

Since its inception, LAPLACE has been dedicated to in-depth research of foundational technologies. It has successfully overcome the technological bottlenecks in the development of N-type high-efficiency photovoltaic cells, forming a series of core technologies that have been implemented on a large scale in client equipment. This has established a leading technological advantage in the core process field, driving continuous technological iteration and innovation.

01

Innovative Low-Pressure Horizontal Boron Diffusion Technology

The Company has innovatively developed low-pressure horizontal Boron Diffusion technology, which improves PN junction uniformity while reducing equipment maintenance and operating costs.

02

High-Capacity LPCVD Technology for Photovoltaic Applications

By extending component lifespan and increasing production capacity, the Company provides a mature LPCVD solution for the preparation of tunneling oxide and doped polysilicon layers.

03

Heating and Temperature Control Technology

The Company's innovative heating and temperature control technology ensures uniform temperature within the furnace, significantly enhancing the high-temperature operational reliability and service life of components.

04

Laminar Flow and Precise Gas Control Technology

The Company's self-developed Laminar flow and precise gas control technologies improve wafer-to-wafer variation through a Laminar flow device, optimize gas uniformity at the furnace inlet and outlet, and enhance production capacity and diffusion/coating consistency, thereby increasing photovoltaic cell conversion efficiency.

05

Application Technology for Special Photovoltaic Materials

The Company has independently developed new quartz tube coating technology, high-temperature resistant special ceramics, and protective metal coating technology, which enhance component durability and stability while reducing maintenance frequency and operating costs.

06

Ultra-High Temperature Oxidation and Annealing Technology for Third-Generation Semiconductors

The Company has innovatively designed high-temperature annealing and oxidation furnaces for semiconductors. Through technologies such as Silicon Carbide coating materials, internal ignition, and optimization of the Heating Element structure, it has improved performance, production capacity, and ease of maintenance.

07

High-Efficiency, Intelligent Automated Load-And-Unload Technology

The Company has independently developed automated load-and-unload technology. Through innovations such as assisted positioning, CCD inspection, and split-type push pins, it enhances efficiency, yield, and intelligence level to meet the demands of large and thin wafers.

08

Laser Application Technology

The Company has innovatively developed laser poly-thinning and non-destructive dicing equipment, enhancing cross-section quality and conversion efficiency.



Photovoltaic Cell Equipment Products

Thermal process technologies equipment mainly includes boron diffusion, phosphorus diffusion, oxidation, and annealing equipment; coating equipment mainly includes low-pressure chemical vapor deposition (LPCVD), plasma-enhanced chemical vapor deposition (PECVD), atomic layer deposition (ALD), and atomic layer edge passivation deposition (EPD) equipment; automation equipment consists of supporting automated load-and-unload systems that can effectively enhance the production efficiency of process equipment; in addition, the Company also provides other photovoltaic equipment such as laser equipment and battery reflective film layup machines.

Thermal process technologies equipment



Boron Diffusion Equipment



Phosphorus Diffusion Equipment



Oxidation/Annealing Equipment

Automation and Other



Diffusion/LPCVD/PECVD Automated Load-and-Unload Equipment, Etc.



Battery Reflective Film Layup Machine

Coating Equipment



LPCVD



PECVD



ALD



Edge Passivation



Semiconductor Discrete Device Equipment

Semiconductor discrete device equipment primarily includes a series of products with comparative advantages, such as oxidation, annealing, coating, and brazing furnace equipment.



Ultra-High Temperature
Oxidation Furnace for SiC-Based
Semiconductor Devices



Ultra-High Temperature
Annealing Furnace for SiC-Based
Semiconductor Devices



LPCVD for Semiconductor Devices



Vacuum Brazing Furnace

Semiconductor discrete device equipment product layout



Core Components for Photovoltaic Equipment, Inspection and Analysis Equipment, and Scientific Instruments

The Company provides corresponding components, inspection and analysis equipment, and scientific instruments based on customer needs, fulfilling the extended requirements arising from their equipment products.



Core components

Covering heating
elements, quartz tubes,
SiC boats, jigs, etc.



Inspection and Analysis
Equipment

Inspection and measurement
equipment for microcracks,
cassettes, fragments, graphite
boats, sheet resistance,
reflectivity, etc.



Scientific Instruments

Low-temperature vacuum / X-ray / coating / ultrafast electron microscopy
equipment / pan-semiconductor field metrology

Product layout of core components for photovoltaic equipment, inspection and analysis equipment, and scientific instruments

Company Honors

LAPLACE has repeatedly received authoritative industry recognition for its brand influence and sustainable development, continuously demonstrating the Company's comprehensive strength and leadership in environmental, social, and governance dimensions. In the future, the Company will continue to deepen its focus on high-efficiency photovoltaic cell equipment and the semiconductor sector, enabling renewable energy innovation for a sustainable future.



Award Recipient	Award Title	Awarding Body
LAPLACE	National Manufacturing Single Champion Enterprise	Ministry of Industry and Information Technology (MIIT)
	Excellence Award at the 23rd and 24th China Patent Awards	China National Intellectual Property Administration
	Second Prize, Shenzhen Science and Technology Progress Award	Science, Technology and Innovation Commission of Shenzhen Municipality
	National Intellectual Property Advantage Enterprise	China National Intellectual Property Administration
	National High-Tech Enterprise	Science, Technology and Innovation Commission of Shenzhen Municipality
	Guangdong Province Engineering Technology Research Center	Department of Science and Technology of Guangdong Province
	Postdoctoral Innovation Practice Base	Human Resources and Social Security Administration of Shenzhen Municipality
	National Intelligent PV Pilot Demonstration Enterprise	Ministry of Industry and Information Technology (MIIT)
	Shenzhen Headquarters Enterprise	Development and Reform Commission of Shenzhen Municipality
	Guangdong Top 500 Enterprises 2025	Guangdong Enterprise Confederation, Guangdong Enterprise Directors Association
	Shenzhen Green Factory	Industry and Information Technology Bureau of Shenzhen Municipality
	Shenzhen Enterprise Technology Center	Industry and Information Technology Bureau of Shenzhen Municipality

Award Recipient	Award Title	Awarding Body
Wuxi LAPLACE	China Patent Excellence Award	National Intellectual Property Administration
	National High-Tech Enterprise	Department of Science and Technology of Jiangsu Province
	Jiangsu Province Specialized, Fined, Unique and Innovative SME	Department of Industry and Information Technology of Jiangsu Province
	Jiangsu Province Recognition for First Set of Major Equipment (Photovoltaic Module Gap Filing System, LPCVD)	Department of Industry and Information Technology of Jiangsu Province
	Jiangsu Province Pan-Semiconductor Intelligent Manufacturing Equipment Engineering Technology Research Center	Department of Science and Technology of Jiangsu Province
	Jiangsu Province Postdoctoral Innovation Practice Base	Department of Human Resources and Social Security of Jiangsu Province
	Jiangsu Province Advanced Intelligent Factory	Department of Industry and Information Technology of Jiangsu Province
	Jiangsu Province Gazelle Enterprise	Department of Science and Technology of Jiangsu Province
	Jiangsu Province New Technologies and Products for Key Promotion and Application (Photovoltaic Module Gap Filing System)	Department of Industry and Information Technology of Jiangsu Province
	Jiangsu Province Green Factory	Department of Industry and Information Technology of Jiangsu Province
	Jiangsu Province Enterprise Technology Center	Department of Industry and Information Technology of Jiangsu Province

Award Recipient	Award Title	Awarding Body
G&D Systems	Guangdong Province Engineering Technology Research Center	Department of Science and Technology of Guangdong Province
	National Innovative SME	Department of Industry and Information Technology of Guangdong Province
	National Sci-Tech SME	Department of Science and Technology of Guangdong Province
	National Specialized, Fined, Unique and Innovative SME	Guangzhou Municipal Bureau of Industry and Information Technology
Xi'an LAPLACE	National High-Tech Enterprise	Department of Industry and Information Technology of Shaanxi Province
	Shaanxi Province Innovative SME	Department of Industry and Information Technology of Shaanxi Province
	Shaanxi Province Sci-Tech SME	Department of Industry and Information Technology of Shaanxi Province
	Shaanxi Province Specialized, Fined, Unique and Innovative Enterprise	Department of Industry and Information Technology of Shaanxi Province
Kahkee Material	National High-Tech Enterprise	Department of Science and Technology of Jiangsu Province
	Jiangsu Province Specialized, Fined, Unique and Innovative SME	Department of Industry and Information Technology of Jiangsu Province
	Jiangsu Province Green Factory	Department of Industry and Information Technology of Jiangsu Province
	Taizhou Key Laboratory	Taizhou Municipal Bureau of Science and Technology
	Taizhou Enterprise Technology Center	Taizhou Municipal Bureau of Industry and Information Technology



National manufacturing single champion enterprise certificate (LAPLACE)



23rd and 24th China patent excellence awards (LAPLACE)



Second prize of Shenzhen science and technology progress award (LAPLACE)



Shenzhen headquarters enterprise certificate (LAPLACE)



National high-tech enterprise certificate (LAPLACE)



Jiangsu province pan-semiconductor intelligent manufacturing equipment engineering technology research center certificate (Wuxi LAPLACE)

Sustainability Governance

LAPLACE has established sustainable development as the cornerstone of its business operations. To systematically advance this goal, the Company is building a top-down sustainability governance structure. Concurrently, the Company actively communicates with stakeholders and conducts double materiality issue assessments to promote the substantive integration and long-term management of sustainable development.

Sustainability Strategy

The LAPLACE ESG value model is closely aligned with the corporate mission to 'Enable renewable energy innovation for a sustainable future' and the corporate vision to 'Become a global leader in photovoltaic equipment and solution', and benchmarks against the 17 UN Sustainable Development Goals to systematically plan the Company's ESG action path. LAPLACE deeply integrates the concept of sustainable development into its corporate strategy and daily operations by providing high-efficiency specialized equipment and intelligent solutions for downstream photovoltaic cell manufacturers, helping customers achieve green manufacturing and energy transition; concurrently, the Company actively promotes collaborative innovation across the upstream and downstream industry chain, fosters technological iteration and cost reduction and efficiency improvement in the photovoltaic industry, and contributes to the optimization of the global energy structure and the realization of carbon peaking and carbon neutrality goals. LAPLACE is committed to establishing long-term, mutually trusting cooperative relationships with all stakeholders, including shareholders, customers, employees, suppliers, and communities, to jointly advance the widespread development of clean energy and create a green, sustainable future.



Sustainability Governance Structure

Under the leadership of the Board of Directors, the Company has established a top-down three-tier sustainability governance structure consisting of the 'Decision - Making Level - Management Level - Execution Level' to systematically address core issues such as climate change response, energy management, and water resource management. The Board of Directors serves as the highest governance body for the Company's sustainability affairs, responsible for leading and overseeing the Company's ESG efforts and regularly tracking progress against ESG-related targets. The ESG Leadership Group, headed by the Chairman, is responsible for overall coordination, while the ESG Management Office handles coordination efforts. The ESG Execution Team is established at the operational level to carry out specific tasks, thereby systematically advancing the Company's sustainability work.

To systematically advance ESG management and ensure regulatory compliance, the Company has compiled the *ESG Management Manual*, applicable to LAPLACE and all its subsidiaries. This manual aims to comprehensively establish and continuously improve the ESG management system, guarantee the effective implementation of policies, clarify that management bodies must regularly report on the system's operational status to top management, organize internal reviews and corrective actions, and take responsibility for stakeholder communication and raising ESG awareness among all employees, thereby providing an institutional guarantee and an action framework for the Company's sustainable development.

ESG Performance Goals and Commitments

The Company has defined its ESG goals and commitments in the *ESG Management Manual* and will continue to promote their implementation.

Upholding Compliance and Strengthening Governance Foundations

- Maintain zero major information security incidents annually
- Maintain 100% signing rate of the *Commitment to Integrity* for employees in core positions
- Maintain 100% business ethics training coverage for employees in core positions

Driving a Green Future and Building a Harmonious Ecosystem

- By 2035, reduce Scope 1 and Scope 2 greenhouse gas emissions intensity by 10% compared to 2025
- By 2035, reduce energy consumption intensity by 10% compared to 2025
- By 2027, for self-built distributed power stations: achieve a cumulative power generation of 5,000,000 kWh and a cumulative reduction in carbon emissions of 2,500 tons of CO₂e
- The 'avoidance-first' principle is implemented throughout the project lifecycle, including site selection, design, construction, and operations, ensuring 100% avoidance of ecological protection red line areas
- Maintain 100% compliant discharge of exhaust gas, wastewater, and waste pollutants annually

Leading with Innovation to Empower an Intelligent Future

- Achieve comprehensive digitalization in key areas such as procurement, sales, and project management by 2035
- Maintain a 100% signing rate for *Compliance Commitment* from the core supply chain annually
- Maintain 0 major product recalls or major safety incidents annually
- Maintain customer satisfaction at a rating of 'excellent' or higher annually

United in Purpose to Fulfill Social Responsibilities

- Maintain Annually:
- 0 incidents of child labor recruitment
 - 100% coverage rate for new employees receiving compliance training
 - 100% local minimum wage compliance rate

Key ESG Performance



Economic Performance

- Operating Revenue
RMB **5.462** Billion
- Net Profit Attributable to Shareholders of the Listed Company
RMB **623** Million
- Total Assets
RMB **10.245** Billion
- Basic Earnings per Share
RMB **1.54** per Share



Environmental Performance

- Employee coverage for environmental training (including topics such as waste, chemicals, environmental protection, energy conservation, and environmental emergency response) was **100%**
- 100%** coverage of major operating sites for specific environmental Risk assessments, including for exhaust gas, wastewater, noise, and energy
- Scope 1 and Scope 2 Greenhouse Gas Emissions Intensity was **1.22** Tons of CO₂ Equivalent per Million RMB in Revenue
- Environmental Protection Investment
RMB **1.4065** Million
- Comprehensive Waste Utilization Volume
677.49 Tons



Corporate Governance Performance

- Number of Major Information or Data Security Incidents was **0**
- Coverage Rate for Business Ethics Training for Employees in Core Positions was **100%**



Social Performance

- R&D investment reached RMB **385.391** Million, accounting for **7.06%** of operating revenue
- The Company had cumulatively applied for a total of **1,767** patents, including **448** invention patents, **1,239** utility model patents, and **80** design patents
- Number of Products Recalled was **0**
- Number of Major Safety and Quality Liability Incidents Involving Products and Services was **0**
- No** Incidents of Intellectual Property (IP) Infringement
- Number of Non-Compliance Incidents Concerning Product and Service Information and Labeling was **0**
- Number of Non-Compliance Incidents Concerning Marketing Communications was **0**
- Customer Issue Response Rate was **100%**
- Signing rate of the *Letter of Integrity Commitment*, *Safety and Environmental Protection Agreement*, and *Supply Chain Compliance Commitment* among core suppliers was **100%**
- Number of Child Labor Employment Incidents was **0**
- Number of Work-Related Fatalities per Year for the Past 3 Years was **0**

Stakeholder Communication

The Company regards stakeholder feedback as the cornerstone of its sustainable development, systematically collecting requests and expectations through diverse channels and establishing targeted communication and response strategies based on assessments of key influencing factors. The Company emphasizes timely feedback and continuous improvement to ensure it can effectively balance the interests of multiple parties in resource allocation and operational decision-making, thereby achieving a high degree of alignment between its sustainable development strategy and stakeholder expectations.

	 Customers	 Employees	 Shareholders and Investors	 Suppliers and Partners	 Government and Regulatory Authorities	 Industry Associations	 Community and Non-Governmental Organizations	 Media	 Academic Experts/ Scholars/ Professional Organizations
Requests and Expectations	- Reliable and Efficient Products - High-Quality Service - Contract Compliance - An Ethical Business Environment	- Occupational Health and Safety - Human Capital Development - A Pleasant Working Atmosphere - Protection of Employee Rights and Interests	- Investment Returns - Financial Stability	- Win-win Cooperation - Contract Compliance - Green Supply Chain - An Ethical Business Environment	- Taxation - Employment - Compliant Operations	- Fair Competition - Promoting Industry Development - Technology and Experience Sharing	- Environmental Protection - Protection of Employee Rights and Interests - Health and Safety - Supporting Community Development	- Information Transparency - Open Communication	- Policy Trends - Industry Dynamics
Key Communication Channels	- Surveys - Customer Technical Seminars and Industry Exhibitions - Official Website Service Platform - Daily Communication (Phone, Email, and Meetings) - Customer ESG Communication	- Employment Contracts - Labor Union - Training and Education - Performance Appraisals - Complaint and Feedback Channels - Employee Satisfaction Surveys	- Shareholders' Meetings - Business Briefings - Roadshows - Investor Hotline - Announcements - On-Site Visits - Daily Communication (Phone Calls, Emails, and Meetings)	- Supplier Due Diligence - Supplier Conferences - Supplier Empowerment Training - Daily Communication (Phone Calls, Emails, and Meetings)	- Announcements and Circulars - Government Forums - Phone Calls - On-Site Visits	- Industry Exchange Seminars - Project Cooperation	- Philanthropic Donations - Community Activities and Communication - Corporate and NGO Exchange Meetings	- News Reports - Interviews and Research	- Professional Seminars and Lectures - Academic Exchange Conferences - Daily Communication

Double Materiality Issue Management

Identifying and assessing material issues is fundamental to the Company's sustainability management. In 2025, The Company applied the 'double materiality' principle for the first time, systematically conducting a materiality assessment of ESG issues from two dimensions: financial materiality (the significance of an issue's financial impact on the Company) and impact materiality (the significance of the Company's impact on the environment, society, and the economy). The assessment strictly referenced the latest guidelines and standards, including the *SSE Guidelines for the Self-Regulation of Listed Companies No. 14 — Sustainability Reports (Trial)*, the *SSE Guide for the Self-Regulation of Listed Companies No. 4 — Preparation of Sustainability Reports*, and the *SSE STAR Market Guide for the Self-Regulation of Listed Companies No. 13 — Preparation of Sustainability Reports*, and involved both internal and external stakeholders to comprehensively identify and analyze the financial impact of ESG risks and opportunities on the Company, as well as the Company's actual impact on the economy, society, and the environment concerning these issues.

Ultimately, based on its actual operational circumstances and after comprehensively considering stakeholder demands, industry characteristics, and the opinions of external experts, the Company identified 20 material issues, developed a materiality matrix, and determined the reporting boundary for this Report. This result provides a core basis for defining the Company's key sustainability management priorities and formulating action plans.



We have mapped a materiality matrix for 20 environmental, social, and governance topics across two dimensions: 'financial materiality' and 'impact materiality'. In 2025, we identified a total of 7 double materiality topics, including 'Addressing Climate Change', 'Energy Management', 'Innovation-driven and Intelligent Manufacturing', 'Product Quality and Safety', 'Sustainable Supply Chain', 'Customer Relations and Services', and 'Data Security and Customer Privacy Protection', which form the key disclosure focus of this Report.



Note: Topics Marked with ● are
Double Materiality Topics

01

Upholding Compliance and Strengthening Governance Foundations

A compliant and efficient corporate governance mechanism is the cornerstone of a company's steady growth. LAPLACE is committed to steadily enhancing its corporate governance standards by continuously optimizing its governance structure and management mechanisms. The Company has established a governance structure with clear rights and responsibilities, coordinated checks and balances, and continues to improve its compliance and risk management systems. It strengthens compliance awareness of business ethics among all employees and actively fosters an operating environment of integrity and uprightness. Concurrently, the Company provides comprehensive protection for data security and customer privacy by establishing a systematic information security management mechanism.

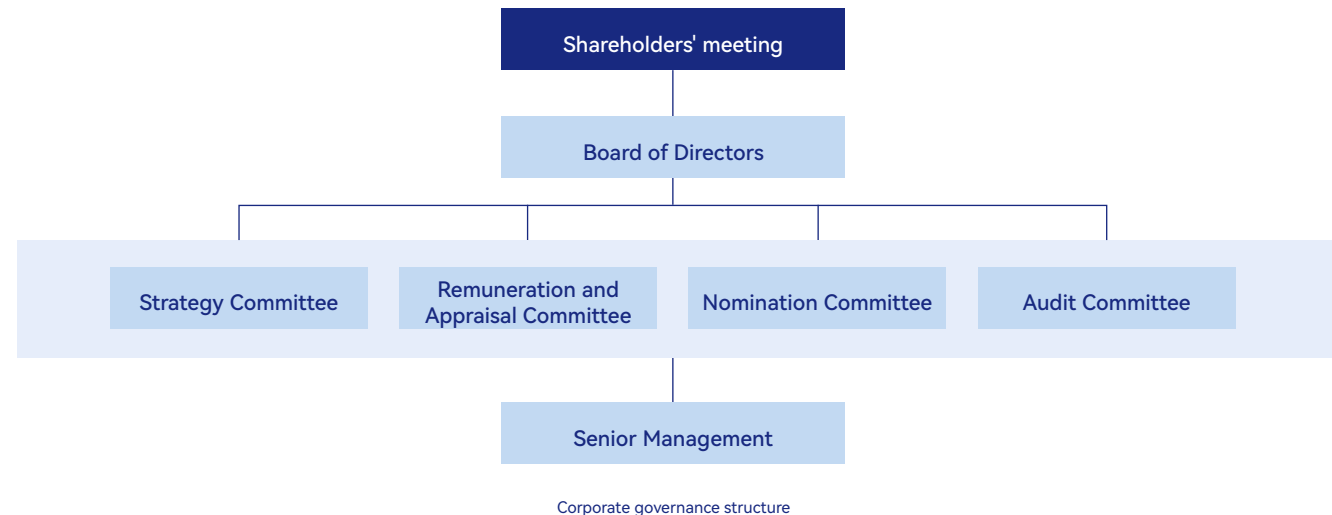
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Corporate Governance

LAPLACE consistently adheres to standardized operations and prudent management, continuously building a corporate governance structure with clear responsibilities and efficient operations to enhance the scientific and effective nature of its governance system. The Company emphasizes the independence and professional development of its Board of Directors, fully leveraging the important role of its specialized committees in strategic decision-making and supervision. Furthermore, the Company effectively protects the legitimate rights and interests of minority shareholders, values investor relations management, continues to strengthen communication and interaction with the capital market, and strictly fulfills its information disclosure obligations to ensure that disclosures are truthful, accurate, complete, and transparent.

Governance Structure

In strict accordance with laws and regulations such as the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Code of Corporate Governance for Listed Companies*, the *Rules Governing the Listing of Stocks on the SSE STAR Market of the Shanghai Stock Exchange*, and the *SSE STAR Market No. 1 Self-Regulatory Guidelines for Listed Companies — Standardized Operations*, as well as the provisions of the *Articles of Association*, the Company has established a corporate governance structure composed of the Shareholders' Meeting, the Board of Directors, specialized committees, and senior management, forming a governance mechanism with clear rights and responsibilities and standardized operations among the authoritative body, decision-making body, and management. The Company's Board of Directors has four specialized committees: the Strategy Committee, the Remuneration and Appraisal Committee, the Nomination Committee, and the Audit Committee, which provide advisory recommendations for major decisions of the Board, ensuring the professionalism and efficiency of the Board's deliberations and decision-making.



▼ Performance of governance bodies

Shareholders' Meeting

The Shareholders' General Meeting is the highest authority of the Company, responsible for deliberating on and approving major corporate decisions. The Company strictly adheres to laws, regulations, and normative documents such as the *Company Law of the People's Republic of China*, the *Rules for the Shareholders' General Meetings of Listed Companies*, and the *Rules for Listing Stocks on the SSE STAR Market of the Shanghai Stock Exchange*, as well as relevant provisions in the *Articles of Association* and the *Rules of Procedure for the Shareholders' General Meeting*, to regulate the procedures for convening, holding, and voting at these meetings, and retains lawyers to witness the entire process on-site. The Company strictly follows the requirements of relevant laws and regulations, implementing provisions such as special resolutions, recusal of interested shareholders from voting, and separate vote counting for minority shareholders, to effectively protect the legitimate rights and interests of all shareholders, especially minority shareholders. The Company independently holds ownership of its assets, and there are no instances of shareholders or their related parties occupying or transferring the Company's funds, assets, or other resources.

In 2025, the Company held **3** shareholders' general meetings and deliberated on **16** proposals.

Board of Directors

The Company strictly adheres to the requirements stipulated in the *Company Law of the People's Republic of China*, the *Articles of Association*, and other regulations when electing director candidates, ensuring the size and composition of the Board of Directors comply with legal and regulatory requirements. All directors actively attend Board meetings, diligently review all proposals, and fulfill their duties with diligence and conscientiousness. The independent directors conscientiously perform their duties, playing roles in decision-making participation, supervision and checks and balances, and professional consultation within the Board, thereby safeguarding the overall interests of the Company and protecting the legitimate rights and interests of minority shareholders.

In accordance with the relevant provisions of the *Articles of Association*, the *Rules of Procedure for the Board of Directors*, and the working rules of each special committee of the Board, the four special committees under the Company's Board of Directors perform their respective duties and operate in a compliant and effective manner, forming a scientific decision-making support system.

In 2025, the Company held **7** Board of Directors meetings and deliberated on **44** proposals.

Strategy Committee

Researches and provides recommendations on the Company's long-term development strategy, major investment and financing plans approved by the Board of Directors, and other significant matters affecting the Company's development.

Nomination Committee

Primarily responsible for drafting the selection criteria and procedures for directors and senior management, fully considering factors such as the composition and professional structure of the Board of Directors; selecting and reviewing candidates for director and senior management positions and their qualifications; and providing recommendations on related matters.

Remuneration and Appraisal Committee

Primarily responsible for establishing appraisal standards for and evaluating directors and senior management; formulating and reviewing remuneration policies and plans, including decision-making mechanisms, decision processes, and payment and clawback arrangements for directors and senior management; and providing recommendations on related matters.

Audit Committee

Primarily responsible for reviewing the Company's financial information and its disclosure, and supervising and evaluating internal and external audit work and internal controls.

During the reporting period, to fully implement the latest legal and regulatory requirements and further standardize the Company's operational mechanisms, the Company abolished the Board of Supervisors and mandated that the Audit Committee of the Board of Directors exercise the powers and functions of the Board of Supervisors as stipulated in the *Company Law*, in accordance with legal regulations and normative documents such as the *Company Law of the People's Republic of China*, the *Transitional Arrangements for the Implementation of Supporting Systems and Rules for the New Company Law*, and the *Guidelines for the Articles of Association of Listed Companies*.

▼ Board Independence

The Company has formulated the *Working System for Independent Directors*, which clearly defines the qualifications, responsibilities, and performance methods for independent directors, requiring them to participate in decision-making, exercise supervision and checks and balances, and provide professional consultation within the Board of Directors to safeguard the overall interests of the Company and protect the legitimate rights and interests of minority shareholders. As of the end of the reporting period, the Company's Board of Directors had 3 independent directors, accounting for one-third of the total Board members.

▼ Board Diversity

The Company is committed to maintaining the diversity of its Board of Directors and incorporates various diversity factors, such as industry experience, educational and cultural backgrounds, skills, and gender of Board members, into the criteria for director elections. During the reporting period, the Company's Board of Directors consisted of 9 members, including individuals with diverse professional backgrounds in accounting, finance, and risk management, ensuring that directors can provide reasonable advice for the Company's operational decisions based on their professional strengths and practical experience.

• Gender Diversity:

3 Female Directors, accounting for **33.33%**

• Professional Diversity:

4 Board Members with Professional Expertise in Accounting, Finance, and Risk Management, accounting for **44.44%**

▼ Director and Senior Management Remuneration

The Company places great importance on the standardization of remuneration management and the effectiveness of incentives, and has formulated and implemented the *Remuneration Management System for Directors and Senior Management*, which clarifies that remuneration management adheres to the basic principles of 'unifying responsibility, authority, and benefits; linking to performance; fostering long-term development; balancing incentives and constraints; and aligning rewards and penalties'. In terms of remuneration structure, the compensation for the Company's directors and senior management primarily consists of basic salary, performance-based pay, and medium-to long-term incentive income. The determination and adjustment of remuneration levels comprehensively consider factors such as peer remuneration levels and growth rates, macroeconomic inflation, the Company's operating performance, changes in organizational structure, and job responsibilities to ensure the external competitiveness and internal fairness of the remuneration system.

At the same time, the Company is gradually incorporating ESG-related indicators into the performance appraisal system for directors and senior management, exploring ways to directly link key sustainable development indicators such as carbon emission reduction targets, occupational health and safety, employee development, and business ethics to remuneration incentives to establish a more complete linkage mechanism between 'remuneration, performance, and sustainable development'. Furthermore, in line with regulatory requirements and industry best practices, the Company will research and progressively establish a performance-based pay clawback mechanism to make necessary adjustments or recover performance-based pay issued due to major compliance risks, material misstatements in financial information, or other circumstances that harm the Company's interests, thereby strengthening long-term accountability and responsibility constraints on management.

Investor Relations

The Company has formulated the *Market Value Management System*, the *Investor Relations Management System*, and the *Information Disclosure Management System*, and actively holds quarterly earnings calls, investor surveys, and other activities. It also promptly publishes investor survey records on the SSE E-interactive platform to ensure that all investors can obtain timely, fair, and open access to information about the Company's operations. In addition to activities like investor surveys, the Company actively expands other communication channels with investors, continuously responding to investor concerns through the SSE E-interactive platform, a dedicated investor hotline, and a dedicated investor email address, providing convenience for individual investors to understand the Company's business situation, fostering long-term, stable, and trusting relationships between the Company and investors, and effectively safeguarding investors' rights to know and supervise. During the reporting period, the answer rate for the Company's investor hotline and the response rate on the SSE E-interactive platform both reached 100%. Throughout the year, the Company hosted over 60 institutional investors through offline activities such as brokerage strategy conferences, roadshows, and routine site visits.



Case study: The Company holds regular earnings calls

During the reporting period, to help investors gain a more comprehensive and in-depth understanding of the Company's operating results, financial condition, and profit distribution plans, the Company held earnings calls for the 2024 annual and first quarter 2025, the first half of 2025, and the third quarter of 2025 through online exchanges via the Roadshow Center of the Shanghai Securities News and China Securities Journal website, engaging in communication with investors on issues of concern and widely soliciting their opinions and suggestions.

Investor Relations Website: <https://www.laplace-tech.cn/investor/report/>

Investor Hotline: +86-0755-8989 9959

Investor Email: ir@laplace-tech.com



Compliance and Risk Management

To establish and improve the Company's compliance management system and effectively prevent various compliance risks, the Company integrates compliance operations and risk management requirements into the *ESG Management Manual*, clarifies the basic principles and work requirements for compliance management, strengthens risk management and internal control construction, and builds a comprehensive management mechanism covering risk identification, assessment, and response. By refining systems and processes, strengthening the division of responsibilities, and standardizing management procedures, the Company forms a closed-loop management model for compliance risks, promotes the effective implementation of compliance requirements across all aspects of its operations and management, continuously enhances its compliance governance capabilities and risk prevention and control levels, and provides a solid foundation for the Company's compliant and stable operations.

Compliance Management

The Company values the supervisory and safeguarding role of internal audit in compliance management. Through a combination of routine and special audits, it conducts oversight and inspections in key business areas, prompting business units and relevant functional departments to continuously improve their internal control and management processes. The Company's audit work is risk-oriented, focusing on the management and execution of internal controls, financial information, and business activities. It conducts an annual internal control evaluation covering key areas such as procurement and payment, sales and collection, inventory management, fixed asset management, fund management, investment and financing management, related-party transactions, and human resources management. For issues and risk points identified during the audit process, the Company urges the responsible departments to formulate corrective measures and follows up on their implementation, promoting the formation of a closed-loop management cycle of 'problem identification, rectification and improvement, and continuous enhancement'.

Additionally, the Company conducts an internal control evaluation and issues an internal control evaluation report annually in accordance with regulatory requirements. At the same time, it engages an independent third-party audit firm to conduct an independent audit of the effectiveness of the Company's internal controls, verifying the appropriateness and operational effectiveness of the internal control system. By combining internal evaluation with external audit, the Company has progressively established a relatively systematic internal control and supervision mechanism from the governance level to the business level, providing reasonable assurance for the legality and compliance of its business activities, the security of its assets, and the truthfulness and fairness of its financial information.

▼ Compliance Culture Development

The Company continues to deepen the development of its compliance culture, integrating compliance principles into the entire process of daily operations and management, and consistently enhancing the professional capabilities and compliance awareness of its employees. In 2025, in response to the latest legal and regulatory updates, supervisory trends, institutional requirements, and industry cases, the Company systematically conducted dozens of compliance training sessions in areas such as environmental compliance, human rights protection, supply chain compliance, anti-commercial bribery, and information and data protection, covering management and employees in key positions. Through continuous promotion and practical guidance, we reinforced employees' understanding of compliance baselines and risk boundaries, thereby steadily improving their ability to identify compliance risks and their proficiency in standardized management.

▼ Tax Compliance

The Company strictly adheres to national tax laws and regulations, filing and paying various taxes such as value-added tax and corporate income tax on time. When taking advantage of policies like additional deductions for research and development expenses and tax incentives for high-tech enterprises, we proactively engage with tax authorities to ensure tax compliance is implemented. Concurrently, we leverage internal self-inspection mechanisms and external professional consulting to accurately execute tax policies and effectively mitigate tax risks.

Risk Management

The Company has established 'three lines of defense' for risk management, clarifying the responsibilities of all levels and departments to continuously improve its ability to prevent, identify, and handle various risks, providing solid support for the Company's sustained and stable operations.

First Line of Defense: Business Departments

As the primary entities responsible for risk management, they are in charge of identifying, assessing, and managing risks within their respective domains during daily business activities. They strictly implement the Company's various management systems and business processes, ensuring risk control requirements are fulfilled at specific positions and operational stages.

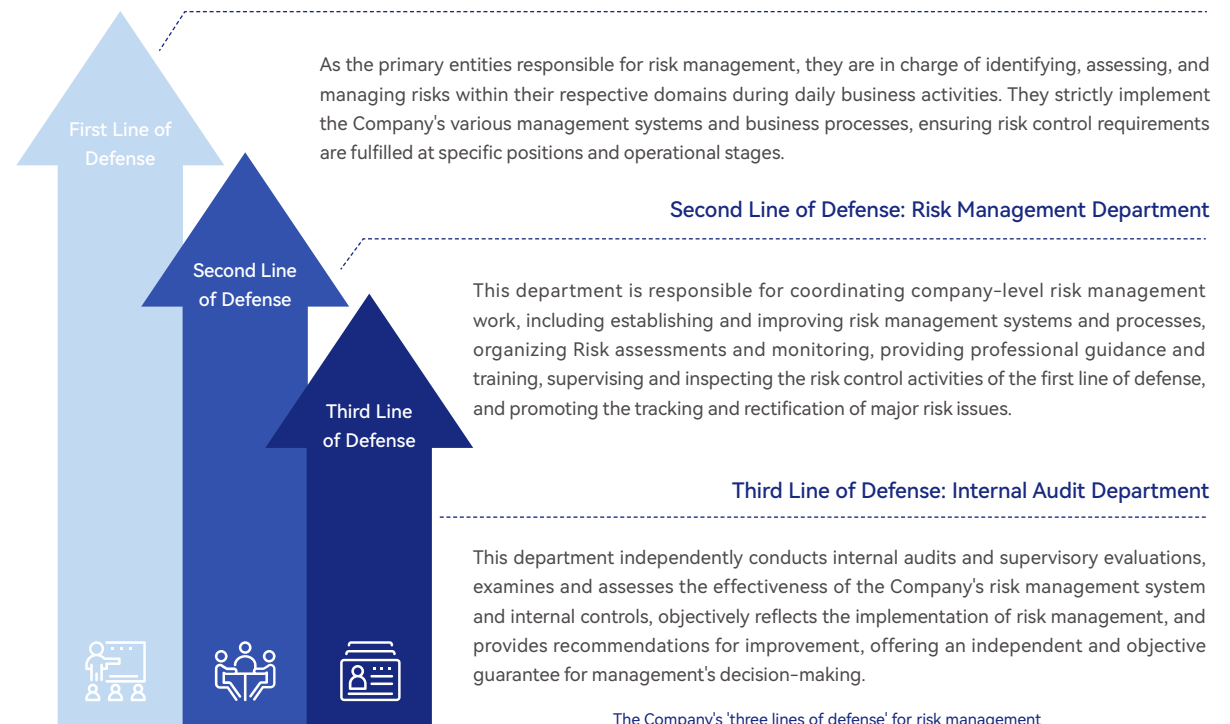
Second Line of Defense: Risk Management Department

This department is responsible for coordinating company-level risk management work, including establishing and improving risk management systems and processes, organizing Risk assessments and monitoring, providing professional guidance and training, supervising and inspecting the risk control activities of the first line of defense, and promoting the tracking and rectification of major risk issues.

Third Line of Defense: Internal Audit Department

This department independently conducts internal audits and supervisory evaluations, examines and assesses the effectiveness of the Company's risk management system and internal controls, objectively reflects the implementation of risk management, and provides recommendations for improvement, offering an independent and objective guarantee for management's decision-making.

The Company's 'three lines of defense' for risk management



Business Ethics Management

LAPLACE continuously deepens its business ethics management, forming an independent review and supervision mechanism within the Company. It regularly conducts routine controls for risks related to business ethics issues such as anti-commercial bribery and anti-unfair competition. Through methods like strengthening preventive education, the Company consistently enhances employees' awareness of their business ethics responsibilities, resolutely resists commercial bribery, embezzlement, corruption, money laundering, and unfair competition, and is committed to creating an honest, fair, and transparent business environment to maintain a healthy market order and industry image.

Business Ethics Management System

The Company strictly complies with laws and regulations such as the *Antitrust Law of the People's Republic of China* and the *Anti-Unfair Competition Law of the People's Republic of China*. It has established a management structure guided by the Board of Directors' Audit Committee and supervised by the Audit Department to coordinate compliance supervision, risk control, and internal review, ensuring that business ethics requirements are effectively implemented in business activities. In terms of system development, the Company has formulated and implemented policies including the *Code of Conduct and Penalties for Integrity in Practice* and the *Management System for the Protection of Trade Secrets*. It has also publicly issued a *Compliance Commitment* and incorporated business ethics requirements into the *ESG Management Manual*, pledging to uphold relevant laws, regulations, and internationally accepted rules in all commercial dealings. These policies explicitly prohibit any form of corruption, bribery, extortion, illicit transfer of benefits, fraud, and money laundering, and resolutely oppose unfair competition. We require all employees to sign an *Commitment to Integrity in Professional Practice* and ensure that integrity and compliance requirements are fully implemented through policy dissemination, training and education, and commitment management.

Issue

Our Commitment

Anti-Commercial Bribery

- Prohibit any form of corruption and bribery, including the direct or indirect acceptance, provision, or offering of anything of value. Resolutely oppose any act that uses improper means to influence third-party decisions or to obtain or retain business advantages.

Anti-Money Laundering and Financial Transparency

- Resolutely combat any illegal activities such as money laundering, extortion, terrorist financing, and fraud.
- Conduct regular employee training to enhance compliance awareness, ensuring all transactions are legal, transparent, and traceable.

Conflicts of Interest

- Require all employees and suppliers to strictly avoid any form of conflict of interest and to remain vigilant against actions that could compromise their objective judgment.
- Establish a conflict of interest management mechanism and conduct related training and reviews periodically.
- Encourage employees and suppliers to actively identify and promptly report potential conflicts to ensure fairness, transparency, and compliance in business activities.

Antitrust and Anti-Unfair Competition

- Comply with relevant laws and regulations such as the *Anti-Unfair Competition Law of the People's Republic of China* and the *Advertising Law of the People's Republic of China*, upholding standards of fair trade, advertising, and competition.
- Prohibit any form of price manipulation, market allocation, or exclusive agreements in business activities to ensure all commercial conduct complies with legal provisions.

Intellectual Property Protection

- Respect and protect the intellectual property (IP) rights of others while actively taking measures to safeguard our own IP from infringement.
- Continuously strengthen employee training on intellectual property awareness and improve the internal intellectual property management system.

Key Performance

During the reporting period,

- The Company's Wuxi LAPLACE has obtained the GB/T 29490 Enterprise Intellectual Property Compliance Management System Certification
- The Company was not involved in any legal litigation related to anti-competitive behavior or antitrust issues
- The coverage rate of business ethics risk assessment at the Company's operational sites was **100%**
- The Company requires all core suppliers to sign a business ethics compliance commitment letter, achieving a **100%** coverage rate

Fostering a Culture of Business Ethics

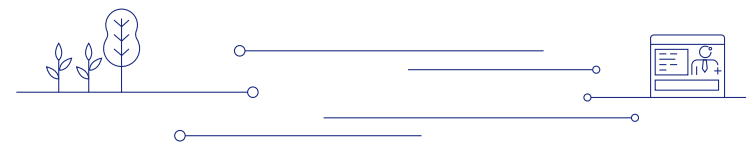
We require employees to participate in annual integrity-related training and sign the *Commitment to Integrity in Professional Practice* to fully understand and comply with the anti-commercial bribery content and procedures outlined in the policy. At the same time, we require suppliers, distributors, contractors, and partners who have business dealings with the Company to sign the *Supplier Integrity Commitment Agreement* and the *Supply Chain Compliance Commitment* to ensure they understand and adhere to the Company's anti-commercial bribery policy, thereby jointly building a cooperative environment of integrity and honesty.

During the reporting period, the Company carried out diverse cultural empowerment activities, including a multi-level training system that covered new employee orientation, annual integrity training, routine integrity promotion, and daily departmental advocacy. It organized training activities such as online and offline special integrity training sessions, live broadcasts, and executive presentations. Using innovative formats like posters, infographics, and creative videos, the Company launched themed events such as the 'Integrity and Sunshine Month' for all employees. The training covered all business units, including functions, manufacturing, marketing, procurement, quality, R&D, and engineering, focusing on communicating the Company's integrity requirements and its complaint and reporting system, and interpreting these through publicly available typical cases. After the training, a unified examination was conducted and integrity commitment letters were signed to promote the true internalization and externalization of the integrity culture.

Key Performance

During the reporting period,

- The business ethics training coverage rate for employees in core positions was **100%**
- Signing rate of the *Commitment to Integrity in Professional Practice* by new employees was **100%**



Complaint Management and Whistleblower Protection

The Company has formulated the *Code of Conduct and Penalties for Integrity in Practice* and the *Measures for the Management of Complaints, Reports, Rewards, and Penalties*. It has established multiple channels for handling complaints and reports, including an integrity reporting email, Chairman/Vice Chairman email addresses, a reporting hotline, and a WeChat QR code, to encourage employees, suppliers, customers, and other stakeholders to objectively report various violations of rules and discipline, including those related to business ethics. Concurrently, the Company's Audit Department regularly prompts employees through internal channels to fill out the *Anonymous Complaint and Report Collection Form*, encouraging timely feedback on integrity issues.

The Company is committed to strictly adhering to the principle of confidentiality, allowing employees to report misconduct anonymously, and placing great emphasis on whistleblower protection. The identity and information of whistleblowers will be kept strictly confidential. All personnel involved in the acceptance, review, approval, and investigation of reports are strictly prohibited from disclosing the personal information of whistleblowers. Any violation of this rule will be dealt with seriously.

Reporting Channels for Integrity-Related Issues:

Public Channels:

- Audit Department Email: shenji@laplace-tech.com Phone: 199-2540-4137 (also for WeChat)
- Chairman's Email: jjaji.lin@laplace-tech.com
- Vice Chairman's Email: qun.liu@laplace-tech.com

Internal Channels:

- OA System, WeChat Work Window, Etc.

Data Security and Privacy Protection

LAPLACE places a high premium on data security and privacy protection, continuously enhancing its information security governance by improving its information security management system, conducting information security risk assessments, and strengthening technical protective measures.

Governance

The Company has established a four-tier information security governance structure: Decision-Making, Audit, Coordination, and Execution. The senior management, as the Decision-Making Layer, is responsible for formulating information security strategies and major decisions, providing full support and guidance for information security work. The Audit Department is responsible for independently assessing the effectiveness of the information security management system, conducting internal information security audits, and tracking business rectification. The business lines/divisions and the digital intelligence line coordinate and cooperate to form the Coordination Layer, ensuring the implementation of security measures. The Execution Layer is composed of security technology and operations, risk and compliance, and emergency response functions, which are responsible for technical security protection and related training, information security system development and risk control, and information security incident response, respectively.

Strategy

In accordance with relevant laws and regulations such as the *Data Security Law of the People's Republic of China*, the *Cybersecurity Law of the People's Republic of China*, and the *Personal Information Protection Law of the People's Republic of China*, the Company has formulated a series of policies and standards, including the *Information Management System*, *Information Security Management Standards for Internal Staff*, *Information Security Management Standards for External Staff*, *Information Security Incident Response Process*, and *Data Maintenance and Backup Management System*, to continuously improve its information security management.

At the same time, the Company enhances information security management for suppliers by integrating supplier information security management standards into the *Supply Chain Compliance Commitment*, inspecting and assessing suppliers' information security performance capabilities when necessary, and protecting the information security rights and interests of both parties through measures such as confidentiality agreements, service supervision, and reviews.

In terms of customer privacy protection, the Company maintains the confidentiality of its technical secrets, business secrets, and other non-public information in accordance with laws and agreements, and respects and protects the trade secrets of customers, partners, and other third parties.

▼ Risk and Opportunity Identification

The Company regularly identifies and assesses risks and opportunities related to data security and customer privacy protection. The identification results for 2025 are as follows:

Category	Specific Description	Value Chain Scope of Impact	Timeframe of Impact	Financial Impact	Response Measures
Positive Impacts	- As digitalization levels increase, the Company continuously optimizes production data, driving process improvements and quality enhancements - Standardized data management enhances information security and operational capabilities, laying the foundation for the enterprise's steady growth	Own Operations/ Downstream	Short-Term Medium-Term Long-Term	Increased Orders, Increased Revenue	- Develop a large digital model - Establish and improve information security control measures
Negative Impacts	If data management mechanisms are inadequate, it could lead to security risks for manufacturing data, harming trade secrets and brand reputation	Own Operations/ Downstream			- Strengthen the construction of the information security management system - Conduct regular penetration testing and employee cybersecurity training
Opportunity	- Improve the information security management system and certifications to enhance market recognition and the ability to undertake high-standard projects - Leverage standardized internal data management to explore digital value-added services and cultivate new growth points	Own Operations/ Downstream			Develop a large digital model, promote the integration of artificial intelligence technology with diverse business scenarios, and support business innovation and efficiency improvements
Risk	If data governance lags, it may lead to compliance challenges, supply chain information security risks, and impacts on production continuity from cybersecurity incidents	Own Operations/ Downstream			- Establish a closed-loop 'Backup-Verify-Restore' system - Establish a cybersecurity emergency response team

Impact, Risk, and Opportunity Management

▼ Information Security Risk Assessment

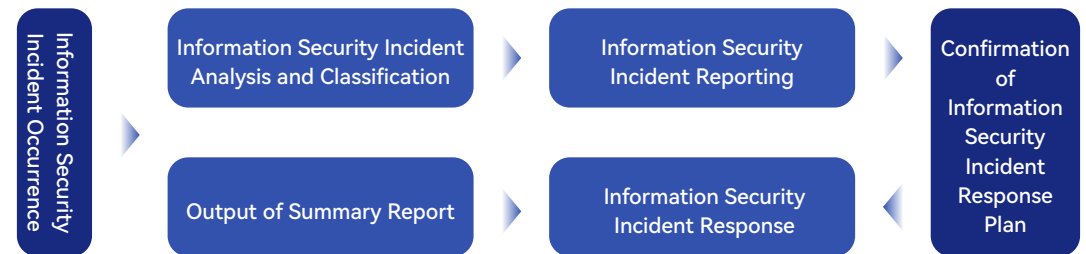
The Company regularly conducts cybersecurity status surveys, third-party audits, and self-assessments based on ISO 27001 and ISO 27002 to identify its cybersecurity risks and promptly improve and refine relevant measures. During the reporting period, the Company conducted an annual, company-wide systematic assessment of cybersecurity capability maturity and a gap analysis, covering a total of 305 assessment items across areas such as information security governance, asset management, system and network security, physical security, threat and vulnerability management, and identity and access management.

▼ Information Security Protection Measures

The Company places great importance on information security and privacy protection, regarding information security as the fundamental guarantee and compliance foundation for its digital operations, and has built a systematic information security governance system around the 'people-technology-process' triad. Through multi-dimensional measures such as improving systems and processes, strengthening technical protections, standardizing access control, and raising security awareness among all employees, the Company has formed a closed-loop management mechanism covering pre-event prevention, in-event monitoring, and post-event response. Leveraging a situational awareness platform, it achieves full lifecycle management of data assets and ensures security incidents are monitorable, traceable, and manageable. Through regular training, the Company continuously enhances its network and information security protection capabilities, ensuring business continuity and the security of customer information.

▼ Information Security Incident Response

The Company implements the *Information Security Incident Response Process*, under which its operations and maintenance personnel monitor and identify security incidents and develop solutions. The Digital Intelligence team assesses the reasonableness of these solutions and coordinates external resources when necessary, forming a management process covering 'incident occurrence - analysis and classification - reporting - response'. In terms of emergency response, the Company has formulated separate measures for incidents related to cybersecurity, data security, and application security. It initiates an incident response immediately upon occurrence, carries out emergency handling based on the incident's severity, and ensures proper resolution and closed-loop management through review and improvement.



Information security incident response process

The Company has formulated institutional frameworks such as the *LAPLACE Regulations on Confidentiality for Employees Accessing Customer Sites* and the *Management System for the Protection of Trade Secrets*, and requires relevant personnel to sign project confidentiality commitment letters to protect customer privacy and ensure project data and information security to a high standard.

▼ Customer Privacy and Security Protection

The Company effectively prevents the risk of customer information leakage through a series of measures, including strict control of customer information access permissions, encrypted protection of customer documents, deployment of antivirus software, Green Shield system encryption, regular information security inspections, and comprehensive monitoring coverage. Additionally, the Company has established a robust information security and data management mechanism covering the entire process of employee employment and resignation, ensuring that business information and customer data are effectively managed and protected.



Customer information
confidentiality awareness
campaign

▼ Information Security Reporting

The Company has established feedback channels for information security and privacy protection. Employees can provide feedback or report issues through the complaint and reporting email, the OA suggestion portal, and the issue resolution system. In addition, employees can also communicate directly with IT personnel via WeCom to ensure issues are resolved quickly.

▼ Building a Culture of Information Security

The Company emphasizes cultivating information security awareness among its employees. Through training, posters, and tips, it conducts comprehensive awareness campaigns for all employees, new hires, and security personnel, helping them understand the Company's information security management and confidentiality requirements in various scenarios such as office environments, workshops, and customer sites, as well as potential information security risks, to prevent information and data leakage. Concurrently, the Company also regularly conducts specialized skills training for IT professionals to strengthen their secure development and operational capabilities, thereby fortifying the information security defense line.



Office environment
security tips

▼ Digital and Intelligent Transformation

The Company is building a large digital model, systematically promoting the deep integration of artificial intelligence technology with diverse business scenarios. This empowers key areas such as the Supply Chain, quality management, finance, and project delivery, helping to drive business innovation and efficiency improvements and propelling the Company's intelligent transformation.

Indicators and Targets

The Company sets indicators and targets related to information security and privacy protection to make the management process quantifiable and traceable, allowing for more targeted improvements to related management measures, thereby ensuring stable business operations and data security compliance.

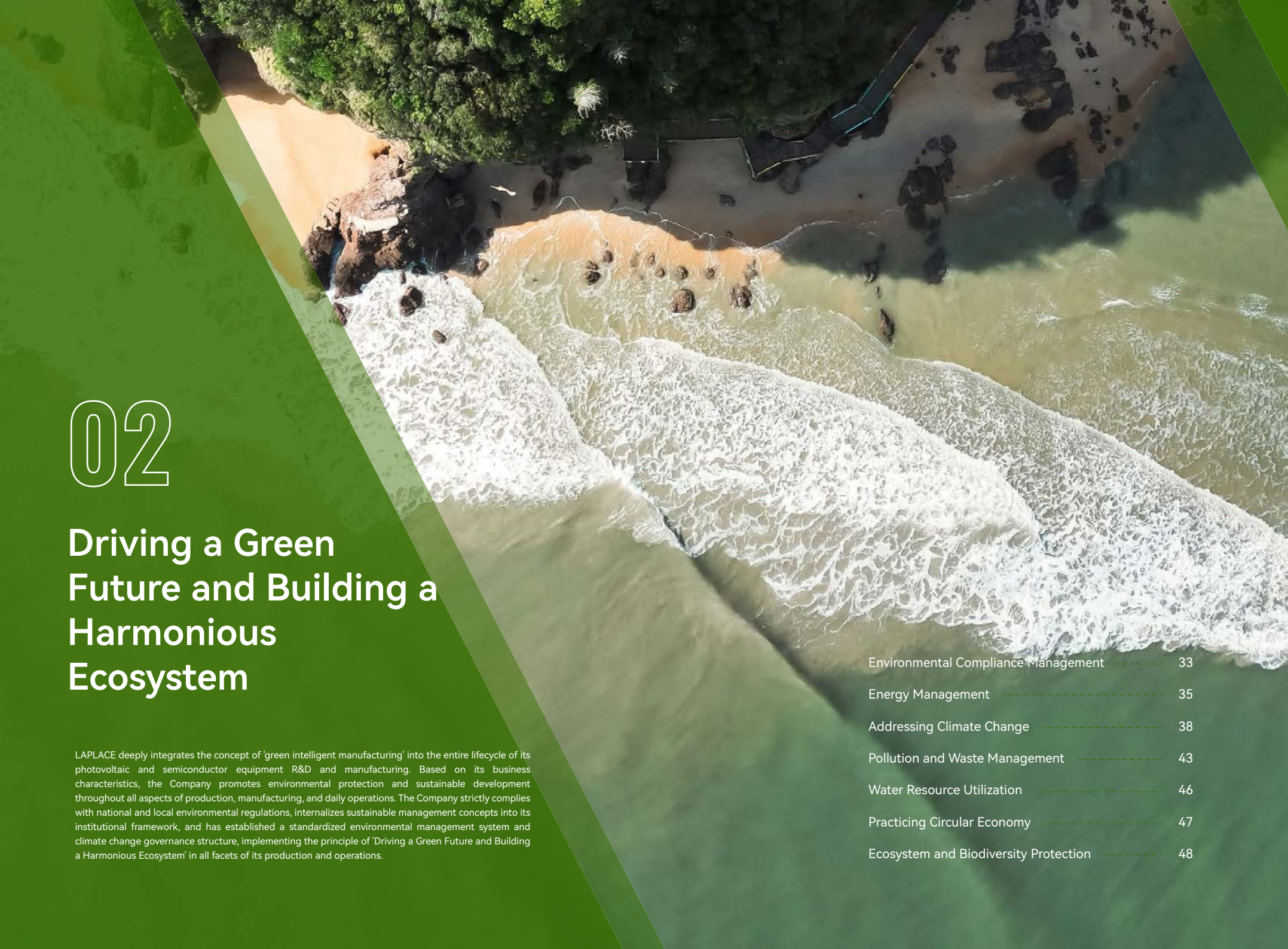


Key performance

Building a Culture of Information Security

During the reporting period,

- A total of **9** training sessions were conducted for professional IT technicians, achieving a **100%** information security training coverage rate for this group.
- Confidentiality training coverage for new employees and core positions was **100%**.
- The Company pushed **19** information security awareness posts on the WeCom platform, accumulating over **30,000** reads, thereby strengthening its information security culture.



02

Driving a Green Future and Building a Harmonious Ecosystem

LAPLACE deeply integrates the concept of 'green intelligent manufacturing' into the entire lifecycle of its photovoltaic and semiconductor equipment R&D and manufacturing. Based on its business characteristics, the Company promotes environmental protection and sustainable development throughout all aspects of production, manufacturing, and daily operations. The Company strictly complies with national and local environmental regulations, internalizes sustainable management concepts into its institutional framework, and has established a standardized environmental management system and climate change governance structure, implementing the principle of 'Driving a Green Future and Building a Harmonious Ecosystem' in all facets of its production and operations.

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Environmental Compliance Management

The Company strictly adheres to laws and regulations such as the *Environmental Protection Law of the People's Republic of China* and the *Law of the People's Republic of China on Environmental Impact Assessment*, and has built a comprehensive environmental management system based on the *Environmental Management Systems — Requirements with Guidance for Use*. The Company has formulated the *Management System Manual* and established an environmental management and risk control mechanism covering key procedures such as compliance evaluation, operational monitoring, emergency response, environmental factor identification, pollutant and chemical control, and waste management. It also clarifies the responsibilities and authorities of each department in environmental management, providing a solid institutional guarantee for the Company's environmental compliance and continuous improvement.

LAPLACE Environmental Management Policies and Procedures (Partial List)

- Management System Manual
- Control Procedure for Organizational Context and Interested Parties
- Corrective and Preventive Action Control Procedure
- Risk and Opportunity Management Procedure
- Emergency Preparedness and Response Control Procedure
- Environmental Factor Identification and Evaluation Control Procedure
- Wastewater, Waste Gas, and Noise Control Procedure
- Chemical Control Procedure
- Hazardous Chemicals Safety Management System
- Waste Control Procedure
- Hazard Identification and Risk Assessment Control Procedure
- Incident Reporting, Investigation, and Handling Procedure; Control Procedure for Influencing Interested Parties
- Environmental and Occupational Health and Safety Operation Control Procedure
- Environmental and Occupational Health and Safety Monitoring Control Procedure



Environmental Management System

The Company places a high value on the standardized and systematic development of its environmental management system, consistently guided by international standards and national regulations to advance its environmental management work comprehensively. As of the end of the reporting period, the Company and its main production subsidiaries, including Wuxi LAPLACE, G&D Systems, and Kahkee Material, have all obtained ISO 14001 environmental management system certification. This signifies that the Company's overall environmental management has reached internationally recognized standards, laying a standardized foundation for achieving environmentally compliant operations across its entire value chain and multiple sites.

ISO 14001 environmental management system certification for the Company, Wuxi LAPLACE, G&D Systems, and Kahkee Material

Environmental Risk Assessment and Response

The Company strictly adheres to compliance requirements, systematically identifies and acquires compliance obligations related to environmental factors, and clarifies their application within its internal management. These requirements are fully integrated into the entire process of establishing, implementing, maintaining, and continuously improving the environmental management system, providing solid support for its ongoing effective operation.

The Company simultaneously developed the *Environmental Factor Identification and Evaluation Control Procedure*, formed a cross-departmental special team, and conducted an environmental status survey and comprehensive identification of factors focusing on core dimensions such as wastewater, exhaust gas, solid waste, noise, toxic chemicals, and energy and resource usage. Based on key criteria including occurrence frequency, impact severity, scope of influence, and stakeholder concerns, a scientific evaluation was carried out to accurately identify significant environmental factors. Accordingly, the Company established annual environmental, occupational health, and safety objectives and management plans, and implemented corresponding engineering and management controls.

Environmental Management Initiatives

In accordance with its *Emergency Preparedness and Response Control Procedure* and other systems, the Company sets annual safety and environmental protection management goals and simultaneously advances specialized plans for safety training, inspections, and emergency drills. During the reporting period, environment-related training covered core topics such as environmental regulations, hazardous chemical safety, and the classification and disposal of chemicals and hazardous waste. The Company also organized practical drills, including chemical spill and fire escape exercises, to effectively enhance employees' ability to respond to environmental incidents. At the same time, the Company conducts routine inspections for hidden dangers, urges responsible departments to implement corrective actions and follow-up reviews, and encourages all employees to participate in identifying safety hazards in their surroundings through hazard identification awareness campaigns, collectively strengthening the line of defense for safety and environmental protection.

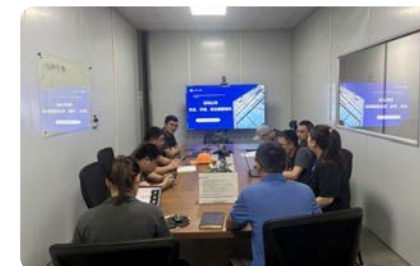
Key Performance

During the reporting period, the Company and its subsidiaries:

- Achieved **100%** employee coverage for environmental training (including topics such as waste, chemicals, environmental protection, energy conservation, and environmental emergencies)
- Continuously conducted environmental impact identification and control work for waste gas, wastewater, noise, and energy, with **100%** coverage of major operating sites participating in specific environmental risk assessments
- No major environmental incidents, no violations of environmental laws or regulations, and no administrative penalties related to environmental protection were received
- Environmental protection investment was RMB **1.4065** Million



Environmental risk and hazardous factor identification training



Safety, environmental protection, and occupational health training



Fire emergency drill



Safety Month awareness and educational poster



Training on the classification and disposal of chemicals and hazardous waste

Energy Management

To enhance the refined and standardized management of energy use, the Company has established a comprehensive energy management system. This is supported by specialized policies such as the *Energy Review Management Control Procedure*, *Energy Baseline and Performance Parameter Management Control Procedure*, *Energy Statistics Management Control Procedure*, and *Energy Metering Instrument Management Control Procedure*. These policies cover the identification of major energy-consuming areas, statistical analysis of energy consumption, control of energy-saving targets, and full lifecycle management of metering instruments, forming a closed-loop management mechanism that provides a solid institutional guarantee for efficient energy utilization.



Key Performance

As of the end of the reporting period,

- The Company and its subsidiaries Wuxi LAPLACE and Kahkee Material have all obtained ISO 50001 energy management system certification.

Energy Governance Structure

The Company has established a three-tiered energy management governance structure with collaboration among the functional COE, the Operations Management Department, and Energy-Consuming Departments. This structure clarifies the responsibilities at each level to ensure the efficient operation of the energy management system.



ISO 50001 energy management system certification for the Company, Wuxi LAPLACE, and Kahkee Material

Impacts, Risks, and Opportunities of Energy Management

The Company systematically identifies energy management from the three dimensions of impacts, risks, and opportunities, and develops targeted response measures to help anchor the dual carbon goals, strengthen operational resilience, and solidify the foundation for sustainable development.

Type	Content	Description	Value Chain Scope	Time Frame of Impact	Financial Impact	Response Measures
Impact	Environmental Impact	Greenhouse gas emissions from energy use; strengthening energy management can reduce the carbon footprint	Own Operations	Short, Medium, and Long Term	Cost Reduction	Increase the proportion of renewable energy used and install photovoltaic power generation systems
	Financial Impact	Energy costs are a significant component of the Company's expenses, and energy conservation can reduce costs and improve efficiency	Own Operations	Short, Medium, and Long Term	Cost Reduction	Implement energy-saving renovations and upgrade to high-efficiency, energy-saving equipment and technologies
Risk	Risk of Energy Price Fluctuations	Fluctuations in energy prices affect production costs and increase financial risk	Own Operations	Short and Medium Term	Increased Costs	Reduce the proportion of traditional energy used and dynamically track energy prices
	Policy and Regulatory Risks	Changes in environmental policies may lead to compliance risks (such as fines or production stoppages)	Own Operations	Short and Medium Term	Increased Costs, Reduced Orders, and Decreased Revenue	Continuously improve the energy management system and conduct regular energy audits
Opportunity	Market Opportunities	Growing demand for green products; energy conservation can enhance market image and competitiveness	Own Operations, Downstream	Medium and Long Term	Increased Orders and Revenue	Enhance the environmental performance of products through energy management to develop green markets

Table of impacts, risks, and opportunities in energy management²

² Timeframe of impact: Short-term (≤ 1 year) / Medium-term ($1 \text{ year} < X \leq 5$ years) / Long-term (> 5 years).

Energy Management Initiatives

In accordance with policies such as the *Energy Statistics Management and Control Procedures*, the Company has established consumption ledgers for major energy categories, including natural gas, gasoline, diesel, and purchased electricity, centered on the core objectives of optimizing its energy structure and improving utilization efficiency. Concurrently, the Company implements zoned, categorized, and itemized metering for resources such as electricity and water based on area, building, and purpose. It has also developed supporting energy and water resource metering systems to enable real-time monitoring and recording of consumption data, which provides data support for subsequent improvements in energy efficiency, the advancement of sustainable management, the reduction of energy costs, and the minimization of environmental impact.

Building on this foundation, the Company integrates energy efficiency improvements into its daily operations and promotes active energy conservation and consumption reduction in office and production environments through institutional constraints, on-site management, and energy-saving advocacy. In 2025, the Company steadily advanced several energy-saving and carbon-reduction initiatives. These included promoting a rooftop photovoltaic installation plan to expand the use of clean energy; rolling out high-efficiency, energy-saving LED lighting across all office and production areas; replacing fuel-powered forklifts with electric ones and old equipment with oil-free, variable-frequency screw air compressors to further enhance energy efficiency; and adopting the environmentally friendly R410A refrigerant to reduce greenhouse gas emissions, thereby driving the optimization of its energy structure and the improvement of energy efficiency from multiple dimensions.

Indicators		Unit	2024	2025
Direct Energy	Natural Gas	Cubic Meters	720,806.00	530,072.00
	Gasoline	Liters	26,728.10	18,857.77
	Diesel	Liters	30,227.50	17,767.88
Indirect Energy	Purchased Electricity	kWh	9,029,308.96	10,240,399.96
Total Comprehensive Energy Consumption		MWh	17,371.53	16,322.71
Direct Energy Consumption Intensity		MWh/RMB Million in Revenue	1.46	1.11
Indirect Energy Consumption Intensity		MWh/RMB Million in Revenue	1.58	1.87

The Company's energy consumption from 2024 to 2025³



³ Energy consumption is calculated using conversion factors from the *General Principles for Calculation of Comprehensive Energy Consumption* (GB/T 2589-2020), a national standard of the People's Republic of China. The Company's operations and production processes do not involve the use of liquefied petroleum gas or steam.

Addressing Climate Change

The Company attaches great importance to its work in responding to climate change and has incorporated it into the scope of sustainability governance at the Board of Directors level, establishing a three-tiered governance structure of 'decision-making, management, and execution'. Within this framework, the heads of each subsidiary, business unit, and center assume core management responsibilities, including assessing climate risks and opportunities, formulating response strategies, and overseeing their implementation. Various functional departments and business units collaborate to systematically integrate climate action into daily operational management, creating an efficient and coordinated top-down execution mechanism that ensures the effective implementation of climate-related decisions and actions within the Company.

Identification of Climate Change Risks and Opportunities

The Company, with reference to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and in consideration of its own business characteristics, systematically assesses the potential impacts of climate change on its operations from the two dimensions of transition risks and physical risks, identifies climate risks and opportunities in the macroeconomic environment, and has formulated targeted response measures to build a solid foundation for long-term sustainable development.

▼ Identification of Climate Change Risks and Opportunities

The Company focuses on identifying policy and legal, technological, market, and reputational risks arising from the transition to a low-carbon economy, as well as physical risks caused by climate change such as extreme weather and rising sea levels; it assesses their degree of impact and time horizons and has formulated response measures including dynamically tracking regulations, promoting technological upgrades, ensuring supply chain stability, and strengthening emergency response.

Type	Content	Description	Value Chain Scope	Time Horizon of Impact	Financial Impact	Response Measures
Risks Related to the Transition to a Low-Carbon Economy	Policy and Legal Risks	Stricter policy requirements for energy conservation, emissions reduction, and carbon-related matters	Own Operations	Short and Medium Term	Increased Costs	Continuously track policy changes and proactively plan compliance measures
	Technological Risks	Delayed technological iteration leading to a decline in competitiveness	Own Operations, Downstream	Medium and Long Term	Decreased Revenue	Increase R&D investment to promote equipment and process upgrades
	Market Risks	Changes in demand for green products affecting the order structure	Own Operations, Downstream	Medium and Long Term	Reduced Orders, Decreased Revenue	Optimize the product structure to reduce dependence on single resources
	Reputational Risks	An inadequate response affecting social and customer perception	Own Operations, Downstream	Short, Medium, and Long Term	Reduced Orders, Decreased Revenue	Promote energy conservation and emissions reduction initiatives and enhance transparency
Risks Related to the Physical Impacts of Climate Change	Physical Risks	Impact of extreme weather on production and operations	Own Operations	Short and Long Term	Increased Costs	Improve emergency preparedness plans and enhance facility maintenance

Climate change risk identification ⁴

⁴Degree of impact: The degree of impact is comprehensively assessed by considering the likelihood of occurrence of a risk and the level of impact on production and operations, the value chain, financial performance, and other factors. The degree of impact is categorized as 'Low', 'Medium', or 'High'. Timeframe of impact: Short-term (≤1 year) / Medium-term (1 year < X ≤ 5 years) / Long-term (>5 years).

The Company has simultaneously explored opportunities arising from climate change, such as improving resource efficiency, optimizing energy sources, upgrading products and services, expanding markets, and enhancing resilience. It has also formulated action plans centered on green operations, technological innovation, and market development to capitalize on the benefits of the low-carbon transition and bolster its long-term competitiveness.

Type	Description	Value Chain Scope	Time Horizon	Financial Impact	Response Measures
Resource Efficiency	Improve energy and water resource utilization efficiency	Own Operations	Short, Medium, and Long Term	Cost Reduction	Promote energy-saving technological transformations
Energy Mix	Use renewable energy to reduce energy risks	Own Operations	Short, Medium, and Long Term	Cost Reduction	Develop photovoltaic power and adopt clean energy
Products and Services	High-capacity, low-energy-consumption, and high-efficiency equipment and products help customers improve their input-output efficiency and product value	Own Operations, Downstream	Medium and Long Term	Increased Revenue, Increased Profit	Product iteration, technological innovation
Market	Demand for renewable energy creates new market opportunities	Own Operations, Downstream	Short, Medium, and Long Term	Order Growth, Increased Revenue	Expand into new application scenarios
Resilience	Enhance long-term corporate adaptation capabilities	Own Operations	Medium and Long Term	Cost Reduction	Improve risk management mechanisms

Response measures for climate change opportunities

Greenhouse Gas Emissions Management

The Company actively implements actions to address climate change and systematically manages its greenhouse gas emissions. During the reporting year, the Company's main emission sources included purchased electricity, natural gas, and the use of oil products. Among these, indirect emissions from purchased electricity (Scope 2) were the primary source of emissions.

Indicators	Unit	2024	2025
Total Greenhouse Gas Emissions	Tons of CO ₂ Equivalent	6,494.66	6,672.53
Scope 1 Greenhouse Gas Emissions	Tons of CO ₂ Equivalent	1,703.71	1,238.98
Scope 2 Greenhouse Gas Emissions	Tons of CO ₂ Equivalent	4,790.95	5,433.55
Scope 1 and Scope 2 Greenhouse Gas Emission Intensity	Tons of CO ₂ Equivalent per Million RMB in Revenue	1.13	1.22

Company's greenhouse gas emissions in 2024-2025⁵

⁵ Greenhouse gas emissions are calculated in accordance with the *Guidelines for Accounting and Reporting Greenhouse Gas Emissions for Mechanical Equipment Manufacturing Enterprises (Trial)* issued by the National Development and Reform Commission. For Scope 1 emissions, the average low-level heating value of fuels, carbon content per unit of calorific value, and carbon oxidation rate of fossil fuels (%) are calculated using the recommended values in Appendix II of the said guidelines. For Scope 2 emissions, the emission factor for purchased electricity is calculated using the national average power emission factor from the *Announcement on the Release of 2023 Power Carbon Dioxide Emission Factors* issued by the Ministry of Ecology and Environment in December 2025.

Carbon Reduction Actions

Guided by the national strategy for 'carbon peaking and carbon neutrality', the Company has set a greenhouse gas management target to 'reduce Scope 1 and Scope 2 greenhouse gas emission intensity by 10% by 2035 compared to 2025 levels' and has implemented carbon reduction measures across the entire chain of daily operations, infrastructure upgrades, product R&D, and factory construction. By synergistically promoting green offices, green travel, green buildings, green products, and green intelligent manufacturing, the Company is building a comprehensive low-carbon operational system to effectively reduce the environmental impact of its production and business activities and inject momentum into sustainable development.

▼ Green Operations

The Company promotes the concept of a green office and has organized the 'Energy Conservation, Consumption Reduction, and Green Operations' themed campaign to guide employees to contribute from small actions. Specific measures include:



In addition, the Company actively promotes green mobility to reduce pollution and energy consumption caused by motor vehicles, and prioritizes the purchase and use of new energy vehicles for official business purposes.

In 2025, the Company arranged a total of **948** commuter bus trips, reducing carbon emissions from employees' private car travel.



The Company's 2025 campaign for energy conservation and consumption reduction

▼ Green Products

The Company continues to deepen green product innovation, integrating the concept of efficient resource utilization throughout the entire R&D and manufacturing process for photovoltaic equipment. On one hand, it focuses on developing core preparation technologies such as new quartz tube coatings and high-temperature-resistant special ceramics to extend the service life of key components, thereby reducing resource consumption at the source during equipment operation and maintenance. On the other hand, it widely solicits and implements suggestions for energy conservation and consumption reduction improvements, such as optimizing the design of key components like main electrical cabinet terminals to effectively reduce the consumption of raw and auxiliary materials like copper bars and support pillars, achieving synergistic benefits of cost reduction, carbon reduction, and efficient resource utilization.

LAPLACE and Wuxi LAPLACE have both conducted product carbon footprint verifications. During the reporting period, Kahkee Material issued the *Product LCA Analysis Report* for its quartz coated tubes, demonstrating the Company's commitment to carbon reduction.



Product carbon footprint verification statements from
LAPLACE and Wuxi LAPLACE

▼ Green Buildings

The Company strictly adheres to green building standards for its headquarters and new projects, systematically integrating energy-saving and low-carbon designs to establish benchmarks for green infrastructure based on sustainable principles.



Case study: Energy-saving and low-carbon construction of the LAPLACE Shenzhen headquarters base

During the planning, design, and construction of the infrastructure and new projects at the Shenzhen headquarters base, the Company strictly adheres to green building standards, systematically incorporating energy-saving and low-carbon concepts. Specific measures focus on four key dimensions:



Energy-Saving
Building Design



Sponge City and
Water Resource
Recycling



Material
Conservation
and Optimization



Prefabricated
Construction and
BIM Technology



▼ Green Factory

Guided by the principle of 'green intelligent manufacturing', the Company continuously promotes the development of green factories at LAPLACE, Wuxi LAPLACE, and Kahkee Material. This involves integrating green development concepts throughout the entire process of production, operation, and management enhancement to drive efficient resource utilization and continuous improvement in environmental performance.

During the reporting period, the Company was selected for the 2025 Shenzhen Green Factory list, and its subsidiaries, LAPLACE (Wuxi) Semiconductor Technology Co., Ltd. and Kahkee (Jiangsu) Advanced Materials Co., Ltd., were concurrently included in the 2025 Jiangsu Provincial Green Factory directory, marking a significant achievement in the Company's development of a green manufacturing system and low-carbon operations.



LAPLACE Renewable Energy Technology Co., Ltd.

► Selected for the 2025 Shenzhen Green Factory List

Kahkee (Jiangsu) Advanced Materials Co., Ltd.

► Selected for the 2025 Jiangsu Provincial Green Factory Directory

LAPLACE (Wuxi) Semiconductor Technology Co., Ltd.

► Selected for the 2025 Jiangsu Provincial Green Factory Directory



Pollution and Waste Management

The Company strictly complies with national environmental laws and regulations, including the *Air Pollution Prevention and Control Law of the People's Republic of China*, the *Water Pollution Prevention and Control Law of the People's Republic of China*, and the *Law on the Prevention and Control of Solid Waste Pollution of the People's Republic of China*, and fully integrates pollution prevention and control management into its corporate environmental management system. On this basis, the Company has developed and implemented internal management systems and control procedures such as the *Wastewater, Exhaust Gas and Noise Control Procedure* and the *Waste Control Procedure*, ensuring that the entire process of pollutant discharge remains controllable and compliant.

Pollutant Emission Management

In its production and operational processes, the Company systematically identifies and manages major pollutants such as waste gas, wastewater, solid waste, and noise, supported by corresponding treatment facilities and operational management mechanisms. By clearly defining pollutant classifications, process controls, monitoring frequencies, and responsibilities, the Company standardizes the entire management process for waste gas emissions, wastewater treatment, noise control, and hazardous substance disposal, while continuously enhancing resource utilization levels. The Company's pollution management covers the identification, operational control, and monitoring of wastewater, waste gas, and noise; compliant operational control of typical pollutant discharge points; risk identification and control of hazardous chemicals and potential pollution sources; and the complete chain of classified collection, temporary storage, and compliant disposal of solid waste, ensuring that environmental risks are controllable and management is a closed loop.

In 2025, the details of the main pollutants, primary treatment measures, and treatment capacities involved in the Company's production processes are as follows:

Main Pollutants	Specific Content	Treatment Facilities and Capacity
Waste Gas	A minimal amount of welding fumes is generated from welding and combustion during the production process. The main pollutants are SO ₂ , NO _x , and particulate matter	Supporting facilities are installed to treat pollutants for organized emissions
Wastewater	Industrial Wastewater, wastewater, domestic sewage	- Domestic sewage is treated in septic tanks before being discharged into the municipal sewer network - Industrial wastewater is treated at the on-site wastewater treatment station and, together with domestic sewage, is channeled to the municipal wastewater treatment plant
Solid Waste	Processing scraps, trimming scraps from packaging materials, and replaced equipment parts	- Recyclable waste is collected by the waste recovery department for reuse - Domestic waste is collected in bags at designated points and regularly transported for disposal by the sanitation department - Hazardous waste is transferred for disposal by qualified units
Noise	Equipment operating noise generated during production	- Selecting high-quality equipment with good performance and low sound levels - Rationally laying out production workshops to keep high-noise sources as far away from the plant boundaries as possible - Performing regular maintenance on equipment to ensure it remains in good operating condition - Implementing further sound insulation and noise reduction measures for major noise-generating equipment to ensure noise emissions meet required standards

Closed-loop pollution prevention and control flowchart

Additionally, the Company commissions professional institutions annually to conduct specialized monitoring of wastewater, waste gas, and noise emissions. The results consistently comply with national and local environmental standards, effectively minimizing the impact of our production and operations on the surrounding environment.

Waste Gas Emissions Management



Combustion exhaust gas purification equipment



Pulse jet dust collector

Wastewater Discharge Management



Wastewater treatment station

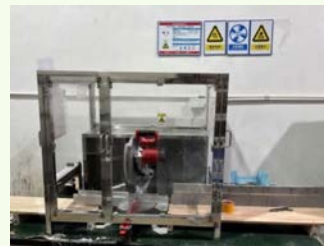
Noise Management



Air compressor housed in a separate room for noise isolation



Independent area for noise-exposed positions



Protective covers for noise-exposed positions

Solid Waste Management

The Company has established a comprehensive waste management system and manages three waste categories—domestic waste, general industrial waste, and hazardous solid waste—in a standardized manner according to the *Waste Control Procedures*. Through a closed-loop system of classified collection, zoned temporary storage, and compliant transfer and disposal, supported by dedicated waste recycling stations with designated storage areas, the Company ensures safe and compliant management. A separate storage space with clear signage is also provided for hazardous waste, effectively reducing environmental risks.



Solid waste sorting and recycling site



Hazardous waste temporary storage room

Solid waste, pollutants, and specific treatment measures for the Company and its major subsidiaries in 2025 are as follows:

Solid Waste	Treatment Measures
Domestic Waste	Domestic waste is collected in sorted bags and regularly transported by the sanitation authority.
General Waste	- Recyclable general waste: A dedicated storage room is provided for recyclable solid waste such as scrap metal, wood, and wastepaper for further reuse or collection by qualified suppliers for recycling. - Non-recyclable general waste: Temporarily stored in the general waste storage room and periodically collected and disposed of by qualified units.
Hazardous Waste	Hazardous waste primarily includes waste mineral oil, waste liquids, used rags and gloves, and empty containers. The transfer and disposal of hazardous waste are entrusted to qualified units, with transfers strictly following the manifest system.

Indicators	Unit	2025
General (Non-Hazardous) Waste Generated	Tons	2,069.41
Hazardous Waste Generated	Tons	5.94
Total Waste Utilized	Tons	677.49
General (Non-Hazardous) Waste Intensity	Tons/RMB Million in Revenue	0.38
Hazardous Waste Intensity	Tons/RMB Million in Revenue	0.0011

The Company's waste emissions in 2025



Water Resource Utilization

Guided by the water resource management principles of 'reduce, recycle, and reuse', the Company has established a comprehensive water conservation management system. Through technological upgrades and management optimization, the Company continuously enhances water use efficiency and reduces water consumption in its production and operations.

- In the reduction stage, the Company promotes the use of water-saving fixtures in office and production areas and regularly maintains and inspects water equipment to identify leaks, drips, and spills in the pipe network. Concurrently, we enhance employee awareness of water conservation by posting water-saving signs and conducting educational training, thereby reducing water resource waste at the source.
- In the recycling stage, the Company equips process cooling water systems with industrial circulating water chillers and cooling circulation towers. This enables the recycling and reuse of cooling water, significantly reducing the demand for fresh water intake.
- In the reuse stage, water reuse circulation systems are installed for specific high-water-consumption processes. This allows production wastewater to be treated and reused in production, further enhancing water resource utilization efficiency.



Industrial circulating water chiller



Cooling circulation tower

Indicators	Unit	2024	2025
Total Water Withdrawal	Cubic Meters	99,708.40	100,731.20
Total Water Consumption	Cubic Meters	99,708.40	100,731.20
Water Withdrawal Intensity	Cubic Meters/RMB Million in Revenue	17.41	18.44
Total Industrial Wastewater Discharge	Cubic Meters	11,618.00	4,255.00
Industrial Wastewater Discharge Intensity	Cubic Meters/RMB Million in Revenue	2.03	0.78

The Company's 2025 water performance table

Practicing Circular Economy

The Company deeply integrates the concept of the circular economy into the entire product life cycle and all aspects of production and operations. By building a full life cycle service system for our products and promoting the circular use and recovery of packaging materials, we have created a closed-loop resource utilization model that achieves a synergistic enhancement of both economic and environmental benefits.

Building a Product Full Life Cycle Service System

The Company incorporates the concept of the circular economy throughout the entire product life cycle, providing customers with repair and maintenance services after equipment acceptance, while also offering repair services for high-value components such as pumps. By extending the service life of equipment, reducing the input of new materials, and improving resource use efficiency, we create long-term value for our customers.

Circular Use of Packaging Materials

The Company actively promotes the circular use and reduction of packaging materials, implementing measures across multiple dimensions including supply chain collaboration, material selection, standard specifications, and recycling and reuse.

- Encourage suppliers to recycle and reuse pallets and certain wooden crates
- Prioritize the use of recyclable and degradable packaging materials and have issued packaging specification work instructions to reduce packaging material loss through standardized management
- The Company formulated the *Specification for Modified Wooden Crates (Heating Element) Packaging* and established a wood crate processing station to sort, cut, and reassemble recycled wood into new wooden crates for reuse

Resource Recovery

The Company continuously promotes the recovery and recycling of various resources. For resources such as paper cartons, recyclable metals, and plastics, we have established partnerships with professional third-party organizations responsible for implementing the recovery process. In 2025, the Company recycled 65,537 kilograms of paper cartons, effectively promoting the circular use of resources and achieving a win-win situation for both the economy and the environment.



Ecosystem and Biodiversity Protection

The Company profoundly recognizes the importance of ecosystem and biodiversity protection, consistently treating it as a core issue for sustainable development. We proactively fulfill our responsibility for ecological conservation and are committed to minimizing the impact of our business activities on the natural environment.



Biodiversity Protection Commitment

The Company deeply understands the synergistic value of photovoltaic technology innovation and biodiversity protection and commits to integrating natural ecological conservation into its corporate strategy and entire operational chain. We strictly adhere to the *Biosafety Law of the People's Republic of China*, the *Wild Animal Protection Law of the People's Republic of China*, the *Regulations of the People's Republic of China on Nature Reserves*, the *Convention on Biological Diversity*, and local ecological and environmental regulations where we operate. Throughout the full life cycle of project site selection, design, construction, and operation, we adhere to the principle of 'avoidance first', ensuring 100% avoidance of ecological protection red line areas, and assess biodiversity impacts through methods such as environmental assessments and ecological surveys during projects.

When collaborating with upstream and downstream partners, we incorporate biodiversity protection requirements into our supplier access and evaluation systems to jointly build a green supply chain. We continuously invest in core technology research and development and environmental protection, using our photovoltaic solutions to support the substitution of clean energy in nature reserves and contribute our industry's strength to global biodiversity protection.

Currently, the Company focuses on the research, development, and manufacturing of photovoltaic cell equipment. The entire process of our production, operations, products, and services does not involve large-scale land development or use. An assessment has confirmed that our activities have not had a significant impact on regional biodiversity, thus fulfilling our fundamental responsibility for ecological protection.

Biodiversity Protection Initiatives

The Company has established a compliance management mechanism for biodiversity protection. None of our production bases or operational sites are located in, adjacent to, or in areas rich in biodiversity. To mitigate the impact of engineering construction on the ecological environment, the Company conducts geological surveys, tree surveys, and geological hazard risk assessments during the preliminary stages of projects and formulates targeted prevention and control measures based on the assessment results. During the construction phase, we fully implement green construction standards, prioritize the use of environmentally friendly materials and processes, and set clear requirements for construction units regarding water conservation, noise reduction, and dust control. Through civilized construction practices, we minimize disturbances to soil, water, and air, while also prioritizing locally adapted native tree species for greening efforts to effectively protect the native biodiversity of the construction site and its surrounding areas.

During operations, the Company has established a routine environmental monitoring mechanism to regularly test emissions of pollutants such as wastewater and waste gas, ensuring that all emission indicators consistently meet standards and avoiding adverse impacts on the surrounding ecosystem. Furthermore, the Company extends its ecological protection philosophy to the entire supply chain by signing a *Safety and Environmental Protection Agreement with suppliers*, which specifies requirements for ecological conservation. Through industrial chain synergy, we encourage the green transformation of our upstream and downstream partners to jointly protect regional ecological balance.

03

Leading with Innovation to Empower an Intelligent Future

Guided by its corporate mission, 'Enable renewable energy innovation for a sustainable future', LAPLACE has always regarded product responsibility as the core pillar of its high-quality development, focusing on technological breakthroughs and industrial upgrades in photovoltaic and semiconductor high-end equipment. The Company remains committed to its corporate vision: 'Become a global leader in photovoltaic equipment and solution'. We have established a full life cycle quality management system covering customer requirement management, product research and development, procurement, manufacturing, engineering design and installation, and after-sales service. This system continuously strengthens product quality and safety controls, building a solid foundation for corporate operations through robust product responsibility management.

Product Responsibility Management	50
Innovative Intelligent Manufacturing	55
Customer Relationship Management	61
Sustainable Supply Chain	67

Product Responsibility Management

LAPLACE strictly complies with regulations such as the *Product Quality Law of the People's Republic of China* to systematically build a quality management framework, forming a closed-loop 'system-risk-improvement' product responsibility management mechanism. With the full life cycle quality management system as its cornerstone, the Company accurately identifies quality risks and establishes an emergency response mechanism to effectively control potential hazards. Simultaneously, by fostering a quality culture, refining audit mechanisms, and promoting company-wide improvement activities, we continuously drive quality optimization and process enhancement, reinforcing product control capabilities at every level to ensure the delivery of high-quality, reliable products to our customers.

Product Quality Governance

The Company relies on quality management systems such as ISO 9001 and internal policies like the *Management System Manual* to build a systematic product quality management framework. This framework clarifies the responsibilities and authorities of the Quality Management Committee and all departments, ensuring that quality responsibilities are cascaded down and fully implemented, making quality requirements executable, traceable, and continuously improvable.

The Company upholds the philosophy of 'enhancing product reliability end-to-end to provide customers with safe and reliable products'. We have built a full life cycle quality management system covering customer requirements, product R&D, procurement and supply, manufacturing, engineering installation, and after-sales service to continuously strengthen product quality control. In conjunction with our '5-Intelligence' digital intelligence platform, and based on our quality data and quality management platforms, we have established seven modules: R&D quality, supplier quality, incoming material quality, production quality, product quality, after-sales quality, and system improvement. This enables interactive sharing, traceability analysis, and full life cycle control of quality data.

As of the end of the reporting period, the Company and its major production bases, including Wuxi LAPLACE, G&D Systems, and Kahkee Material, have obtained ISO 9001 quality management system certification.

Management Dimension

Specific Assurance Measures

Implementation of Quality Responsibility

- Dedicated personnel and positions are assigned to conduct full-process quality inspection and control of key links
- Clarifies quality responsibilities and assessment standards for each position, implementing a quality responsibility system

Closed-Loop Quality Control Management

- Implements an 'end-to-end' quality control system covering material acceptance, manufacturing processes, and delivery stages
- Achieves full-process quality traceability through process calibration, defect prevention, and closed-loop improvement

Fulfillment of Customer After-Sales Commitments

- Specifies quality commitments such as key technical performance indicators, after-sales service, and training
- Establishes a customer feedback response mechanism to continuously improve customer satisfaction

Quality Inspection Assurance

- Builds various types of testing laboratories with comprehensive testing capabilities in mechanics, dynamics, materials, physics, and chemistry
- Equipped with process calibration and intelligent testing equipment to form comprehensive quality verification capabilities

The Company's key quality assurance initiatives



ISO 9001 quality management system certifications for the Company, Wuxi LAPLACE, G&D Systems, and Kahkee Material

Product Quality Risk Management

▼ Quality Risk Prevention and Control

The Company leverages digital tools to optimize product quality risk management, strengthening early identification and precise prediction to reduce the probability of quality issues; it regularly assesses its quality management system to ensure efficient operation and continuous upgrades; and it has established a robust emergency response mechanism for quality incidents to achieve rapid response and closed-loop rectification, thereby maximizing the protection of customer rights and interests.

Type	Description	Value Chain Scope	Time Horizon	Financial Impact	Response Measures
Positive	The high precision and stability of equipment can reduce safety risks in customer production line operation and maintenance	Own Operations, Downstream	Medium and Long Term	Increased Revenue, Increased Costs	- Establish a full life-cycle quality tracking system - Continuously optimize equipment performance and reliability
Negative	With the rapid iteration of new battery technologies, insufficient long-term reliability verification of equipment may lead to increased after-sales costs	Own Operations, Downstream		Decreased Revenue, Increased Costs	- Advance the construction of testing laboratories - Strengthen reliability testing of equipment before mass production
Risk	- Supply chain quality fluctuations affect equipment performance, increasing the risk of equipment failure and product quality issues - Technology patent disputes	Upstream, Own Operations		Increased Costs, Decreased Profits	- Develop climate-adaptation products - Build a patent moat
Opportunity	- Quality advantages can command a premium - Products with a good safety record are more likely to win favor with top-tier clients and secure bank financing	Own Operations, Downstream		Decreased Costs, Increased Revenue	- Participate in the formulation of national/industry standards and association standards - Build differentiated competitiveness through quality advantages

Identification of product and service safety and quality risks and opportunities

Additionally, supported by end-to-end quality control, the digital upgrade of its internal audit system, and endorsements from international authoritative certifications, the Company has established a quality audit mechanism that covers the entire process, multiple levels, and operates in a closed-loop manner.

End-to-End Quality Control

- From source to delivery, the Company has built a closed-loop quality management system covering the entire 'supply-production-sales' chain
- At the raw materials stage, suppliers are selected based on strict standards to ensure high-quality material acceptance
- At the production stage, the Company relies on a comprehensive online inspection system to implement dynamic monitoring of key processes
- At the delivery stage, a customer feedback and issue response mechanism has been established to ensure quality problems are traceable, can be rectified in a closed loop, and are preventable

Endorsement by International Authoritative Certifications

- The Company's products meet local safety regulations for mechanical equipment. For exported products, they comply with safety standards such as EN 60204-1 and UL 2111 as per customer requirements and have obtained CE and ETL certification certificates from international institutions SGS and Intertek
- The Company has successfully obtained market access permits for North America and the European Union, and its product quality is recognized by major global markets, providing a solid quality assurance for the globalization of its business

Digital Upgrade of Internal Audit System

- In accordance with ISO 9001 and GB/T 19011 standards, the Company conducts comprehensive internal audits annually to systematically identify weaknesses in its system operations and formulate targeted corrective and preventive measures
- Through specialized training to enhance internal audit capabilities, 20 professional internal auditors were selected to form a dedicated team, and the QMS integrated audit system was launched in December 2025 to achieve digital management of audit planning, execution, rectification, and verification

The Company's product quality audit mechanism



ETL certification certificate



CE certification certificate

▼ Product Recall Management

The Company has established systems such as the *Corrective and Preventive Measures Control Procedure* and the *After-Sales Defective Product Handling Management Process* to improve its closed-loop management mechanism for quality issues. This clarifies the standards and execution requirements for the entire process, from issue resolution and root cause analysis to review and accountability, ensuring that quality incidents are handled efficiently and standardly. At the same time, preventive measures are taken to reduce the risk of problems at the source, continuously enhancing quality resilience.

Quality Culture Development

Driven by system development and full employee participation, the Company deepens its 'Customer Foremost' culture, formulates the *Quality Reward and Punishment Management System* in accordance with regulations such as the *Product Quality Law*, integrates quality awareness into daily operations, and fosters a company-wide atmosphere of valuing quality through activities like 'Quality Month' and failure case exhibitions to systematically improve its quality management level.

The Company has systematically built a tripartite continuous improvement system driven by activities, guaranteed by mechanisms, and validated by results. It has formulated internal management guidelines such as the *QCC⁷ Management System* and the *Proposal for Improvement Management Measures* to clarify the organizational mechanisms and incentive rules for improvement, and established a complete online process for suggestion submission, review, implementation, and closure on the OA platform. Building on this, the Company launches special QCC projects focused on key quality issues, widely solicits rationalization proposals from the front line via the OA platform, and simultaneously transforms QCC achievements into standardized solutions to drive design improvements at the source.

⁷ QCC: Quality Control Circle.



Case study: LAPLACE launches 'Quality Month' series of activities

In 2025, the Company deepened its 'Quality Month' series of activities by planning 13 events throughout the year covering key areas such as quality awareness promotion, digital system construction, and solicitation of rationalization proposals, achieving a completion rate of 93%. It also released 101 promotional materials and articles through its quality window, accumulating 140,000 clicks.

In response to issues revealed in practice, such as insufficient depth in cross-departmental collaboration and the declining appeal of traditional promotional methods to younger employees, the Company simultaneously launched the construction of an 'internal best practice case library' to systematically organize high-quality improvement achievements from various departments. It also proposed implementing a 'quality promotion liaison' system, establishing fixed contact persons in each business unit to promote the proceduralization and normalization of a quality activity coordination mechanism, further strengthening internal audit capabilities and the foundation of system operations.

2025年拉普拉斯第二届“质量月”启动大会

2025-03-15 集团品质线



LAPLACE 'Quality Month' activity promotion

In May 2025, the Company won three team gold awards, three silver awards, and one team organization award at the QCC Achievement Presentation Conference of the Guangdong Light Industry Association, fully demonstrating the effectiveness of the Company's quality improvement efforts.



LAPLACE wins the best organization award for quality management team activities in Guangdong's light industry sector

Key Performance

During the reporting period, the Company:

- Customer issue response rate was **100%**
- Number of recalled products was **0**
- Number of major safety and quality liability incidents involving products and services was **0**
- A total of **5,075** online rationalization proposals were collected via the OA system throughout the year



Innovative Intelligent Manufacturing

LAPLACE adheres to driving high-quality development through technological innovation, deeply cultivating the photovoltaic high-end equipment sector. The Company has built a full-chain innovation system covering strategic governance, risk control, green practices, and results consolidation, relying on its IPD (Integrated Product Development) governance structure and professional talent team to connect technological planning, full-cycle project management, and industrial chain collaboration, thereby promoting the efficient transformation of technological achievements.

R&D Capability System

Upholding the R&D philosophy of 'mass-produce one generation, develop the next, reserve a future one, and imagine the one after', the Company places great importance on technological innovation and talent investment, has assembled a professional team with multidisciplinary backgrounds covering process, product, software, and core materials, and has built an efficient R&D system that covers the entire cycle from project initiation, design, prototyping, and verification to industrialization.

▼ Innovation Strategy and Governance

Guided by its strategy, the Company has built a closed-loop innovation model driven by market demand, coordinated by product planning, and implemented through technological R&D. At the strategic level, the Company has defined three main directions: customer customization, independent R&D, and product optimization. At the execution level, it relies on an integrated product development process and a gate-control review mechanism to achieve tiered management of technology and platform development, ensuring efficient resource coordination.

The Company systematically identifies the impacts, risks, and opportunities related to innovation-driven and intelligent manufacturing and formulates targeted measures, committed to transforming its innovation strategy into a sustainable competitive advantage.

Type	Description	Value Chain Scope	Timeframe of Impact	Financial Impact	Response Measures
Positive Impact	- Improving client-side battery production yield and efficiency through management digitalization, equipment intelligence, and process specialization, continuously providing customers with low-energy-consumption, high-Uptime products - Realizing product quality inspection based on machine vision and deep learning	Own Operations, Downstream	Short, Medium, and Long Term	Cost Reduction, Revenue Growth	- Promoting flexible manufacturing technology: Adhering to modular and platform-based development in the TOPCon/XBC equipment development process to reduce development costs and enhance equipment versatility and ease of use - Developing intelligent battery solutions to help optimize customer production
Negative Impact	- The required analytical testing and digital systems involve large initial investments and high demand for specialized talent - Rapid technological iteration may accelerate the obsolescence of existing production line equipment, leading to resource waste and sunk cost risks	Own Operations, Downstream	Short and Medium Term	Cost Increase	Designing intelligent production lines with reference to the ISO 50001 standard, and using high-efficiency motors and waste heat recovery systems to offset the energy consumption of new equipment
Risk	Increased risk of technology leaks, affecting supply chain security	Own Operations	Short, Medium, and Long Term	Increased Costs, Reduced Orders	Increasing R&D investment to reduce reliance on imported equipment
Opportunity	- Intelligent manufacturing can support 'Lighthouse Factory' certification, enhancing customer recognition and brand influence - Innovating processes to create a patent moat	Own Operations	Short, Medium, and Long Term	Order Growth, Revenue Growth	Integrating production process data with intelligent control requirements to provide 'Intelligent Manufacturing + Smart Energy Solutions' to the industrial chain

Identification of risks and opportunities related to innovation-driven and intelligent manufacturing

▼ R&D Investment

The Company has systematically constructed an integrated talent strategy system for attraction, development, deployment, and retention. Organizationally, it has established core R&D teams and interdisciplinary collaborative groups covering the entire chain, including process design, software algorithms, and the development of key materials and components. Concurrently, the Company has established flexible incentive mechanisms and career development channels to stimulate the innovative vitality of its talent. By continuously optimizing its talent structure and strengthening echelon and capacity building, the Company constantly improves R&D efficiency and its ability to tackle key technical challenges, providing sustainable talent support for the independent control and iterative upgrading of high-end photovoltaic equipment.

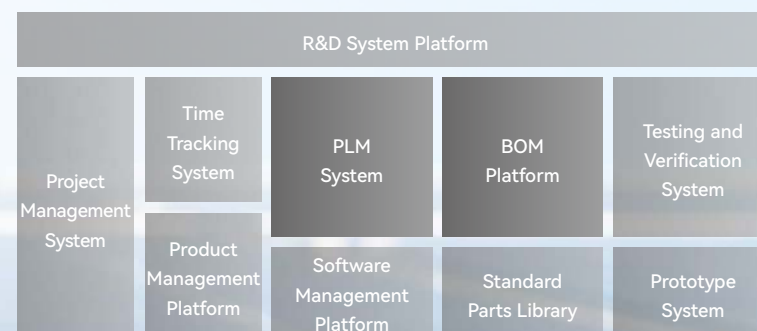
Key Performance

In 2025, the Company

- The number of R&D technical personnel reached **539**, accounting for **22.57%** of the total employee amount
- Employed **15** doctoral degree holders, providing a solid human resources guarantee for technological innovation
- R&D investment reached RMB **385.391** Million, accounting for **7.06%** of operating revenue
- Simultaneously, the Company increased R&D investment for **3** consecutive years from 2023 to 2025, maintaining a relatively high level in the industry

R&D Management

The Company is committed to deeply integrating digital methods into the entire R&D management process to systematically enhance R&D efficiency and control levels. In terms of system design, it has fully implemented the Integrated Product Development (IPD) model. Through a phase-gate mechanism, projects are divided into three major stages: product pre-research, product development, and lifecycle management. Clear technical verification standards are set at each key node to achieve strict control and scientific decision-making throughout the R&D process.



R&D digital platform

Green Product R&D

Adhering to a philosophy that emphasizes both technological innovation and environmental responsibility, the Company has deeply integrated green principles into its corporate strategy and the entire product development process. The Company focuses on R&D in the field of core process equipment for high-efficiency photovoltaic cells. By providing highly reliable, low-energy-consumption, and easily integrated intelligent manufacturing solutions, it promotes a more efficient, cleaner, and more economical transformation of the industry.



Case study: Innovative technology helps customers reduce power consumption

LAPLACE focuses on actual customer needs, transforming green technology innovations into cost-effective and easily deployable standardized product solutions. Through two proprietary key heating element technologies, the Company systematically reduces the operating costs of customer production lines from the equipment end:

First, for ultra-high temperature ($>1,000^{\circ}\text{C}$) process machines, the Company innovatively designed a multi-angle temperature control heating element system to achieve precise temperature field distribution and dynamic compensation, reducing overall power consumption by 10% compared to traditional solutions;

Second, in the XBC high-efficiency cell production line, the application of our proprietary four-part fine-wire heating element technology helps customers produce cells with higher uniformity, saving over 10% in electricity consumption.



LAPLACE fine-wire heating element technology

Intellectual Property Protection

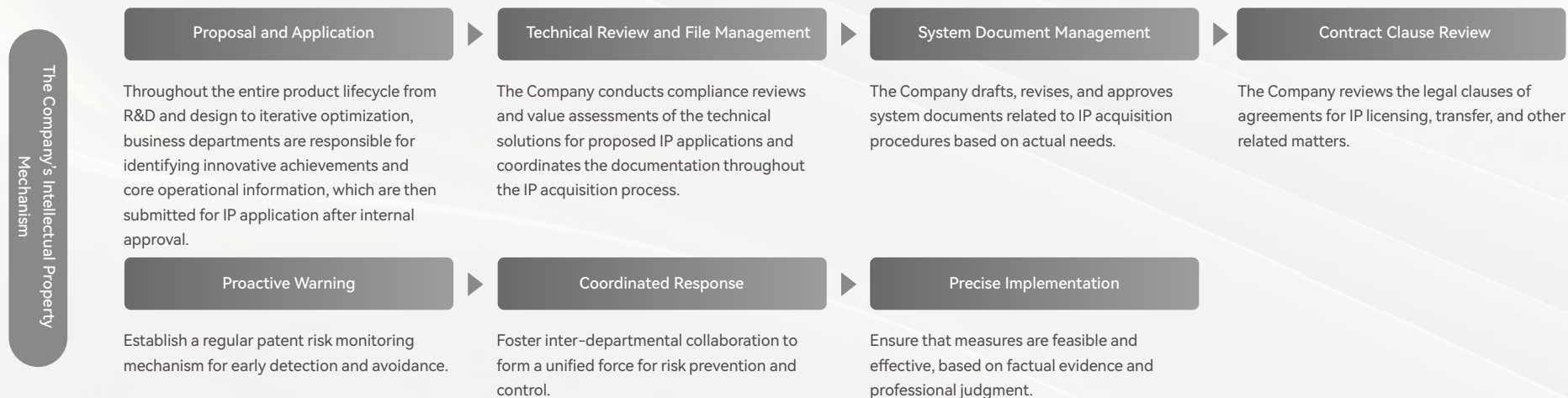
LAPLACE places great importance on intellectual property management and is committed to building a systematic IP management system to ensure the effective protection and rational use of innovative achievements, providing strategic support for the Company's long-term development.

▼ Intellectual Property Management Policy

The Company regards intellectual property protection as a cornerstone of its innovation-driven and sustainable development. It strictly complies with domestic and international laws and regulations such as the *Patent Law of the People's Republic of China*, the *Trademark Law of the People's Republic of China*, the *Convention Establishing the World Intellectual Property Organization*, and the *Agreement on Trade-Related Aspects of Intellectual Property Rights*, ensuring the standardized and efficient execution of IP-related work at the institutional level. In accordance with the national standard GB/T 29490-2013, *Specification for Enterprise Intellectual Property Management*, the Company has formulated a series of institutional documents, including the *Intellectual Property Handbook*, *IP Application and Management Control Procedures*, *IP Acquisition Control Procedures*, *IP Maintenance Control Procedures*, *IP Risk Control Procedures*, and *IP Confidentiality Control Procedures*, thereby establishing a standardized management system that covers the entire lifecycle of intellectual property.

▼ Intellectual Property Mechanism

The Company has established a seven-pronged intellectual property management mechanism that covers full-process management, review and evaluation, document preparation, contract review, risk prevention, collaborative coordination, and scientific decision-making to systematically ensure the legal protection and value realization of its innovative achievements. On this basis, the Company has created an intellectual property database. Through dedicated funding and systematic management, it effectively supports patent layout planning and risk early warning, ensures that research results receive full and timely legal protection, comprehensively strengthens the IP protection system, and promotes the compliant transformation and efficient application of innovative outcomes.



▼ Intellectual Property Talent Development

To ensure the efficient operation of the system, the Company has continuously optimized its management practices since first obtaining national IP management system certification in 2023. Currently, the members of the Company's professional IP team hold professional qualifications such as patent agent, legal professional qualification, and Jiangsu Provincial Intellectual Property Engineer Training Certification. Relying on this team, the Company actively pursues patent applications and software copyright registrations to comprehensively protect its innovative achievements.

In addition, the Company simultaneously strengthens talent capacity building by formulating and implementing a specialized intellectual property training plan to systematically enhance the IP awareness and professional skills of all employees. The training system is stratified and categorized: company-wide awareness training on commercial secret protection is conducted to strengthen the foundation of confidentiality; training for the IP team focuses on practical aspects of overseas patent applications and analysis of typical infringement cases to enhance international deployment and risk response capabilities; for R&D personnel, the focus is on practical training such as interpreting patent documents and designing around existing technology to strengthen IP risk prevention and control at the source of innovation. Through this precise and regular training mechanism, the IP literacy and compliance awareness of employees in all positions are effectively improved, solidifying the talent foundation for the efficient operation of the Company's IP management system.

Key Performance

During the reporting period,

- The Company conducted a total of **17** intellectual property protection training sessions, with over **1,300** participants in total. No intellectual property infringement incidents occurred.

R&D and Innovation Achievements

LAPLACE actively participates in the development of national and industry technical standards to promote the commercialization of R&D achievements.

In 2025, the Company completed the formulation of seven standards related to the photovoltaic industry, including two national standards and five industry group standards. These cover key application areas such as photovoltaic cells and photovoltaic cell process equipment, marking the Company's advancement to a 'co-creator of standards' and providing solid technical support for the industry's high-quality development.



Case study: Received first prize in the 2025 Science and Technology Innovation Awards from the China Industry-University-Research Institute Collaboration Association

The project 'Manufacturing Technology and Equipment for n-type High-Performance Bifacial Passivated Contact Solar Cell Modules', jointly completed by LAPLACE, Yangzhou University, and Jinko, was awarded the first prize in the 2025 Science and Technology Innovation Awards by the China Industry-University-Research Institute Collaboration Association, reflecting the deep integration of the industrial and innovation chains. This award is the highest honor for collaborative innovation among industry, academia, and research in China, signifying that the Company has received high-level recognition from a national industry organization in the field of n-type high-efficiency solar cell manufacturing technology.



Case study: Participating in the development of key national standards for photovoltaic cell inspection, co-building a 'Birds' Paradise' through innovation

On 12 August 2025, two key national standards, *Photovoltaic Cells Part 1: Test Method for Light-induced Degradation of Crystalline Silicon Photovoltaic Cells* and *Photovoltaic Cells Part 2: Electroluminescence Imaging of Crystalline Silicon Photovoltaic Cells*, were officially approved. These standards fall under the jurisdiction of the National Technical Committee for Standardization of Solar Photovoltaic Energy Systems (TC90) and are supervised by the Ministry of Industry and Information Technology (MIIT) (Electronics). As one of the core drafting units, the Company worked alongside leading enterprises and institutions such as Jinko, LONGi, JA Solar, and the China Electronics Standardization Institute to complete the standard formulation. This marks another instance of national-level recognition for the Company's technical authority in the field of photovoltaic cell testing and reliability.



Case study: TOPCon thinning laser equipment achieves breakthrough in high-efficiency N-type cell process

In June 2025, facing the rapid evolution of technology and stability challenges in the photovoltaic industry, the Company proactively focused on the research and development of key process equipment. At the 18th (2025) International Solar Photovoltaic and Smart Energy & Energy Storage and Battery Technology and Equipment (Shanghai) Conference & Exhibition, the Company unveiled its latest high-efficiency N-type cell production equipment and solutions, featuring its independently developed TOPCon thinning laser equipment that integrates large-spot lasers, high-speed scanning systems, and independent dust removal modules to achieve precise backside PSG processing, reduce polysilicon parasitic absorption, and consistently increase module efficiency by over 0.15%. This equipment has now been applied in mass production on clients' mainstream production lines, fully demonstrating the Company's capabilities in identifying and converting technical risks related to industry pain points and providing rapid responses.



LAPLACE at the SNEC 2025 International Photovoltaic and Energy Storage Exhibition



Case study: Perovskite tandem technology breakthrough deepens potential for industry application

In November 2025, experts from the Company systematically introduced its innovative practices in perovskite tandem modules at the ATPV Forum, including large-area module efficiency validation, breakthroughs in air knife + VCD technology for the core crystallization stage, and significant improvements in the deposition efficiency of the SnOx film layer. These achievements have cleared multiple bottlenecks in transitioning tandem cells from the laboratory to mass production, demonstrating potential for industrial application and clarifying the R&D direction for the Company's next generation of green, high-efficiency products.



2025 ATPV Advanced Photovoltaic Technology Forum



Case study: Overcoming challenges in the independent and controllable supply of key photovoltaic equipment

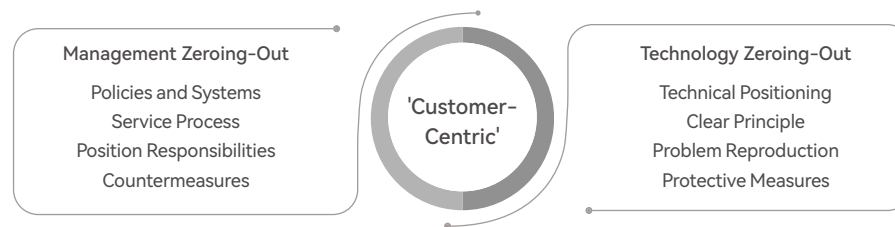
In May 2025, the Company's self-developed butterfly valve products successfully rolled off the production line with pressure control performance reaching advanced international standards. This event marks another crucial step for the Company on its path toward the independent production of core components, further strengthening the foundation for building a full-chain customer service system spanning 'materials, components, equipment, and systems'.



The 'heart valve' butterfly valve product

Customer Relationship Management

LAPLACE adheres to the values of 'Customer Foremost, Results-oriented, Continuous Innovation, Win-win Cooperation, and Honesty and Integrity', and is guided by the vision to 'Become a global leader in photovoltaic equipment and solution'. The Company operates on a dual-driver model of 'high-quality products + high-efficiency services' to create long-term value for its customers.



The LAPLACE 'dual zeroing-out' mechanism

Customer Management System

LAPLACE has adopted a 'customer-centric' core philosophy for its customer relationship management, systematically building an institutionalized, standardized, and closed-loop management framework. The company is committed to strengthening partnerships with customers through excellent service and continuous innovation.

▼ Development of the Customer Management System

The Company has formulated internal policies such as the *Sales Management Measures*, the *Management Specification for Customer On-site Feedback and Response Mechanisms*, and the *Management Requirements for Zeroing-out Product Quality Issues*. These policies establish a full-chain customer service mechanism covering feedback collection, issue classification, response timeliness, and closed-loop verification, ensuring that customer needs are precisely met through a tiered and graded response system. Concurrently, the Company has set up a dedicated mechanism for handling technical issues, enabling rapid, closed-loop resolution of matters related to equipment commissioning and process adaptation.

Leveraging its first-mover advantage in the core photovoltaic equipment sector, the Company has established long-term, stable cooperative relationships with many leading customers in the photovoltaic industry, including LONGi, Jinko, Aikosolar, Drinda, Jolywood, DMEGC, CHINT, and GCL System Integration. This has enabled positive interactions within the customer ecosystem. The company adheres to the principle of 'dual zeroing-out' for both management and technology, transforming its 'customer-centric' philosophy into a sustainable competitive advantage.

Professional Team Organization	Building professional teams that cover R&D, production, sales, and service, with members possessing diverse international backgrounds and industry experience
Rapid Response Mechanism	Establishing a rapid response and local support mechanism through a multi-location service network and training and service centers, ensuring customers receive timely support during daily operations and emergencies
End-To-End Service System	Establishing a service system covering the entire pre-sales, in-sales, and after-sales cycle to ensure stable equipment operation through technical consultation, on-site services, regular maintenance, and remote support
Customized Solutions	Providing customized support for equipment configuration, process solutions, and service models based on diverse customer needs
Capability Development	- Promoting the enhancement of customers' operational and maintenance capabilities through on-site training, online courses, and technical documentation - Supporting customers in building internal technical capabilities

Key measures to ensure customer service capabilities

End-to-End Customer Management

Excellent customer service is a vital pillar for the Company in expanding its market and strengthening customer relationships, as well as a key foundation for enhancing customer loyalty and trust. The Company continuously improves its service system by focusing on the needs of the entire customer lifecycle, enhancing customer satisfaction and partnership stability through high-quality, professional, and personalized service initiatives.

▼ End-to-End Customer Service System

In daily customer service work, the Company has established and implements internal procedures such as the *Customer Complaint Resolution Procedure*, the *Customer Satisfaction Survey Procedure*, and the *Customer Management Procedure*. Through methods including periodic customer follow-up visits and online/offline communications, the Company promptly understands and responds to customer needs and feedback.

The Company has established an end-to-end customer service system covering the pre-sales, in-sales, and after-sales stages. Through standardized process management and professional team collaboration, it provides customers with efficient, stable, and sustainable service support, continuously improving project delivery quality and the customer experience.



End-to-end service system

▼ Customer Complaint Feedback and Response

The Company has established diversified, multi-channel customer complaint feedback channels, covering both online and offline platforms. These include the 'Contact Us' section on our official website, a feedback window on our WeChat official account, and on-site service contact points, ensuring customers can submit issues anytime, anywhere. Furthermore, the Company has implemented a seven-step closed-loop management system for its complaint response mechanism to ensure customer feedback is submissible, trackable, and resolvable.

- 01 The after-sales manager/project manager provides an immediate response
- 02 Maintain effective communication among the client, the on-site team, and the back-end service team
- 03 The R&D and project teams intervene, connect with the client's point of contact, and understand the content of the complaint
- 04 For issues that cannot be resolved on-site, the matter is promptly escalated for decision-making and a solution is communicated, with an internal response time of 2-8 hours
- 05 A solution is developed rapidly; upon receiving the task, the Company's after-sales team provides and implements a solution within 8-72 hours
- 06 Conduct follow-up visits and reviews to complete the information loop
- 07 The Company formulates improvement and optimization plans dedicated to resolving the complaint

Customer complaint response mechanism

Customer Satisfaction

To comprehensively understand customer satisfaction with LAPLACE's products and services and to identify existing issues and areas for improvement, the Company regularly conducts specialized customer satisfaction surveys. During the reporting period, these surveys covered dimensions such as overall evaluation, solutions, business communication, delivery quality, and after-sales service, driving closed-loop improvements.

With stable and reliable product quality and efficient, professional service capabilities, the Company continues to receive high recognition from the industry and its customers:

▼ On-Site Safety and Service Assurance

Focusing on its core equipment business, the Company benchmarks against leading industry standards and adheres strictly to requirements for customer service, hazard communication, and compliance promotion to build a comprehensive safety assurance and on-site service system.



- Compiled dedicated hazard communication manuals for thermal process technologies and coating equipment, completing full-scenario risk disclosure for internal teams and downstream customers
- Conducted specialized training on safe equipment operation for customers and delivered complete warning documentation to reduce operational safety risks throughout the industry chain
- Benchmarked against leading industry service standards to enhance after-sales maintenance and remote support systems, ensuring the stable operation of customer equipment
- Improved physical safety signage and written warnings on equipment to provide dual risk alerts, safeguarding the operational safety of customers on-site
- Developed classified hazard communication standards for the dual tracks of photovoltaic and semiconductor industries to adapt to the safety needs of different downstream scenarios



- Established a 7×24 full-cycle service system to provide customers with customized technical services
- Built a global and localized customer service network to provide localized services concurrently
- Focused on customers' core usage needs and continuously optimized service processes, maintaining a high level of overall customer satisfaction within the industry
- Established a closed-loop customer feedback system and a time-limited complaint handling mechanism, addressing and continually reviewing issues related to service and safety communication to ensure similar problems do not recur, while maintaining records

- 2025 Excellent Equipment Enterprise
- 2025 Most Influential Intelligent Manufacturing Enterprise (Photovoltaic Industry)
- 2025 Carbon Reduction Pioneer
- 2025 Top 100 Global Photovoltaic Brands



LAPLACE continues to receive recognition from customers and the industry

Customer Service

To better empower customers and enhance service quality, the Company continuously strengthens the capabilities of its customer service team. Through a systematic training framework focusing on key areas such as sales skills, product technology, the competitive industry landscape, and customer management, courses are jointly delivered by internal technical experts and external specialists. This approach comprehensively improves the team's professional expertise and collaborative efficiency, significantly enhancing its insight into and responsiveness to customer needs. In 2025, the Company conducted 38 specialized training sessions through its Marketing Academy, covering 1,175 participant attendances.



Customer marketing system training

At the same time, the Company actively participates in international exhibitions such as SNEC, professional forums, and specialized seminars. It engages in in-depth dialogues with upstream and downstream enterprises in the industry chain and with customers to share cutting-edge technological achievements, discuss process evolution, and analyze market trends. This promotes a win-win situation through technological innovation and industrial ecosystem collaboration, supporting the Company's transition from 'providing equipment' to 'creating value' and continuously strengthening its customer-centric service system.



Case study: LAPLACE showcases technological achievements at the RE+ Vegas 2025 exhibition

In September 2025, LAPLACE appeared at the RE+ 2025 exhibition held at the Sands Expo and Convention Center in Las Vegas, USA, engaging in technical and business exchanges with global customers and industry partners. The Company's technical team discussed key processes such as thermal process technologies and coating for photovoltaic equipment, introducing optimizations for equipment processes and pathways for enhancing the efficiency of next-generation photovoltaic technology. They also showcased the independently developed LPCVD combined with extrinsic doping technology, which helps customers reduce patent risks when adopting innovative processes. Concurrently, the sales team, considering the characteristics of the North American market, communicated on product configurations, delivery arrangements, and after-sales support to promote the application of the integrated 'equipment + service' solution in overseas markets.



LAPLACE at RE+ Vegas





Case study: LAPLACE participates in the 2025 Intersolar Europe exhibition in Munich, Germany

In May 2025, LAPLACE participated in Intersolar Europe in Munich, Germany, engaging with top enterprises in the global photovoltaic and energy storage sectors. During the exhibition, the Company showcased its latest R&D achievements in core process equipment for high-efficiency photovoltaic cells and engaged in in-depth discussions with international customers and partners on technological trends and industrial cooperation. Through this globally influential professional solar exhibition, LAPLACE continues to broaden its international market perspective and deepen global supply chain collaboration, contributing Chinese expertise to the global energy transition.



LAPLACE participates in the 2025 Intersolar Europe exhibition in Munich, Germany



Case study: LAPLACE attends a top US photovoltaic manufacturing and cell technology conference

In October 2025, LAPLACE attended a top US photovoltaic manufacturing and cell technology conference hosted by PV Tech. As a key industry summit that has been successfully held for two consecutive sold-out years, this year's conference focused on policy changes, technological iterations, and supply chain restructuring within the US domestic photovoltaic industry. It brought together global photovoltaic manufacturers, equipment and material suppliers, policymakers, and investment institutions. Through this high-level platform, the Company deeply connected with North American industry chain resources and accurately grasped regional market policies and technological trends, providing strong support for optimizing its overseas strategic layout and deepening global cooperation.



LAPLACE at the 2025 PV CellTech exhibition

In addition, the Company actively collaborates with customers on energy conservation and emission reduction initiatives. Through measures such as micro-channel thermal management and energy-saving nitrogen dilution boxes, it reduces customers' electricity and nitrogen consumption, helping them lower operational costs and jointly build a green, low-carbon supply chain.



Case study: Energy-saving modification of a nitrogen dilution box

To optimize gas utilization efficiency in the production process and reduce energy consumption and operational costs, the Company implemented energy-saving modifications on conventional nitrogen dilution boxes. In the original model, nitrogen was continuously supplied as the equipment started up and was consumed even during non-process periods such as standby, debugging, and process intervals, leading to waste and an increased gas supply load. This modification retains the dilution and atmosphere control functions while adopting an integrated, modular design to reduce the equipment's volume and decrease gas replacement consumption. It also adds intelligent solenoid valve control for on-demand gas supply, intermittent operation, and adjustable flow rates based on process stages and production cycles, eliminating ineffective consumption. The project effectively reduces both direct nitrogen consumption and indirect energy consumption, enhances process controllability, and achieves resource conservation and carbon emission reduction.

Key Performance

During the reporting period,

- The Company had **0** incidents of non-compliance concerning product and service information and labeling, and **0** incidents of non-compliance concerning marketing communications.

Responsible Marketing

LAPLACE actively implements the concept of responsible marketing, strictly adheres to laws and regulations such as the *Advertising Law of the People's Republic of China*, upholds the 5S principles for brand crisis management in its marketing activities, and insists on lawful compliance and integrity in its operations to standardize all marketing initiatives. The Company has formulated and implemented the *Sales Management Measures* and prepares authentic and accurate product introduction manuals to ensure all product information is objective and truthful, thereby preventing false advertising. Concurrently, by signing the *Integrity Cooperation and Anti-Corruption Agreement*, the Company commits to operating with integrity and fair competition in its marketing activities, prohibiting commercial fraud and improper transfer of benefits, and ensuring all business information is authentic, lawful, and transparent to effectively protect customer rights and market order.

In terms of end-to-end marketing process control, the Company has established a comprehensive management mechanism covering the review and supervision of marketing materials, and it systematically manages key stages such as customer communication, contract fulfillment, and after-sales service to effectively prevent operational and compliance risks. The Company strictly executes the technical agreements established with customers, implementing requirements for safety labeling, safety protection, and after-sales service response to fully safeguard the personal and equipment safety of its clients.

Sustainable Supply Chain

The LAPLACE supply chain is dedicated to collaboratively building an ecosystem akin to a 'Birds' Paradise', deeply integrating environmental, social, and governance concepts throughout the entire supply chain. Through a sound governance structure, a full life-cycle management mechanism, and collaborative empowerment initiatives, it promotes the compliant, green, and responsible development of its suppliers, jointly creating a resilient, transparent, and sustainable industrial ecosystem.

Supply Chain Governance

LAPLACE has established a sustainable supply chain management system, creating a three-tiered supply chain management structure comprising a 'decision-making layer, management layer, and execution layer'. The Company's ESG Leading Group is responsible for approving the strategic direction of the sustainable supply chain, the Supply Chain System Management Department undertakes overall coordination and supervision, and the Supply Chain Strategic Procurement Department is responsible for implementation tasks such as supplier admission, assessment, and daily management. Support departments including Quality, Legal, R&D, and Finance work in synergy, forming a supply chain governance mechanism with clear responsibilities and efficient collaboration.

▼ Sustainable Procurement Strategy

Based on industry characteristics and business realities, the Company has formulated a systematic sustainable supply chain strategy. It conducts a systematic identification of impacts, risks, and opportunities related to sustainable supply chain issues, determines priorities based on dimensions such as degree of impact, occurrence cycle, financial impact, and responsible parties, and deploys differentiated response strategies. This ensures that while supply chain management supports the Company's high-quality development, it also genuinely fulfills its environmental and social responsibilities.

Type	Description	Value Chain Scope	Impact Timeline	Financial Impact	Response Measures
Positive	Controllability and traceability of raw materials Meeting overseas market access requirements for green supply chains	Upstream, Own Operations, Downstream	Short, Medium, Long Term	Increased Orders, Increased Revenue	Establish a green supplier certification system Promote process traceability for key materials
Negative	Higher carbon footprint in the upstream production and supply of key components The extraction of some materials may affect biodiversity in mining areas		Medium, Long Term	Increased Costs	Jointly develop low-carbon alternative solutions with component suppliers
Risk	Vicarious liability arising from supplier environmental violations (e.g., exceeding emission standards, illegal water withdrawal) or labor rights issues Risk of disruption to overseas supply chains due to geopolitical factors and trade barriers		Short, Medium, Long Term	Increased Costs	Establish a strategic supplier ecosystem and conduct ESG capacity-building training Promote a 'localization' strategy and establish delivery capabilities in multiple regions to diversify risk
Opportunity	During the peak period for photovoltaic equipment upgrades, building a closed-loop recycling system can create new value Expand overseas, get closer to end markets, and advance the global business layout	Own Operations, Downstream	Medium, Long Term	Cost Reduction, Revenue Growth	Build a product upgrade and recycling system Promote overseas expansion

Identification of sustainable supply chain impacts, risks, and opportunities

▼ Sustainable Procurement Policy

By formulating the *Supply Chain Compliance Commitment* and the *Safety and Environmental Protection Agreement*, the Company actively guides suppliers in fulfilling their responsibilities in areas such as business ethics, labor and human rights, occupational health and safety, environmental protection, and corporate governance, encouraging them to continuously improve their ESG practices. The Company also emphasizes conflict minerals management and plans to conduct regular conflict minerals due diligence on core suppliers and establish a complaint and reporting mechanism for conflict minerals to ensure that mineral resources used in the supply chain do not involve armed conflict or human rights violations.

Key Performance

During the reporting period, the Company

- Signing rate of the *Letter of Integrity Commitment*, *Safety and Environmental Protection Agreement*, and *Supply Chain Compliance Commitment* among core suppliers is **100%**

Supplier Management

Focusing on the development of a sustainable supply chain, the Company continuously refines its supplier management system, establishing a closed-loop management mechanism that covers the entire life cycle from 'development – admission – assessment – cooperation – exit'. The Company has formulated and implemented the *Measures for Supplier Introduction Management*, the *Supplier Tiering and Classification Management Process*, the *Supplier Audit Management Measures*, the *Supplier Performance Management Measures*, and the *Supplier Exit or Blacklist Management Measures*, among other policy documents, to systematically regulate the screening of new suppliers, the dynamic management of qualified suppliers, and the exit process for non-qualified suppliers.

▼ Supplier Admission

Introduction Through Multi-Channel Development

- Utilize diverse information channels, including online platforms, industry materials, trade fairs, third-party recommendations, and industry journals.

Needs Matching and Verification

- Assess the compatibility between the goods offered by the supplier and the Company's actual needs from multiple dimensions, including category, cost, quality, and technology, to ensure that the selected supplier can effectively meet the Company's business requirements.

Comprehensive Assessment and Audit

- To ensure the authenticity and reliability of supplier information, the Company verifies relevant qualifications and information based on interviews and conducts a comprehensive multi-dimensional assessment of the supplier using the *Supplier Admission Assessment Form* and the *Supplier Review Form*
- For suppliers whose assessment and audit results meet the requirements, the Company will establish a formal cooperative relationship; suppliers who do not pass the audit will be placed in the uncooperative supplier database

▼ Supplier Classification

The Company actively builds an extensive and stable supplier network to ensure a stable supply of core materials and efficient technical collaboration. In 2025, the Company had a total of 1,392 suppliers distributed across Mainland China, Hong Kong, Macao, Taiwan, and overseas. By prioritizing localization while continuously expanding overseas, The Company provides a solid foundation for supply chain security and response efficiency.

Furthermore, the Company has established a scientific and dynamic supplier hierarchical management system, classifying suppliers into three tiers—A, B, and C/D—based on comprehensive assessment scores, and defining differentiated cooperation strategies and management requirements: prioritizing and deepening long-term cooperation with high-performing Tier A suppliers, promoting rectification and improvement for Tier B suppliers, and implementing controls or orderly phase-outs for Tier C/D suppliers, thereby achieving precise resource allocation and continuous optimization of supply chain quality.

Supplier Tier	Assessment Result	Management and Cooperation Approach
Tier A	Assessment Score ≥ 90	Prioritize cooperation provided that procurement needs are met; establish long-term, stable cooperative relationships in terms of price, delivery, and technical support
Tier B	$75 \leq \text{Assessment Score} < 90$	Conduct normal procurement cooperation; propose rectification requirements for identified deficiencies and track their implementation
Tier C/D	Assessment Score < 75	Control or reduce procurement volume and require the supplier to rectify issues within a specified period; for those who fail to meet rectification standards, gradually phase out cooperation

▼ Daily Management and Supervisory Audits of Suppliers

The Company conducts regular comprehensive audits of suppliers based on the *Supplier Performance Management Measures* and the *Supplier Audit Management Measures*, utilizing methods such as on-site inspections, unannounced audits, and system data tracking to assess their quality control, delivery assurance, compliant operations, and ESG procurement processes, standards, and performance, thereby dynamically identifying their risk levels and operational status. To address potential violations in procurement activities, The Company has established a strict red-line management mechanism, handling any infringements seriously in accordance with regulations to effectively ensure supply chain compliance and integrity.

Audit Points	Audit Requirements
Quality Control System	Require suppliers to establish a comprehensive quality control system to ensure product quality stability and consistency
Flexible Delivery Capability	Emphasize the supplier's flexible delivery capability, meaning their ability to complete deliveries on time even during periods of explosive demand growth, ensuring supply stability
Compliance Risk Screening	Conduct strict inspections of supplier compliance, requiring adherence to laws, regulations, business ethics, and environmental standards to mitigate compliance risks

Key measures for supplier supervision and audits



Supplier Empowerment and Collaboration

Upholding the principle of mutual success, the Company has built a multi-layered, regular, and digital supplier collaboration mechanism, continuously upgrading supply chain cooperation from a 'transactional' to a 'partnership' model to achieve value co-creation and synergistic development.

▼ Supply Chain Information Security Management

The Company places great importance on supply chain information security management and has integrated information protection requirements into its supplier management system. The Company signs confidentiality agreements with its suppliers, clarifying their responsibilities for protecting technical documents, business information, and data usage. Concurrently, through management measures such as unannounced audits, The Company conducts information security awareness campaigns for relevant suppliers to enhance their ability to identify and prevent information security risks, continuously reducing such risks within the supply chain and safeguarding the information security of the Company and its clients.



▼ Supply Chain ESG Capability Building

To enhance suppliers' overall capabilities, the Company continues to provide diversified empowerment initiatives. Through supplier conferences, best practice sharing sessions, and specialized training, the Company guides suppliers to continuously improve in areas such as integrity management, quality management, technical capabilities, and innovative awareness, thereby enhancing their overall competitiveness and capacity for collaborative innovation. At the same time, The Company highly values building compliance awareness within its procurement team, regularly organizing specialized sustainable supply chain training and requiring the signing of the *Commitment to Integrity*. This strengthens the line of defense against corruption from the source, ensures the fairness and transparency of procurement processes, and provides a solid guarantee for the systematic enhancement of supply chain ESG management capabilities.



Supplier integrity promotion

Empowerment Type	Key Initiatives
Regular Exchanges and Communication	Conduct regular on-site exchanges with suppliers of primary and auxiliary materials to discuss key topics such as actual product performance, application trends, new product progress, and supply stability
Management Improvement Initiatives	Visit industry-leading suppliers to summarize advanced experience for promotion within the supply system; select key suppliers for specialized improvement programs
Supplier Training	Design and implement professional training courses for personnel in key supplier positions

▼ Supplier Communication

The Company and its suppliers continuously deepen their partnership based on mutual trust and assistance. The Company has systematically established a diverse communication, reporting, and grievance mechanism covering daily collaboration, regular exchanges, special seminars, and feedback on appeals to ensure efficient information transmission, timely response to issues, and closed-loop implementation of improvements. In cases involving conflict minerals, labor and human rights, environmental protection, or other violations of the *Supply Chain Compliance Commitment*, whistleblowers can report through public channels such as the official website. The Company will strictly protect the information of whistleblowers, effectively enhancing supply chain collaboration efficiency and governance transparency.

In 2025, the Company focused on themes such as market dynamics, technological evolution, and common challenges, holding a total of 74 regular supply chain exchanges. Through in-depth dialogue, it promoted joint research and solution optimization, advancing the cooperative relationship from 'one-way management' to 'two-way empowerment'. Adhering to a two-way training mechanism of 'inviting in and going out'. The Company conducted over 10 specialized training sessions for suppliers throughout the year. This approach reinforces the foundation of collaboration through knowledge sharing and mutual capability enhancement, further strengthening supply chain resilience and competitiveness, and providing solid support for achieving The Company's overall business objectives.



LAPLACE supply chain training

During the reporting period, the Company established a regular communication mechanism for strategic supply partners. Through annual or periodic forums, it continuously strengthens high-level dialogue and strategic collaboration, further solidifying the foundation for long-term, stable, and high-quality supply chain cooperation.

Communication Type	Primary Channels / Tools	Communication Content and Applicable Scenarios
Daily Business Collaboration	SRM system	Conduct comprehensive business collaboration through the system's various functional modules
Regular Exchanges	- Quarterly exchanges on strategic resources - Semi-annual exchanges on key items & bottlenecks - Annual exchanges - Specialized communication - Annual audit guidance - Proactive supplier visits	Conduct regular or thematic communication centered on strategic resource allocation, key material bottlenecks, annual cooperation results, and specific issues to promote collaborative improvement
Business Communication and Appeals	- SRM Complaint Center - Public email for supplier management (Sourcing@laplace-tech.cn) - Service support hotline (199-2885-6579) - Laplace official WeChat account	Handles business and non-business related communication and complaints to improve problem response efficiency and communication transparency
Collaborative Research	SRM supplier survey questionnaire	With a focus on continuous improvement, we regularly collect feedback from suppliers to promote the optimization of cooperation models and management mechanisms
Public Complaint and Reporting Channels	- Audit email (shenji@laplace-tech.cn) - Complaint hotline (199-2540-4137) - Official website: https://www.laplace-tech.cn/contact-us/	Handles complaints and reports related to compliance, integrity, and misconduct to strengthen compliance supervision



04

United in Purpose to Fulfill Social Responsibilities

LAPLACE regards talent as the fundamental driving force for the Company's continuous innovation and High-quality development. We encourage employees to be 'driven by ideals and self-reflect through reality; to endure hardships and adhere to red lines; to see their dreams and pursue them with perseverance', thereby building shared values of striving together and a proactive organizational atmosphere. We consistently adhere to the principles of fairness, impartiality, and openness in employment, actively fostering a diverse, inclusive, healthy, and safe working environment. The Company has constructed a systematic training framework and clear career pathways to help every employee achieve professional growth and personal value, promoting mutual growth and shared success between employees and the enterprise. While continuously enhancing its own competitiveness, the Company fulfills its social responsibilities and actively participates in public welfare initiatives, conveying its warmth and commitment through concrete actions.

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Protecting Employee Rights and Interests

LAPLACE strictly complies with relevant laws and regulations such as the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, and the *Law of the People's Republic of China on the Protection of Women's Rights and Interests*. The Company has formulated policies including the *Recruitment Management System*, *Attendance Management System*, and *Remuneration Management System*, and has established an ESG governance structure with the Board of Directors as the highest decision-making body. Within this structure, the human resources department serves as a key executive body, fully responsible for the Company's employee recruitment, implementing the annual human resources demand plan, and actively creating an open and inclusive workplace environment.

Compliant Employment

The Company consistently adheres to the principle of compliant employment and has developed a series of targeted measures against child labor, forced labor, discrimination, and harassment. Concurrently, we regularly raise awareness of human rights protection among employees through training, comprehensively fostering a diverse and inclusive work environment.

Topic	Management Measures
Prohibition of Child Labor	- Strictly prohibits the use of child labor; all job applicants must be at least 18 years of age during the recruitment process - Conducts background checks, including identity verification, to prevent the hiring of child labor. If a case of accidental child labor employment occurs, the employee is immediately suspended for investigation and the matter is reported to the head of human resources
Prohibition of Forced Labor	- No department shall require applicants to pay recruitment fees for employment. To prevent forced labor, no one shall be recruited or accepted for work through violence, threats, fraud, confiscation of documents, or collection of deposits or security bonds, ensuring employees' freedom of movement within the workplace - If any forced labor is discovered, the labor is immediately terminated, a special team is formed to investigate, and compensation and legal assistance are provided to the victimized employee
Diversity and Inclusion	- Prohibits all forms of discrimination and harassment based on gender, age, nationality, ethnicity, or other factors - Upholds the principle of equal pay for equal work for men and women, ensuring employees have equal training and development opportunities - Provides measures for vulnerable groups, such as inclusive recruitment, pay equity reviews, and reasonable accommodations
Working Hours Protection	Monitors the overtime process, provides allowances or compensatory time off based on actual circumstances, and prohibits forced overtime
Freedom of Association and Collective Bargaining	- Fully respects the rights of employees to join trade unions, engage in collective bargaining, and participate in democratic management in accordance with the law. The Company engages in equal consultations with employees on matters of personal interest, such as remuneration and benefits, working conditions, and health and safety - Ensures transparent democratic channels, guaranteeing employees' rights to know, participate, and supervise in the formulation of policies and major decisions affecting their interests. Relevant decisions are published and implemented after consultation with the trade union or employee representatives



The Company conducts specialized training on human rights

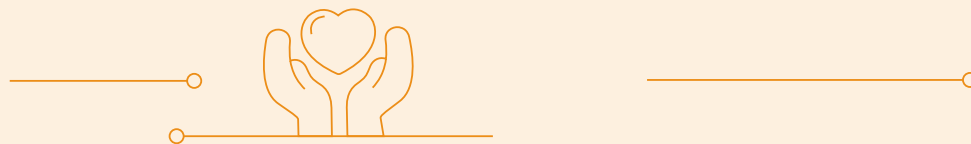
The Company values the protection of the rights and interests of vulnerable groups, providing employees with disabilities with equal skills training and career development opportunities. It also equips the workplace with comprehensive accessibility facilities, continuously fostering a human-centric, diverse, and inclusive work environment.

Key Performance

During the reporting period, the Company

- Number of child labor employment incidents was 0

The Company strictly complies with relevant national laws and regulations and has formulated a clear code of conduct that strictly prohibits workplace discrimination based on race, gender, age, religion, or other factors. Gender or marital and childbirth status are not used as conditions for hiring, salary determination, or promotion. Furthermore, the Company places great importance on protecting the rights and interests and promoting the physical and mental health of female employees. We provide paid maternity and nursing leave, as well as benefits for holidays such as International Women's Day, reflecting the Company's care for its female employees.



The Company's International Women's Day benefits

▼ Talent Attraction

The Company has formulated management systems such as the *Recruitment Management System*, *Internal Talent Referral System*, *Interviewer Management Measures*, and *Lively Water Plan* to continuously optimize the recruitment process and enhance its standardization and fairness. We adhere to the principles of fairness, impartiality, and openness in employment, constantly expanding talent acquisition channels through diverse means such as campus recruitment, social recruitment, school-enterprise cooperation, internal referrals, and internal job competitions. This allows us to consistently attract versatile talent that meets the Company's development needs, laying a solid talent foundation for its long-term growth.



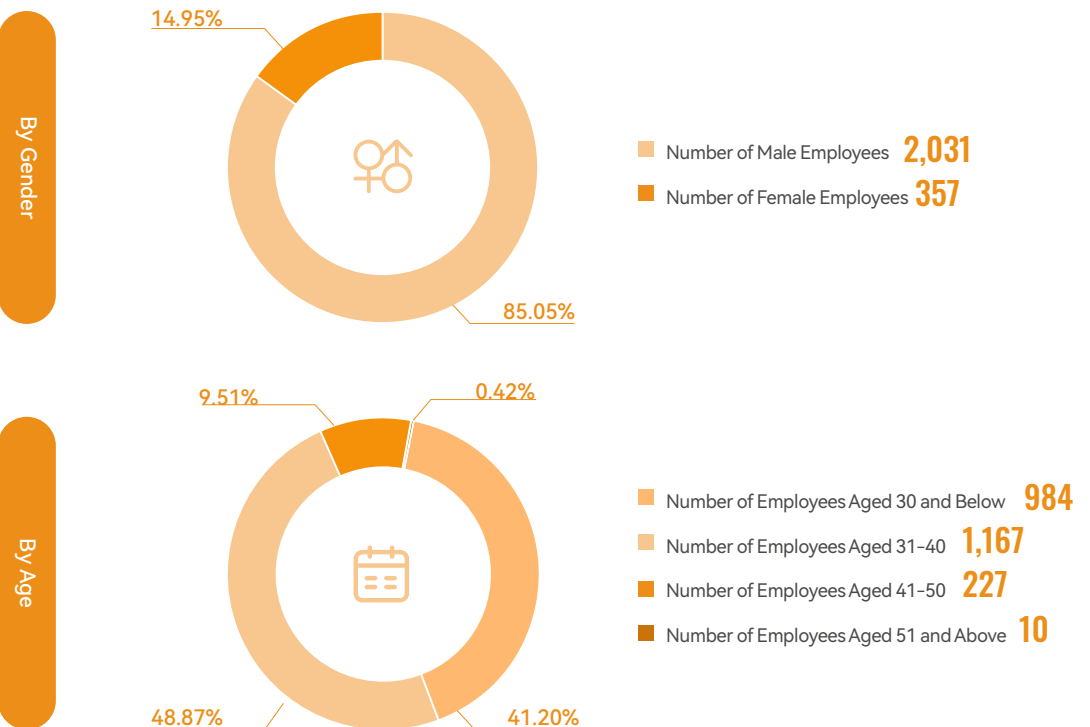
The Company holds a campus recruitment presentation for the class of 2025

▼ Employee Structure

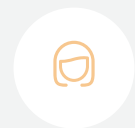
Key Performance

As of the end of the reporting period, the Company

- Total number of employees was **2,388** (including 1 employee rehired after retirement)



Female Leadership



Percentage of Female in All Management Positions

17.56%

Percentage of Female in Senior Management Positions

19.15%

Compensation and Benefits

▼ Compensation and Incentive System

The Company has formulated and implemented the *Remuneration Management System*, pledging that employee salary levels are 100% higher than the local living wage⁸ and statutory minimum wage standards in all operating locations, thereby providing employees with competitive compensation security. The Company has established a compensation structure of 'basic guarantees + performance-driven rewards + diverse incentives', which motivates employees and fosters creativity from multiple dimensions through a combination of fixed salaries, performance bonuses, and various incentive measures. Furthermore, the Company actively listens to employee feedback and has established communication channels to ensure issues are addressed promptly and fairly.

Fixed Salary

- Standard Salary

Allowances and Subsidies

- Overtime Pay
- Position-Based Subsidies
- Communication Allowances
- Housing Subsidies
- Other Allowances

Performance Incentives

- Monthly Performance Bonuses
- Special Incentives
- Year-End Performance Bonuses
- Internal Referral Bonuses
- Employee Awards and Recognition Bonuses

Long-Term Incentives

- Employee Stock Ownership Platform
- Restricted Stock Unit Incentive Plan

Compensation and incentive structure

Key Performance

During the reporting period, the Company:

- Gender pay ratio between male and female employees was **1.02:1**

▼ Employee Benefits

The Company has formulated and implemented policies such as the *Employee Benefits Management System* and the *Employee Care and Condolence Management System*. In addition to basic benefits like the 'five social insurances and one housing fund' and statutory holidays, the Company provides all employees with various special benefits including holiday bonuses and living allowances. In 2025, the Company continued to optimize its benefits management system and processes, conducting a comprehensive evaluation of the benefits framework and adding several new care-focused benefits such as family care and support for personal interests.

Basic Benefits

- Five Social Insurances and One Housing Fund: Pension, Medical Insurance, Maternity Insurance, Work-Related Injury Insurance, Unemployment Insurance, and a Housing Provident Fund
- National statutory holidays: Spring Festival, Qingming Festival, Dragon Boat Festival, Labor Day, Mid-Autumn Festival, and National Day are observed according to national standards
- Regular Leave: Paid Sick Leave, Travel Leave, Marriage Leave, Bereavement Leave, and Annual Leave

Flexible Benefits

- Holiday Gifts: Spring Festival, Women's Day, Dragon Boat Festival, Mid-Autumn Festival
- Anniversary and Birthday Events and Benefits
- Wedding Condolence Payments
- Subsidies for Children's Education Advancement
- Employee Health Check-Ups: Free annual health check-ups are arranged for employees who have completed one year of service

Living Allowances

- Clothing Benefits: Summer and Autumn Work Uniforms
- Meal Subsidies: Dining in the Canteen
- Housing Subsidies: Provision of Rental Resources and Off-Site Housing Subsidies
- Transportation Subsidies: Shuttle Bus Service Provided
- High-Temperature Subsidies / Communication Allowances / Night Shift Subsidies
- Family Visit Transportation Subsidies (for deputy manager level and above)

Team Building

- Team-Building Funds: Departmental team-building funds are provided each quarter
- Interest Clubs: Sports clubs for activities such as Badminton, Basketball, and Hiking

Employee benefits system

⁸ Definition of a Living Wage: A living wage is a wage sufficient for a worker and their family to afford a decent standard of living, covering food, water, housing, education, healthcare, transportation, clothing, and other essential expenses, including provisions for unexpected events.



The Company's 'Qingyu Cup' badminton tournament



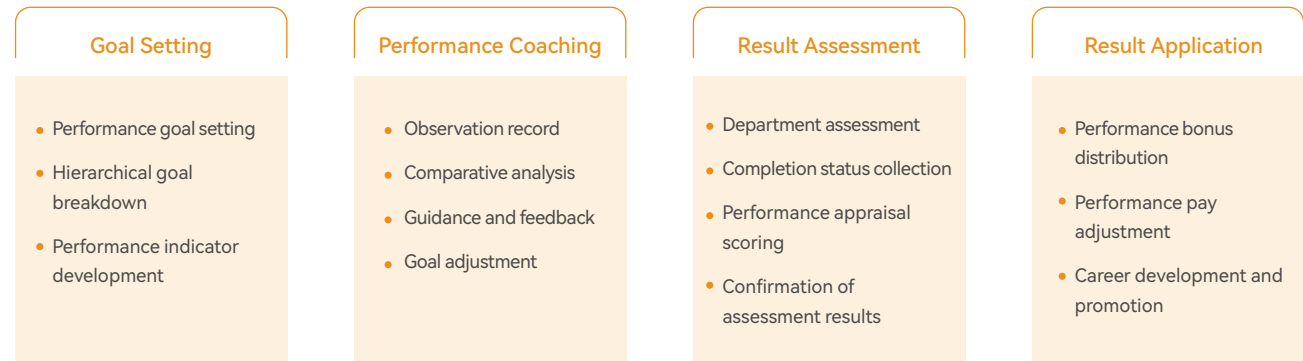
Wuxi LAPLACE hiking and mountaineering competition



Xi'an LAPLACE employee birthday party

▼ Performance Appraisal

To promote organizational and individual development, the Company has formulated the *Performance Appraisal Plan*. The appraisal process follows a cyclical management flow of 'plan-execute-evaluate-apply', forming a closed-loop management system that covers goal setting, performance coaching, results assessment, and application of results.



Performance appraisal system

Additionally, the Company has clearly published the performance appeal process on its 'Performance Management Window' platform and set up a dedicated appeals email, encouraging employees to provide active feedback to ensure the fairness of appraisal results. The Company conducts an annual company-wide performance management satisfaction survey to gather extensive feedback and suggestions from employees on all aspects of performance management. In 2025, employee satisfaction with performance management met a high standard, achieving internal management targets.

Online
Channel

Performance Appeal Email:
hr-perf@laplace-tech.com

Offline
Channel

Submit written materials directly to the HRBP

▼ Communication and Satisfaction

LAPLACE considers democratic management a cornerstone of its corporate governance. Through mechanisms such as establishing a labor union in accordance with the law and convening employee representative congresses, we actively listen to employee opinions during the deliberation of major corporate decisions and regulations. This safeguards employees' rights to know, participate, express, and supervise, thereby enhancing the scientific basis of decision-making and employees' sense of identification. During the reporting period, the Company's labor union successfully completed its second committee election, forming a new labor union committee and a female employees' committee, which provides an organizational guarantee for the continuous deepening of democratic management.

Employee Satisfaction Surveys

The Company has established a regular employee satisfaction survey mechanism. By periodically collecting feedback at various stages of onboarding and departure, conducting 'Daily Question' interactions, and carrying out special surveys on services like the canteen and shuttle buses, we systematically identify management shortcomings. Targeted improvement measures are then implemented to continuously enhance the employee experience and organizational operational efficiency.

Key Performance

During the reporting period, the Company:

- Employee onboarding satisfaction score was **95.01**
- Offboarding satisfaction score was **92.3**



Case study: Collecting employee feedback to build a green office environment

In August 2025, to gather employee feedback on the Company's catering, cleaning, and holiday activities, the Administration Department conducted a broad solicitation of opinions through an online questionnaire, working with employees to promote the creation of a greener work environment. In addition, the Company provides an ongoing space for employees to post and comment through the 'Colleague Bar' platform on WeChat Work, encouraging free internal communication.



Online survey results and the 'Colleague Bar' platform



Employee Grievances and Communication

The Company's Human Resources Department and Audit Department are jointly responsible for receiving and handling employee appeals, complaints, and reports. The Company has established a tracking and feedback mechanism for employee suggestions, committing to timely and impartial investigations of all accepted matters and taking necessary corrective actions, while strictly ensuring the confidentiality of the process and the fairness of the outcomes.

Furthermore, to break down hierarchical barriers and listen to the voices of employees, the Company has established and operates a systematic internal communication mechanism, committed to fostering a more open, trusting, and vibrant work environment.

Direct Communication

- Colleague Bar
- Communication with Superiors
- Team Management Communication
- Executive Forums
- Executive Luncheons
- Executive Live Streams

Appeals and Suggestions

- Rationalization Suggestions
- Daily Question
- Performance Appeals

Anonymous Feedback

- Complaints and Reports
- General Manager's Mailbox

Surveys and Feedback

- 360-Degree Assessments
- Engagement and Satisfaction Surveys
- Offboarding Satisfaction
- Onboarding Satisfaction

Employee internal
communication channels

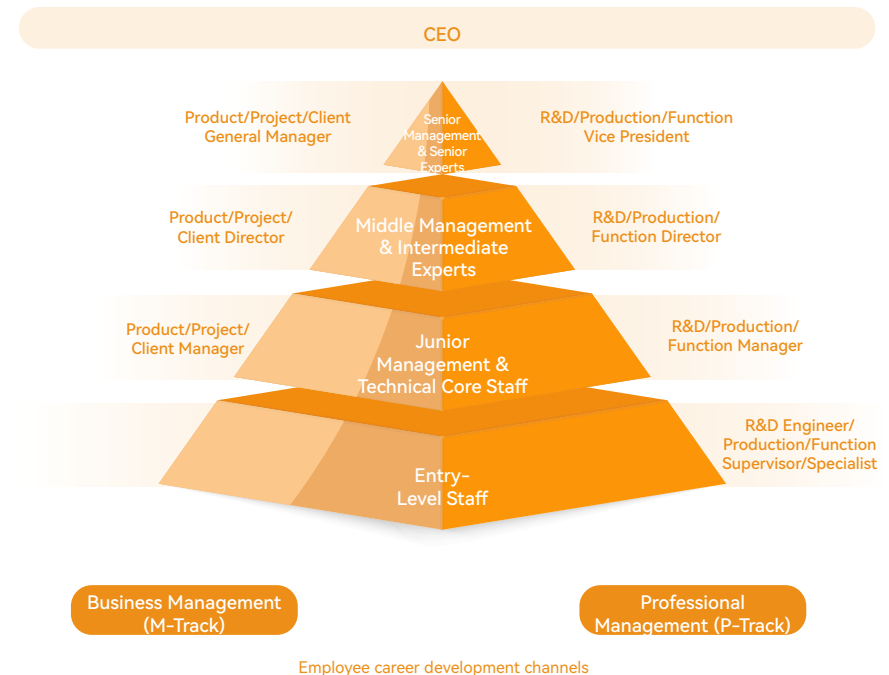
Communication
Channels

Talent Cultivation and Development

LAPLACE regards talent as the core force driving the Company's sustainable development. We value the personal career development of our employees, providing them with clear career paths and carrying out systematic coaching, training, and support to promote talent pipeline development and achieve mutual success for both the enterprise and its employees.

Career Development

The Company is committed to creating personalized career development paths and has formulated systems such as the *LAPLACE Position and Rank System*. Based on job requirements and employees' career plans, the Company continuously optimizes its rank system, defining six major career tracks: project management, professional, technical, management, marketing, and operations. It has also designed dual promotion channels for business management and professional management to ensure every employee can realize their personal value in a suitable field. At the same time, the Company implements year-round mechanisms for internal transfers, open competitions, and job rotations, actively promoting the orderly flow and maximized value of talent within the organization to broaden career development paths for employees. In 2025, a total of 212 employees transferred internally through open internal competitions.



Employee Training

The Company is dedicated to systematically cultivating and empowering its talent pool. It has formulated and refined a series of systems, including the *Training Management System* and the *Internal Instructor Management System*, complemented by the development of standardized tools and resources such as the *Learning Program Quality Assurance Guidelines* and the *Leadership Development Framework*. This has established a talent development framework with modules for leadership, professional skills, and new employee training, forming a comprehensive cultivation mechanism that covers the entire talent lifecycle and continuously builds a high-quality workforce with leadership potential, professional depth, and adaptability.

Training Program

Training Content

Leadership Academy:

- Taihang Action
- Navigator Program
- Project Birds' Paradise
- Project Shoebill
- Project Cornerstone

Through three major training camps, the Leadership Academy delivers precise, systematic, and challenging development programs for managers and future leaders, aiming to comprehensively enhance the leadership qualities and professional capabilities of managers at all levels and key business personnel. In 2025, the average training time reached 51 hours per person, with an overall training satisfaction score of 90.

- Strategy Training Camp: Covers the three dimensions of 'strategic growth, organizational operations, and leadership effectiveness', enhancing leaders' strategic thinking and strengthening their precise decision-making and risk control capabilities in complex environments.
- Mid-to-Junior Level Management Training Camp: Focuses on core management skills such as team building, performance management, effective communication, and execution, enhancing the daily management effectiveness and team leadership of mid-level and junior managers through a learning model of 'combining training with practice and fostering a competitive learning environment'.
- Marketing Manager, Product Manager, and Project Manager Training Camp: Strengthens business insight, market analysis capabilities, and strategic planning skills, ensuring that key business personnel can efficiently drive projects and implement innovations.

Professional Skills Academy

- The Professional Skills Academy is divided into 10 specialized academies based on core business and technical fields, including the Marketing Academy, R&D Academy, Supply Chain Academy, Manufacturing Academy, Quality Academy, Project Management Academy, After-Sales Academy, Human Resources Academy, Finance Academy, and Strategic Operations Academy, and is dedicated to cultivating and empowering expert talent in various professional domains.
- In 2025, the Professional Skills Academy developed a total of 125 professional courses, with average training hours reaching 25 hours per person and an overall training satisfaction score of 90.

New Hire Training Academy

The New Hire Training Academy is divided into two programs for experienced hires and campus recruits, and is committed to providing every new member with a systematic and immersive integration and development plan to help new colleagues quickly understand the organization, integrate into the culture, and master essential skills. In 2025, the new employee orientation training coverage rate reached 100%, with an overall training satisfaction score of 94.7.

- Training for Experienced Hires: Helps experienced professionals quickly integrate, understand the business model, familiarize themselves with work processes, and clarify their roles and career development expectations within the organization.
- Training for Campus Recruits (Voyager Training Camp): Helps recent graduates transition from campus to the workplace, understand the Company's history, values, and basic rules and regulations, master necessary professional skills, and build a sense of belonging.

Training Program

Training Content

Specialized Development Program for High-Potential Personnel

- To accurately identify and accelerate the development of high-performing, high-potential key personnel, the Company has established the 'Spotlight Program - Talent Training Class'. This program uses a rigorous and scientific selection mechanism to identify employees with the greatest development potential within the Company, providing them with a customized accelerated development plan that includes challenging project experience, mentoring from senior leaders, and cross-departmental rotations. These in-depth development measures ensure a continuous supply of high-quality talent with high-performance potential and strategic vision for all business areas. In 2025, the Company conducted the 'Spotlight Program' training for 48 high-potential employees.

Language Learning Program

- To enhance employees' communication and collaboration skills in a global context, the Company actively organizes and conducts various language learning and training programs, such as English corners and English app check-in activities, to build a bridge for communication between Chinese and foreign employees.

The Company has established an online learning platform, 'LAPLACE Academy', and built an internal instructor team, gathering over 2,000 high-quality course resources covering diverse fields such as leadership, professional skills, and general skills. Through personalized recommendations, flexible and convenient access, an interactive community, and an effectiveness evaluation mechanism, it provides personalized learning support for every employee.



Case study: LAPLACE implements a professional skills enhancement plan to build a solid talent foundation

To systematically strengthen the development of its technical talent pipeline, the Company has implemented a 'Professional Skills Enhancement Plan' for Manufacturing Center employees since 2020. The plan focuses on four areas with high safety requirements: low-voltage electrical work, welding and thermal cutting, forklift operation, and working at heights. It is coordinated by the Manufacturing Center and supervised by senior management, forming a standardized, closed-loop management process of 'needs identification - external training - qualification certification'. In 2025, the Manufacturing Center added 18 new certified skilled professionals.



Case study: Building an internal instructor team to facilitate knowledge retention and sharing

Through a multi-layered screening and assessment process, the Company has certified and appointed a group of outstanding talents from various fields with deep professional expertise and excellent communication skills to serve as internal instructors, effectively promoting the efficient transfer and widespread sharing of knowledge within the organization. In 2025, the Company's internal instructor development program totaled 347 class hours, reaching 9,920 participants, and the instructor team consisted of 104 members.



Internal instructors conducting training at the Company

Key Performance

During the reporting period,

- The employee coverage rate for regular career development assessments was **100%**
- The total hours of employee training were **60,024**
- The average training hours per employee were **25.14**
- The average training investment per employee was RMB **2,011**
- The total investment in employee training and empowerment was RMB **4,802,400**

Average training hours per employee by job level (unit: hours)



Occupational Health and Safety

LAPLACE places great importance on occupational health and safety management. By focusing on systems and mechanisms, risk control, and safety culture as key pillars, it continuously advances the construction of its management system to fully protect the occupational health and safety of its employees.

Occupational Health and Safety Management

LAPLACE regards production safety and employee health as the lifeline and bottom line of its development. The Company strictly complies with laws and regulations such as the *Work Safety Law of the People's Republic of China*, and has formulated policies including the *Management System Manual*, *Environmental and Occupational Health and Safety Operational Control Procedures*, and *Environmental and Occupational Health and Safety Monitoring and Control Procedures*. It has established a three-tiered health and safety management structure consisting of the 'Company's EHS Department - Business Unit and Project EHS Departments - Safety Grid Officers' to implement occupational health and safety management responsibilities at every level.

The Company's EHS Department

Responsible for overall coordination and management, organizational and cultural development, building systems of excellence, achieving standardization and digitalization, conducting compliance audits, and promoting continuous EHS improvement

Business Unit/Project EHS Departments

Responsible for business integration, organizational planning, implementation and supervision, task execution, timely information feedback, and rigorous self-management capabilities, promptly addressing discrepancies to ensure smooth business operations

Safety Grid Officers

Responsible for daily safety inspections, ensuring task execution, emergency response to accidents or incidents, and correcting and assessing on-site violations

The Company's three-tiered occupational health management structure

The Company is ISO 45001 certified and has established and continuously operates a management system that complies with the standard. By implementing facility upgrades, improving labor protection and monitoring mechanisms, and regularly conducting occupational hazard factor testing, the Company continuously enhances its safety technology and occupational health management capabilities.

The Company also regularly organizes occupational health check-ups for employees and conducts health education and free clinics based on their health management needs. During the reporting period, the Company invited expert teams from professional medical institutions such as the Fourth People's Hospital of Shenzhen and Shenzhen Pingle Orthopedic Hospital to provide services including health lectures, health indicator testing, and traditional Chinese medicine physiotherapy experiences. These initiatives help employees stay informed about their health status, raise their health management awareness, and foster a caring atmosphere for employee well-being.



LAPLACE ISO 45001 occupational health and safety management system certification



Wuxi LAPLACE ISO 45001 occupational health and safety management system certification



G&D Systems ISO 45001 occupational health and safety management system certification



Kahkee Material ISO 45001 occupational health and safety management system certification



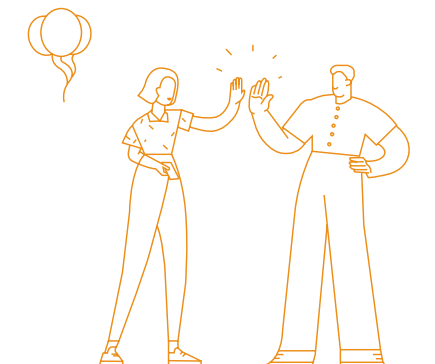
LAPLACE work safety standardization certificate

▼ Production and Operational Safety

The Company continuously strengthens occupational health and safety management surrounding its production and operations, has formulated and implemented internal standards such as the *Safety Management System for Hazardous Chemicals* and the *Control Procedures for Wastewater, Waste Gas, and Noise*, systematically manages areas including equipment and facility operation, hazardous substance control, and workplace environment improvement, and continuously enhances the working environment to effectively protect employee health and operational safety.

▼ Occupational Disease Prevention and Control

The Company has formulated a series of measures for occupational disease prevention and control, regularly conducts occupational health risk identification and assessment, monitors dust, noise, and toxic and harmful substances, and provides appropriate personal protective equipment for personnel in positions exposed to hazards such as chemicals, noise, and high temperatures. For operators in positions with occupational hazards, the Company strictly arranges regular occupational health examinations, establishes employee occupational health monitoring files, and ensures the effective implementation of protective measures.



The 'Three Simultaneities' for occupational health

- New projects strictly implement the 'Three Simultaneities' principle, controlling occupational hazards at the source. This top-level design effectively prevents occupational hazards from the outset, safeguarding employees' health rights and interests



Occupational hazard factor assessment and updates

- The Company conducts annual assessments and updates of occupational disease hazard factors, and performs comprehensive inspections of production processes and equipment to ensure timely detection and identification of potential occupational disease hazards, effectively preventing harm to employee health and the occurrence of occupational diseases



Reducing Occupational Disease Exposure Risk

- Providing personal protective equipment tailored to different positions that complies with relevant legal requirements, and conducting regular maintenance, replacement, and daily supervision
- For process positions with occupational hazards, continuously advancing technological transformation and upgrades to effectively reduce the level of occupational hazards
- Assessing existing toxic and hazardous chemicals and promoting the substitution with low-toxicity, environmentally friendly products to fundamentally reduce exposure to occupational hazards



Occupational Health Examinations

- For personnel in positions involving occupational hazards, implementing a regular occupational health monitoring system with physical examinations to ensure full-cycle health monitoring and protection for employees at different career stages
- Establishing occupational health monitoring files to systematically manage the medical examination results and health status of employees exposed to occupational hazards



External Audit Guidance for Improvement

- Regularly inviting third-party organizations to test for occupational hazard factors in major workplaces and benchmarking against leading enterprises to improve deficiencies

Building a Safety Culture

▼ Emergency Management

The Company places great importance on emergency management for unexpected incidents, has formulated and implemented systems such as the *Emergency Preparedness and Response Control Procedures* and the *Emergency Response Manual for After-Sales Special Gas Accidents*, systematically standardizing the management requirements for the entire process including accident prevention, risk identification, information reporting, emergency response, and post-incident improvement, and clarifying the responsibilities and response procedures at all levels to ensure that the emergency mechanism can be quickly activated to effectively control the situation and mitigate adverse impacts in the event of an accident. Additionally, the Company continuously improves its emergency preparedness plan through regular drills, constantly enhancing employees' emergency response capabilities and on-site coordination, providing solid support for the safe operation of its production and business activities.



Case study: Wuxi LAPLACE conducts a fire drill on the theme of 'Fire safety for all, life first'

To enhance the fire safety awareness and emergency response capabilities of all employees, Wuxi LAPLACE conducted a fire drill on 26 June 2025, simulating a fire in a diesel chemical cabinet for forklifts. The drill included fire evacuation, firefighting, rescue, and training on the use of fire hydrants and fire extinguishers, aiming to improve everyone's reaction speed, fire prevention management, and emergency handling capabilities in the event of a fire from a practical perspective.



Wuxi LAPLACE conducts a fire emergency rescue drill



Case study: LAPLACE conducts a fire accident emergency drill

On 4 June 2025, the Company's EHS Department organized a fire accident emergency preparedness plan drill for all employees, which simulated a fire caused by an electrical fault on the first floor of the industrial park. After the incident occurred, on-site personnel immediately reported to the emergency commander-in-chief, who then announced the activation of the emergency preparedness plan. Each emergency team responded swiftly according to their designated responsibilities in the plan, orderly completing a series of drill segments including fire alarm, initial firefighting, personnel evacuation, first aid for the injured, and post-incident handling. The drill effectively tested the scientific validity and operability of the Company's emergency preparedness plan and strengthened employees' emergency response awareness and self-rescue capabilities.



The Company organizes a safety accident drill

▼ Safety Training

To continuously enhance employees' safety awareness and self-protection capabilities, the Company regularly conducts specialized training covering three-level safety education, occupational health protection, special equipment training, and team safety management. It also organizes various safety culture-themed activities to continuously deepen the culture of occupational health and production safety, comprehensively improving the Company's overall safety management level.



Case study: The Company conducts safety knowledge training on special equipment

In September 2025, the Company's EHS Department organized safety knowledge training on special equipment. This training systematically explained to employees the basic concepts, key points of daily management, and core requirements of relevant laws and regulations for special equipment. The content covered key knowledge such as the definition and classification of special equipment, safe operating procedures, daily inspection and maintenance, common risk identification, and emergency measures for accidents. The training aimed to ensure that employees, especially relevant operators and management personnel, deeply understand the importance of special equipment safety, clarify their own safety responsibilities, and master necessary risk prevention and control skills.



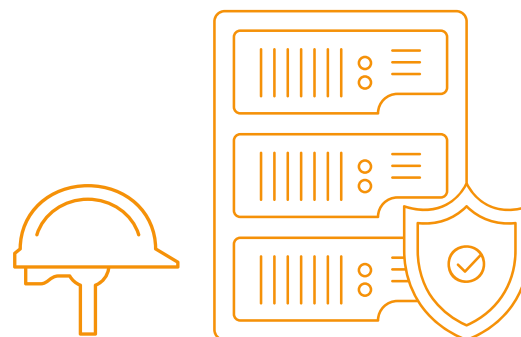
Case study: The Company conducts hazardous operations safety education

In October 2025, the Company conducted safety training for hazardous operations, systematically explaining the basic concepts, major risks, safety regulations, and typical issues of common hazardous operations such as hot work, work at heights, confined space entry, and temporary electricity use. The training aimed to enable relevant operational and management personnel to deeply understand the specific nature of various hazardous operations, clarify safe operating standards and responsibilities, and enhance their practical ability in risk identification and on-site control.

Key Performance

During the reporting period, the Company:

- Production safety accidents in existing operational projects were **0**
- Safety training coverage for new employees upon induction was **100%**
- Work-related fatalities per year for the past three years were **0**.



Fulfilling Social Responsibilities

While achieving its own development, the Company always actively fulfills its social responsibilities and is committed to giving back to society. The Company has formulated the *LAPLACE Measures for the Management of External Donations*, focusing our investments on educational support, social welfare, poverty and disaster relief, and rural revitalization, systematically planning and supporting public welfare initiatives.

Educational Support

The Company engages in university-enterprise cooperation and made a charitable donation to Xiamen University to support the construction of a physics lecture hall and the 'Simple Meals, Deep Gratitude' public welfare project.

Additionally, since 2023, the Company has established the 'Jiageng Honghui Scholarship' at the Huochang Tujia Township Nine-Year Compulsory School in Yuanling County, Hunan Province. The project has cumulatively donated RMB 200 Thousand to provide financial assistance to students from economically disadvantaged backgrounds with excellent performance, and has also implemented long-term companionship and growth support activities to continuously support rural education development and aid the growth of local students. From the 2023 to 2025 academic years, the project has subsidized a total of 42 student-instances and distributed RMB 96 Thousand in scholarships.



Donation certificate from Xiamen University to the Company

Poverty and disaster relief

The Company donated funds to the earthquake-stricken areas in Xigaze, Tibet; a fire-affected area in Hong Kong; a typhoon-hit region in Hainan; and the earthquake-stricken Jishishan County in Linxia Prefecture, Gansu. Through the China Foundation for Rural Development and the Shenzhen Charity Federation, these donations provided targeted support for rescue and post-disaster efforts, aiding in local recovery and ensuring basic living standards for the affected population. Concurrently, the Company participates in the 'Guangdong Poverty Alleviation Day' and local Red Cross public welfare projects, taking practical actions to assist disadvantaged regions.



The Company's donation certificate for the disaster area in Tibet

Social Welfare

The Company organized a summer heat relief event for sanitation workers, delivering heat prevention supplies to frontline sanitation staff in Shenzhen. This initiative covered over one hundred frontline workers, effectively improving their working conditions in high temperatures and conveying care for grassroots laborers.



The Company delivered heat-prevention supplies to sanitation workers

Rural Revitalization

Through the Pingshan District Charity Federation of Shenzhen, the Company provided targeted assistance funds to Lixin Village, Yinchao Town, Tiandong County, Guangxi, to support improvements in local basic livelihood.

Appendix

Key Performance Indicators Table

Indicators		Unit	2025
Environmental Management			
Environmental Protection Investment		RMB 10,000	140.65
Environmental Violations	Major Sudden Environmental Incidents	Cases	0
	Environmental Violations and Non-Compliance Incidents	Cases	0
	Environment-Related Administrative Penalties	RMB 10,000	0
Environmental Compliance Development	Percentage of Employees Covered by Environmental Training (Including Topics Such as Waste, Chemicals, Environmental Protection and Energy Conservation, and Environmental Emergency Response)	%	100
	Coverage Rate of Major Operating Sites Participating in Specific Environmental Risk Assessments	%	100
Water Resource Management			
Water Withdrawal and Consumption	Total Water Withdrawal	Cubic Meters	100,731.20
	Water Withdrawal Intensity	Cubic meters/RMB Million in Revenue	18.44
	Total Water Consumption	Cubic Meters	100,731.20
	Water Consumption Intensity	Cubic meters/RMB Million in Revenue	18.44
	Total Industrial Wastewater Discharge	Cubic Meters	4,255.00
	Industrial Wastewater Discharge Intensity	Cubic meters/RMB Million in Revenue	0.78

Indicators		Unit	2025
Waste Management			
Waste Management	Hazardous Waste Generated	Tons	5.94
	Hazardous Waste Generation Intensity	Tons/Million in Revenue	0.0011
	General (Non-Hazardous) Waste Generated	Tons	2,069.41
	General (Non-Hazardous) Waste Generation Intensity	Tons/Million in Revenue	0.38
	Comprehensive Waste Utilization Volume	Tons	677.49
Circular Economy			
Consumption of Renewable Packaging Materials	Cardboard Box Recycling Volume	Kilograms	65,537
Energy Management			
Energy Consumption	Total Comprehensive Energy Consumption	MWh	16,322.71
Direct Energy	Direct Energy Consumption Intensity	MWh/RMB Million in Revenue	1.11
	Gasoline	Liters	18,857.77
	Diesel	Liters	17,767.88
Indirect Energy	Natural Gas	Cubic Meters	530,072.00
	Indirect Energy Consumption Intensity	MWh/RMB Million in Revenue	1.87
	Purchased Electricity	kWh	10,240,399.96
Greenhouse Gas Emissions	Total Greenhouse Gas Emissions	Tons of CO ₂ Equivalent	6,672.53
	Scope 1 Greenhouse Gas Emissions	Tons of CO ₂ Equivalent	1,238.98
	Scope 2 Greenhouse Gas Emissions	Tons of CO ₂ Equivalent	5,433.55
	Scope 1 and Scope 2 Greenhouse Gas Emission Intensity	Tons of CO ₂ Equivalent per Million RMB in Revenue	1.22

Indicators		Unit	2025
Employment Management			
Number of Employees		Persons	2,388
Diversity and Equal Employment			
Employee Gender Distribution	Number of Male Employees	Persons	2,031
	Number of Female Employees	Persons	357
	Percentage of Male Employees	%	85.05
	Percentage of Female Employees	%	14.95
	Percentage of Women in All Management Positions	%	17.56
Female Leadership	Percentage of Women in Senior Management Positions	%	19.15
Employee Structure	Number of Employees Aged 30 and Below	Persons	984
	Number of Employees Aged 31-40	Persons	1,167
	Number of Employees Aged 41-50	Persons	227
	Number of Employees Aged 51 and Above	Persons	10
	Percentage of Employees Aged 30 and Below	%	41.20
	Percentage of Employees Aged 31-40	%	48.87
	Percentage of Employees Aged 41-50	%	9.51
	Percentage of Employees Aged 51 and Above	%	0.42

Indicators		Unit	2025
Protection of Employee Rights and Interests			
Compliant Employment	Number of Child Labor Incidents	Incidents	0
Employee Remuneration	Male-To-Female Employee Salary Ratio	/	1.02:1
Employee Satisfaction	Employee Onboarding Satisfaction Score (Out of 100)	Points	95.01
	Employee Offboarding Satisfaction Score (Out of 100)	Points	92.30
Employee Development and Training			
Employee Development and Training	Coverage Rate of Employees Receiving Regular Career Development Assessments	%	100
	Total Investment in Employee Training and Empowerment	RMB	4,802,400
	Total Employee Training Hours	Hours	60,024
	Average Training Hours per Employee	Hours	25.14
	Average Training Investment per Employee	RMB	2,011
	By Job Level - Average Training Hours for Senior-Level Employees	Hours/Person	9.08
	By Job Level - Average Training Hours for Mid-Level Employees	Hours/Person	9.25
	By Job Level - Average Training Hours for Junior-Level Employees	Hours/Person	6.68

Indicators		Unit	2025
Occupational Health and Safety			
Employee Work-Related Injuries/Fatalities	Number of Work-Related Fatalities per Year in the Past Three Years	Persons	0
	Number of Production Safety Accidents in Existing Operational Projects	Cases	0
Occupational Health and Safety Training	Coverage Rate of Safety Training for New Employees	%	100
Innovation and R&D			
Innovation and R&D Management	R&D Investment	RMB 10,000	38,539.10
	Amount of R&D Investment and Its Percentage of Operating Revenue	%	7.06
	Number of R&D Personnel	Persons	539
	Percentage of R&D Personnel among All Employees	%	22.57
Patent-Related Performance	Cumulative Number of Patent Applications	Items	1,767
	Cumulative Number of Invention Patent Applications	Items	448
	Cumulative Number of Utility Model Patent Applications	Items	1,239
	Cumulative Number of Design Patent Applications	Items	80
Intellectual Property (IP) Protection	Intellectual Property (IP) Infringement Incidents	Items	0
	Number of Training Sessions on Intellectual Property (IP) Protection	Sessions	17
	Cumulative Person-Times of Participation in Intellectual Property (IP) Protection Training	Person-Times	1,300+
Customer Relationship Management			
Customer Service	Customer Issue Response Rate	%	100

Indicators		Unit	2025
Responsible Marketing Management	Incidents of Non-Compliance Concerning Marketing Communications	Cases	0
Responsible Labeling Management	Incidents of Non-Compliance Concerning Product and Service Information and Labeling	Cases	0
Product and Service Safety and Quality			
Product Recalls	Number of Products Recalled	Cases	0
Product Quality Responsibility	Number of Major Incidents Related to Product and Service Safety and Quality Liability	Cases	0
Quality Culture Development	Rationalization Suggestions Collected Online via OA Throughout the Year	Suggestions	5,075
Sustainable Supply Chain			
Supplier ESG Management	Signing Rate of the <i>Letter of Integrity Commitment, Safety and Environmental Protection Agreement, and Supply Chain Compliance Commitment</i> among core suppliers	%	100
Supplier Capacity Building	Cumulative Number of Regular Supply Chain Communication Sessions Held	Sessions	74
Community Relations			
Educational Assistance	Cumulative Number of Students Sponsored	Person-Times	42
	Cumulative Scholarships Awarded	RMB 10,000	9.6

Indicators		Unit	2025
Board Leadership			
Board Diversity and Effectiveness	Number of Independent Directors	Persons	3
	Percentage of Independent Directors	%	33.33
	Number of Female Directors	Persons	3
	Percentage of Female Directors	%	33.33
	Number of Directors with Expertise in Accounting and Risk Management	Persons	4
	Percentage of Directors with Expertise in Accounting and Risk Management	%	44.44
	Number of Board Meetings Held	Times	7
	Number of Proposals Reviewed by the Board of Directors	Items	44
Business Ethics			
Business Ethics Compliance	Business Ethics Training Coverage Rate for Employees in Key Positions	%	100
	Number of Legal Litigations Related to Anti-Competitive Behavior and Antitrust	Cases	0
	Coverage Rate of Business Ethics Risk Assessments at Operational Sites	%	100
	Signing Rate of the <i>Commitment to Integrity in Professional Practice</i> by New Employees	%	100

Indicators		Unit	2025
Data Security and Privacy Protection			
Information Security Status	Number of Major Information or Data Security Incidents	Times	0
Information Security Training	Training Coverage Rate for New Employees and Key Positions	%	100
	Number of Training Sessions Conducted for Professional IT Technicians	Times	9
	Information Security Training Coverage Rate for Professional IT Technicians	%	100
Economic Performance			
Economic Performance	Operating Revenue	RMB 100 Million	54.62
	Total Assets	RMB 100 Million	102.45
	Net Profit Attributable to Shareholders of the Listed Company	RMB 100 Million	6.23
	Basic Earnings per Share	RMB/share	1.54

Indicator Index

GRI index table

Statement of Use	LAPLACE has reported for the year 2025 in accordance with the GRI Standards for the information cited in this GRI content index.
GRI 1 Used	GRI 1: Foundation 2021

Number	Description	Section Index
2-1	Organizational Details	Company Profile
2-2	Entities Included in the Organization's Sustainability Report	Organizational Scope
2-3	Reporting Period, Reporting Frequency and Contact Person	Reporting Period
2-4	Restatement of Information	Double Materiality Issue Management
2-5	External Assurance	/
2-6	Activities, Value Chain and Other Business Relationships	Product Portfolio
2-7	Employees	Protecting Employee Rights and Interests
2-8	Workers Other Than Employees	Protecting Employee Rights and Interests, Fulfilling Social Responsibilities
2-9	Governance Structure and Composition	Sustainability Governance Structure
2-10	Nomination and Selection of the Highest Governance Body	Sustainability Governance Structure
2-11	Chair of the Highest Governance Body	Sustainability Governance Structure
2-12	Supervisory Role of the Highest Governance Body in Managing Impacts	Sustainability Governance Structure
2-13	Delegation of Responsibility for Managing Impacts	Sustainability Governance Structure
2-14	Role of the Highest Governance Body in Sustainability Reporting	About This Report
2-15	Conflicts of Interest	Business Ethics Management System

Number	Description	Section Index
2-16	Communication of Critical Concerns	Double Materiality Issue Management
2-17	Collective Knowledge of the Highest Governance Body	Governance Structure
2-18	Performance Evaluation of the Highest Governance Body	Governance Structure
2-19	Remuneration Policy	Governance Structure
2-20	Process for Determining Remuneration	Governance Structure
2-21	Annual Total Compensation Ratio	Key Performance Indicators Table
2-22	Statement on Sustainability Strategy	Sustainability Strategy
2-23	Policy Commitments	ESG Performance Goals and Commitments
2-24	Integration of Policy Commitments	ESG Performance Goals and Commitments
2-25	Procedures for Remediating Negative Impacts	Compliance Management, Data Security and Privacy Protection
2-26	Mechanisms for Seeking Advice and Raising Concerns	Complaint Management and Whistleblower Protection
2-27	Compliance with Laws and Regulations	Business Ethics Management System, Environmental Compliance Management, Protecting Employee Rights and Interests
2-28	Membership in Associations	Company Honors
2-29	Methods for Stakeholder Engagement	Stakeholder Communication
2-30	Collective Bargaining Agreements	Protecting Employee Rights and Interests
3-1	Process for Determining Material Topics	Double Materiality Issue Management
3-2	List of Material Topics	Double Materiality Issue Management
3-3	Management of Material Topics	Double Materiality Issue Management

Number	Description	Section Index
101-1	Policies to Prevent and Reverse Biodiversity Loss	Ecosystem and Biodiversity Protection
101-2	Management of Biodiversity Impacts	Ecosystem and Biodiversity Protection
101-4	Identifying Biodiversity Impacts	Ecosystem and Biodiversity Protection
101-5	Locations with Biodiversity Impacts	Ecosystem and Biodiversity Protection
101-6	Direct Drivers of Biodiversity Loss	Ecosystem and Biodiversity Protection
101-7	Changes in the State of Biodiversity	Ecosystem and Biodiversity Protection
101-8	Ecosystem Services	Ecosystem and Biodiversity Protection
201-1	Economic Value Generated and Distributed Directly	Key Performance Indicators Table
201-2	Financial Implications and Other Risks and Opportunities Due to Climate Change	Addressing Climate Change
201-3	Defined Benefit Plan Obligations and Other Retirement Plans	Compensation and Benefits
201-4	Financial Assistance Received from Government	Compensation and Benefits
202-1	Ratio of Standard Entry-Level Wage by Gender Compared to Local Minimum Wage	Compensation and Benefits
203-1	Infrastructure Investments and Services Supported	Fulfilling Social Responsibilities
203-2	Significant Indirect Economic Impacts	Fulfilling Social Responsibilities
205-1	Operations Assessed for Risks Related to Corruption	Business Ethics Management System
205-2	Communication and Training About Anti-Corruption Policies and Procedures	Fostering a Culture of Business Ethics
205-3	Confirmed Incidents of Corruption and Actions Taken	Complaint Management and Whistleblower Protection
206-1	Legal Actions for Anti-Competitive Behavior, Antitrust, and Anti-Monopoly Practices	Business Ethics Management System

Number	Description	Section Index
207-1	Tax Approach	Compliance Management
207-2	Tax Governance, Control, and Risk Management	Compliance and Risk Management
207-3	Stakeholder Engagement and Management of Tax Concerns	Compliance Management
301-1	Weight or Volume of Materials Used	Practicing Circular Economy
301-2	Recycled Input Materials Used	Practicing Circular Economy
301-3	Reclaimed Products and their Packaging Materials	Practicing Circular Economy
302-1	Energy Consumption Within the Organization	Energy Management
302-3	Energy Intensity	Energy Management
302-5	Reduction in Energy Requirements of Products and Services	Energy Management
303-1	Interaction with Water as a Shared Resource	Water Resource Utilization
303-2	Management of Water Discharge-Related Impacts	Water Resource Utilization
303-3	Water Withdrawal	Water Resource Utilization
303-4	Water Discharge	Water Resource Utilization
303-5	Water Consumption	Water Resource Utilization
305-1	Direct (Scope 1) Greenhouse Gas Emissions	Addressing Climate Change
305-2	Other Indirect (Scope 3) Greenhouse Gas Emissions	/
305-4	Greenhouse Gas Emissions Intensity	Addressing Climate Change

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306-1	Waste Generation and Significant Waste-Related Impacts	Pollution and Waste Management
306-2	Management of Significant Waste-Related Impacts	Pollution and Waste Management
306-3	Waste Generated	Pollution and Waste Management
306-4	Waste Diverted from Disposal	Pollution and Waste Management
306-5	Waste Directed to Disposal	Pollution and Waste Management
306-3	Significant Spills	Environmental Compliance Management
308-1	New Suppliers Screened Using Environmental Criteria	Supplier Management
308-2	Negative Environmental Impacts in the Supply Chain and Actions Taken	Supplier Management
401-1	New Employee Hire Rate and Employee Turnover Rate	Compliant Employment
401-2	Benefits Provided to Full-Time Employees (Excluding Temporary or Part-Time Employees)	Compensation and Benefits
401-3	Parental Leave	Compliant Employment
403-1	Occupational Health and Safety Management System	Occupational Health and Safety Management
403-2	Hazard Identification, Risk Assessment, and Incident Investigation	Occupational Health and Safety Management
403-3	Occupational Health Services	Occupational Health and Safety Management
403-4	Occupational Health and Safety Matters: Worker Participation, Consultation, and Communication	Building a Safety Culture
403-5	Worker Training on Occupational Health and Safety	Building a Safety Culture
403-6	Promoting Worker Health	Building a Safety Culture
403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked to Business Relationships	Building a Safety Culture
403-8	Workers Covered by the Occupational Health and Safety Management System	Building a Safety Culture
403-9	Work-Related Injuries	Building a Safety Culture
403-10	Work-Related Health Issues	Building a Safety Culture

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404-1	Average Hours of Training per Year per Employee	Employee Training
404-2	Employee Skills Enhancement Programs and Transition Assistance Programs	Employee Training
404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	Key Performance Indicators Table
405-1	Diversity of Governance Bodies and Employees	Compliant Employment
405-2	Ratio of Basic Salary and Remuneration of Women to Men	Compensation and Benefits
406-1	Incidents of Discrimination and Corrective Actions Taken	Compliant Employment
407-1	Operations and Suppliers Where the Right to Freedom of Association and Collective Bargaining May Be at Risk	Compliant Employment
408-1	Operations and Suppliers with Significant Risk for Incidents of Child Labor	Compliant Employment
409-1	Operations and Suppliers with Significant Risk for Incidents of Forced or Compulsory Labor	Compliant Employment
414-1	New Suppliers That Were Screened Using Social Criteria	Supplier Management
414-2	Negative Social Impacts in the Supply Chain and Actions Taken	Supplier Management
416-1	Assessment of the Health and Safety Impacts of Product and Service Categories	Product Quality Risk Management
416-2	Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services	Quality Culture Development
417-1	Requirements for Product and Service Information and Labeling	Responsible Marketing
417-2	Incidents of Non-Compliance Concerning Product and Service Information and Labeling	Responsible Marketing
417-3	Incidents of Non-Compliance Concerning Marketing Communications	Responsible Marketing
418-1	Substantiated Complaints Concerning Breaches of Customer Privacy and Loss of Customer Data	Data Security and Privacy Protection

SSE STAR Market Listed Companies Sustainability Report Indicator Index

Disclosure Requirement	Corresponding Chapter in This Report
Addressing Climate Change	Addressing Climate Change
Pollutant Emissions	Pollution and Waste Management
Waste Treatment	Pollution and Waste Management
Ecosystem and Biodiversity Protection	Ecosystem and Biodiversity Protection
Environmental Compliance Management	Environmental Compliance Management
Energy Utilization	Energy Management
Water Resource Utilization	Water Resource Utilization
Circular Economy	Practicing Circular Economy
Rural Revitalization	Fulfilling Social Responsibilities
Social Contribution	Fulfilling Social Responsibilities
Innovation-Driven	Innovative Intelligent Manufacturing
Technological Ethics	Innovative Intelligent Manufacturing, Data Security and Privacy Protection
Supply Chain Security	Sustainable Supply Chain
Equal Treatment of Small and Medium-Sized Enterprises	Sustainable Supply Chain
Product and Service Safety and Quality	Product Responsibility Management, Customer Relationship Management
Data Security and Customer Privacy Protection	Data Security and Privacy Protection
Employees	Protecting Employee Rights and Interests, Talent Cultivation and Development, Occupational Health and Safety
Due Diligence	Sustainable Supply Chain
Stakeholder Communication	Stakeholder Communication
Anti-Commercial Bribery and Anti-Corruption	Business Ethics Management
Anti-Unfair Competition	Business Ethics Management
Voluntarily Disclosed Topics	/

Reader Feedback

Thank you for reading the *LAPLACE Renewable Energy Technology Co., Ltd. 2025 Sustainability Report*. To gain a deeper understanding of your expectations and needs regarding LAPLACE's ESG management and information disclosure, and to continuously improve our ESG performance, we have specially conducted this questionnaire survey. If you have any opinions or suggestions regarding LAPLACE's sustainable development, please feel free to provide feedback via email at: esg@laplace-tech.com.

1. Which of the following Stakeholder categories do you belong to?

- ☐ Government and Regulatory Authorities
- ☐ Investors
- ☐ Customers
- ☐ Suppliers/Business Partners
- ☐ Employees
- ☐ Public/Local Communities
- ☐ Organisations/Associations/Media

2. Do you think this Report prominently reflects the Company's important information on environmental, social and corporate governance?

- ☐ Excellent ☐ Good ☐ Average ☐ Poor

3. Do you find the information and indicators disclosed in this Report to be clear, accurate and complete?

- ☐ Excellent ☐ Good ☐ Average ☐ Poor

4. Is the information you are interested in reflected in this year's ESG Report?

- ☐ Yes ☐ No ☐ Partially

5. Do you think the layout and design of this Report aid your understanding of the information presented?

- ☐ Yes ☐ No ☐ Partially

6. What other suggestions or expectations do you have for LAPLACE's ESG work?