MINIEYE

MINIEYE TECHNOLOGY CO., LTD

(a joint stock company incorporated in the People's Republic of China with limited liability)

Stock Code : 2431

Environmental, Social and Governance Report 2025



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ABOUT THE REPORT

Minieye Technology Co., Ltd (the "**Company**") hereby publishes the 2025 Environmental, Social and Governance (ESG) Report (the "**Report**") to describe the concept, practices and performance of the Company and its subsidiaries ("**Minieye**", "**the Group**", "**we**") in environmental protection, social responsibility and corporate governance. The Report aims to share with stakeholders the ESG progress and results achieved by the Company and its subsidiaries.

BASIS OF PREPARATION

The Report is prepared with reference to the Environmental, Social and Governance Reporting Code ("**ESG Reporting Code**") set out in Appendix C2 to the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (the "**Listing Rules**").

REPORTING SCOPE

Unless otherwise specified, the scope of the Report is consistent with the scope of the annual consolidated financial report and covers the period from January 1, 2025 to December 31, 2025 (the "**Reporting Period**"). Certain parts of the Report are either retrospective to previous years or look forward to future years. Unless otherwise specified, the financial information in the Report is presented in Renminbi (RMB).

REPORTING PRINCIPLES

- Materiality: The Group has identified material ESG issues through stakeholders' engagement and materiality assessment, and made targeted disclosure of these issues in the ESG Report;
- Quantitative: All the information in the Report is from relevant statistical reports and official documents of the Group. The relevant standards and methods adopted in the calculation of KPIs have been reported, with a narrative provided to illustrate the purposes and impacts;
- Balance: The Report follows the balance principle to objectively present the Group's ESG performance;
- Consistency: For key indicators that have been publicly disclosed previously, the statistical methods used in the Report are consistent with those previously used to ensure comparability with historical information. For newly disclosed key indicators, we will ensure that the statistical methods used in the future will be consistent with those used in the Report.

REPORT AVAILABILITY

The Report is published in both Traditional Chinese and English. Should there be any discrepancy between the two versions, the Traditional Chinese version shall prevail. The Report is available for view or download on the HKEXnews website (http://www.hkexnews.hk) and the Group's website (https://www.minieye.cc).

CONTACT

All stakeholders are welcome to give their valuable opinions or suggestions in relation to the Report via:

E-mail: ir@minieye.cc
Address: 25th Floor, Tower A, Building 1, Zhongzhou Binhai Commercial Center, No. 9285 Binhe Avenue, Shangsha Community, Sha Tau Street, Futian District, Shenzhen, Guangdong Province, PRC

ESG MANAGEMENT

STATEMENT OF THE BOARD

The Board is responsible for overseeing the development direction and execution strategies of the Group's ESG strategy, ensuring that the Group establishes and implements a reasonable and complete management framework and policies. Currently, the Group has established an ESG Working Group comprising of relevant departments, coordinated by the Board's Strategy Committee, which reports ESG progress and key issues to the Board to facilitate appropriate guidance and supervision by the Board.

During the Reporting Period, the Board has received the Group's annual ESG work progress, reviewed and approved the annual ESG report, and provided views and recommendations on ESG issues that may affect the Company's long-term development. The Board continuously monitors industry development trends, constantly reviews relevant industry and business risks, and progressively integrates new ESG-related factors into overall risk management. During the Reporting Period, the Directors participated in the corporate annual ESG materiality issue assessment and reviewed and confirmed the results of the annual materiality issue assessment.

Furthermore, all members of the Board participated in specialized training on sustainable development, systematically studying core ESG content such as new climate-related regulations and corporate governance. This initiative continuously strengthens the knowledge and capabilities of senior management in the sustainable development aspect, and constantly enhance ESG governance awareness, strategic thinking and forward-looking decision-making capabilities.

The Report has been reviewed and approved by the Board on March 31, 2026.

ESG STRATEGIC GOALS

Minieye actively integrates the concepts of sustainable development and management with the Company's development strategy. Based on the actual circumstances of its business operations, it has formulated ESG strategic goals covering three dimensions: quality, environment and occupational health and safety. Concurrently, we have established and implemented internal systems such as the "Inspection Control Procedure", "Environmental Safety Monitoring and Measurement Procedure" and "Sustainable Development Control Procedure" to regularly assess the implementation of the above strategic goals. While meeting the Company's own development needs, we continuously fulfill our corporate social responsibility, aiming to achieve sustainable, green, long-term and stable development.

Minieye's ESG Strategic Goals	
Quality Strategic Goals:	Safe and reliable, continuous improvement, risk-oriented; customer satisfaction, employee satisfaction, and win-win cooperation with suppliers.
Environmental Strategic Goals:	Compliance with laws and regulations, enhancement of environmental awareness, promotion of energy-saving production, and provision of environmentally friendly products.
Occupational Health and Safety Strategic Goals:	Full participation, prevention first, safety and health, compliance with laws and regulations, and continuous improvement.

ESG GOVERNANCE STRUCTURE

The ESG management structure of Minieye is a three-tier management structure consisting of the Board, the Board's Strategic Committee and the ESG Working Group.

The Board	• Leadership and decision-making body for ESG work • Primarily determining the Company's ESG development direction, strategy and goals • Reviewing and approving corporate ESG management system, ESG report and major ESG issues
Board's Strategic Committee	• Research and guidance body for ESG work • Primarily researching, analyzing and evaluating ESG and related issues • Guiding daily conduct of ESG work and preparation of ESG report

ESG Working Group	• A working group established under the Company's Board's Strategic Committee (referred to as the "**ESG Working Group**") serving as the executive unit for the Company's ESG issues
	• Led by the Secretary to the Board, with the team leader and members determined based on actual work needs. Main responsibilities include:
	  • Formulating corporate ESG strategy, goals, plans and related policies for submission to the Board's Strategic Committee for review
	  • Developing corporate annual ESG work plan, collecting and summarizing ESG work progress and effectiveness, summarizing the operation of the ESG system and the completion status of phased goals for various matters, and reporting to the Board's Strategic Committee
	  • Organizing and coordinating various functional departments of the Company to formulate specific ESG management indicators and work measures, and tracking and supervising the progress of goals and completion of key tasks
	  • Promoting the implementation of corporate ESG work management methods, improving the existing ESG-related management system of the Company, and timely formulating and improving ESG-related management systems and measures as needed
	  • Organizing and carrying out stakeholder communication work, establishing external communication work procedures
	  • Guiding the collection of information for the annual ESG report
	  • Other ESG-related work responsibilities

When necessary, we also engage external ESG experts to provide professional advice on our ESG work.

STAKEHOLDER COMMUNICATION

Stakeholder's participation is an important foundation for clarifying the direction of ESG management. In addition to conduct research, the Company collects feedback and demands through daily interactions with diverse stakeholders, ensuring the issue list accurately addresses the core concerns of stakeholders while being timely and targeted. To effectively respond to the expectations and requirements of all parties, we have established multiple communication mechanisms applicable to different stakeholders, aiming to provide important guidance for the Group to update its ESG development strategy and plans, thereby continuously optimizing ESG management and decision-making, promoting the orderly implementation of various ESG tasks, and working with various stakeholders to achieve sustainable development.

Stakeholders	Expectations and Requirements	Communication Mechanism
Government/Regulatory Authorities	• Compliance with laws and regulations • Tax compliance • Support for local development	• Daily management • Meetings and exchanges • Supervision and inspection • Status update
Shareholders/Investors	• Shareholder returns • Information disclosure • Investor relations • Corporate governance • Risk control	• General meetings • Information disclosure • Investor relations activities
Customers	• Adhering to commitments • High-quality products • Quality pre-sales and aftersales services • R&D capabilities	• Contract performance • Business dealings • Daily communication • Customer satisfaction survey
Employees	• Remuneration and benefits coverage • Comprehensive training system • Fair promotion and development opportunities • Quality workplace	• Performance management • Employee training • Employee activities and care for employees • Care for employees' health
Suppliers/Partners	• Adhering to commitments • Equal, open and fair procurement • Win-win development	• Open bidding and tendering • Contract fulfillment • Daily communication • Communication and visitation
Media	• Compliance operation • Business ethics	• Information disclosure • Company website and email • New media platforms
Charitable Organizations and Communities	• Technological inclusivity • Community welfare	• Community welfare projects • Community volunteer activities • Research questionnaires

MATERIALITY ISSUE ASSESSMENT

Minieye conducts materiality issues management through the synergistic approach of a structured issue screening process and ongoing stakeholder engagement. On one hand, it relies on systematic processes to ensure the comprehensiveness and forward-looking of issue identification. On the other hand, it accurately captures the core concerns of stakeholders through daily interactions. This ultimately results in a list of materiality issues that is both scientific and targeted to provide directional guidance for sustainable development practices.

The specific materiality assessment process is as follows:

- **Establishment of Materiality Issue Database:** Based on national policies, corporate development, disclosure standards, capital markets and peer benchmarking, the Company identifies and organizes annual materiality issues from multiple dimensions based on the original materiality issue list to establish the its materiality issue database.

- **Stakeholder Survey:** Based on the above analytical dimensions, identify issues that have a material impact on Minieye. Internal and external stakeholders of the Company are invited to complete an online questionnaire to assess the importance of different sustainable development issues and provide opinions on the Company's current sustainable development strategy and related performance. In 2025, we conducted an ESG materiality issue survey targeting a diverse group of stakeholders, including Directors, independent Directors, supervisors and senior management, mid-level management, non-management employees, suppliers, customers, investors of the Company, media, government and regulatory authorities, charitable organizations and the community. A total of 145 valid questionnaires were collected.

- **Analysis and Review of Materiality Issues:** Statistical analysis is performed on the survey results, and weights are assigned to each issue based on the degree of risk. A materiality matrix was formed based on the two dimensions of "importance to external stakeholders" and "importance to the Company's business," and the screening and analysis results are reviewed through both internal management and external expert channels.

- **Response and Disclosure of Materiality Issues:** For significant material issues, action plans are formulated and implemented with key responses and disclosures made in the report.

In 2025, the Group identified and confirmed a total of 15 ESG materiality issues:

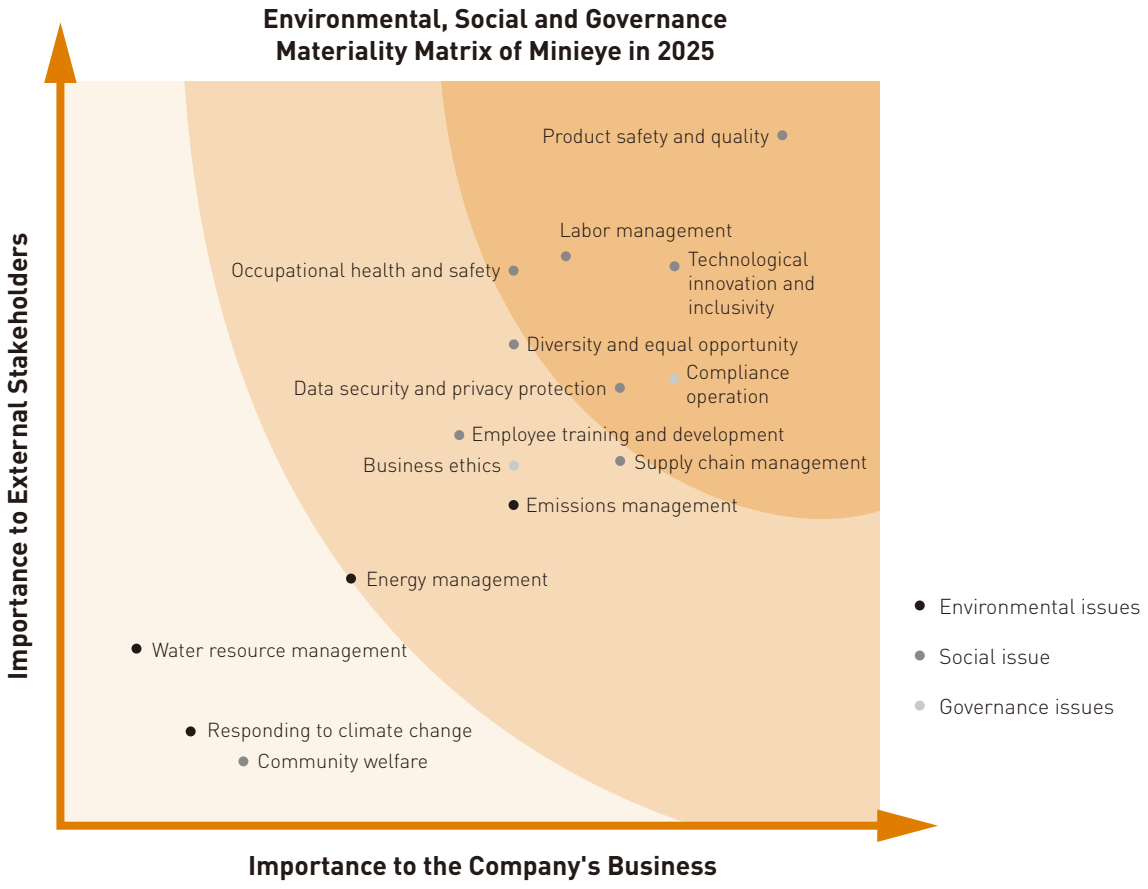
- **Governance Issues:** Business ethics, compliance operation ;

- **Environmental Issues:** Energy management, water resource management, emissions management, climate change response ;

- **Social Issues:** Product safety and quality, technological innovation and inclusivity, diversity and equal opportunity, labor management, occupational health and safety, employee training and development, supply chain management, data security and privacy protection, community welfare.

ESG MANAGEMENT

Dimension	Issue	Materiality Classification	Dimension	Issue	Materiality Classification
Social	Product safety and quality	High Materiality	Governance	Business ethics	Medium Materiality
Social	Technological innovation and inclusivity	High Materiality	Environmental	Emissions management	Medium Materiality
Social	Labor management	High Materiality	Environmental	Energy management	Medium Materiality
Governance	Compliance operation	High Materiality	Environmental	Responding to climate change	General Materiality
Social	Data security and privacy protection	High Materiality	Environmental	Water resource management	General Materiality
Social	Occupational health and safety	High Materiality	Social	Community welfare	General Materiality
Social	Supply chain management	Medium Materiality			
Social	Diversity and equal opportunity	Medium Materiality			
Social	Employee training and development	Medium Materiality			



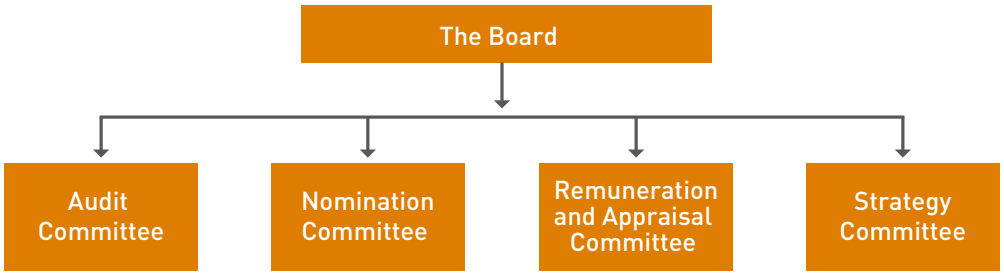
STANDARDIZED GOVERNANCE FOR STEADY PROGRESS

CORPORATE GOVERNANCE

Sound corporate governance serves as the strategic cornerstone for the stable and long-term development, the institutional guarantee for efficient operations, and the core support for sustainable development of an enterprise. Minieye regards regulated governance as the guarantee for corporate survival and growth. The Company strictly complies with the Company Law of the People's Republic of China (PRC) (《中華人民共和國公司法》), the Corporate Governance Code as set out in Appendix C1 to the Listing Rules, and other relevant laws and regulations in the places where we operate. The Company is committed to building a systematic, transparent and clearly defined governance structure with well-allocated responsibilities and authorities.

Governance Structure

The Group has established a corporate governance system comprising the general meeting, the Board, the supervisory committee and the senior management. There are four committees under the Board, namely the Audit Committee, the Nomination Committee, the Remuneration and Appraisal Committee and the Strategic Committee. Each of these committees shall exercise its duties and responsibilities in accordance with the Company's direction and their respective articles of association, and assist the Board to make comprehensive and responsible corporate decisions more efficiently with its own professional experience.



STANDARDIZED GOVERNANCE FOR STEADY PROGRESS

Board Independence and Diversity

In order to continuously enhance the decision-making efficiency and governance effectiveness of the Board, we have formulated and implemented internal policies such as the Board Diversity Policy, under which the Nomination Committee is responsible for reviewing the structure and diversity of the Board. In selecting candidates to the Board, the Nomination Committee takes into account various diversity factors including but not limited to: industry background, professional skills, knowledge and length of service, gender, age, cultural and educational background, ethnicity or race. It also gives full consideration to relevant Listing Rules and the Group's current policy requirements in an endeavor to provide the Company with a broader range of perspectives and viewpoints for decision-making.

As of the end of the Reporting Period, the Board of the Group consisted of nine members, including three independent non-executive directors and one female director. Our directors have expertise across various sectors, such as management, technology, investment, finance and accounting, as well as other industry specific knowledge relevant to our operations. In line with the Board Diversity Policy, the Nomination Committee consists of 3 Board members with appropriate qualifications, one of whom is female. The Company remains committed to achieving gender balance of the Board to further enhance the overall efficiency of corporate governance.

Investor Communication

Effective communication with Shareholders and investors is essential for enhancing investor relations and investors' understanding of the Group's business operations, performance and strategies. We have established the Shareholder Communication Policy, which aims at establishing a two-way relationship and communication channels with its Shareholders, investors and other stakeholders, including the annual general meeting, other general meetings of the Company, annual reports, notices, announcements and circulars. We have also established a dedicated investor relations team responsible for daily investor communication and set up an investor communication email inbox: ir@minieye.cc.

For the latest information regarding the Group's business operations and development, financial information, corporate governance practices and other information for 2025, please refer to the Group's 2025 annual report, notices, announcements, circulars, and the Company's website www.minieye.cc.

Key Highlights

In 2025, the Group convened 4 general meetings.

RISK MANAGEMENT

Minieye has formulated and implemented a comprehensive risk management and internal control policies covering all aspects of business operations. We have established a dedicated risk management and internal control team responsible for policy formulation, internal audit execution and remediation guidance. The Board assumes responsibility for overseeing the Group's overall risk management, ensuring the effective implementation of risk management and internal control policies, and promoting regular reviews and continuous upgrades.

Our risk management process includes:

Collection of Initial Risk Information	Broadly and continuously collecting internal and external initial information related to corporate risks and risk management, including historical information and future forecasts. Responsibilities for collecting initial information are assigned to specific departments and business units.
Risk Assessment	Based on the collected information, establish risk management philosophy and risk appetite, set strategic, operational, compliance and financial reporting objectives, and conduct assessments through procedures such as risk identification, risk analysis and risk evaluation. This determines the significance of risks based on the likelihood of occurrence and the degree of impact.
Formulation of Risk Management Strategies	Based on the results of risk assessment and combined with the risk tolerance level of the Company, weigh risks against returns to determine overall management principles and response directions for risks of different levels and natures. Comprehensively apply strategies such as risk avoidance, risk reduction, risk sharing and risk acceptance to achieve effective risk control.
Formulation and Implementation of Risk Response Measures	Following the principles of consistency between business strategy and risk strategy, and balance between risk control and operational efficiency and effectiveness, formulate full-process control measures covering all links for major risks involving management and business processes. For other risks involving business processes, focus on key links as control points and adopt corresponding control measures.
Supervision and Improvement of Risk Management	Establish information communication channels throughout the risk management process; each department conducts regular self-inspections and improvements; the Company's internal audit department regularly or irregularly evaluates whether relevant departments and business units carry out risk management work in accordance with regulations and the effectiveness of such work.

STANDARDIZED GOVERNANCE FOR STEADY PROGRESS

We have established an audit committee responsible for supervising the implementation of the Company's risk management policies to ensure that our internal control system is effective in identifying, managing and mitigating risks involved in our business operations. We also have an internal audit department responsible for reviewing the effectiveness of internal controls and reporting any findings to the Audit Committee. The Audit Committee, the internal audit department and senior management jointly review the implementation of our risk management policies at least once a year to ensure the effective execution of our policies. During the Reporting Period, the Group was not aware of any material deficiency on the effectiveness or adequacy of its risk management and internal control mechanisms.

COMPLIANCE OPERATION

Management Philosophy

Minieye regards compliance operation as the governance cornerstone of corporate sustainable development. We have established and continuously improved a systematic compliance management mechanism, strictly abide by tax laws and other compliance-related laws and regulations in our business locations. We continuously strengthen full-process management covering pre-event prevention, in-process monitoring and effective post-event response, and build solid "three lines of defence" for compliance. We also actively advocate for maintaining a fair and orderly business environment with market participants.

Management Policies

We have designed and adopted strict internal procedures to ensure the compliance of our business operations with the relevant rules and regulations. The internal control team also regularly reviews and monitors the compliance of business operations. Furthermore, our compliance team works with relevant business departments to obtain requisite governmental approvals or consents and make filings with relevant government authorities.

Management Practices

The Group continuously enhances the compliance awareness and knowledge level of all employees through ongoing policy advocacy and training, ensuring that compliance management requirements are effectively followed. The Group conducts compliance training for new employees monthly, covering key areas such as: the use of seals and related OA processes, integrity and ethical standards, confidentiality requirements, software copyright requirements and personal information protection requirements.

BUSINESS ETHICS

Management Philosophy

Minieye deeply understands that high standards of business ethics are a fundamental prerequisite for achieving sustainable development. The Group strictly complies with the Interim Provisions on the Prohibition of Commercial Bribery (《關於禁止商業賄賂行為的暫行規定》), Anti-unfair Competition Law of the PRC (《中華人民共和國反不正當競爭法》), Anti-money Laundering Law of the PRC (《中華人民共和國反洗錢法》), and other relevant laws and regulations in the places where we operate. We are committed to upholding ethical bottom lines through institutional development and cultural cultivation, ensuring sustainable value creation for the enterprise.

Management Policies

We have formulated and implemented internal policies such as the Anti-fraud Management Policy (《反舞弊管理制度》) and Anti-money Laundering and Counter-terrorist Financing Policy (《反洗錢與反恐怖融資管理制度》). To regulate and co-ordinate the implementation of anti-fraud initiatives, we have established a comprehensive risk management structure of anti-fraud management and anti-money laundering.

In terms of anti-fraud management, the Audit Committee serves as the designated oversight body for anti-fraud initiatives, and is responsible for monitoring the implementation of related measures, and reporting to the Board. The senior management of the Company is responsible for the establishing and enhancing the internal control system and fostering a corporate culture with zero tolerance towards fraud. Under the guidance of the Audit Committee, the Anti-fraud Office develops detailed anti-fraud work plans, policies and procedures, executes and reports on all anti-fraud activities.

In terms of anti-money laundering risk management, the Board bears ultimate responsibility for money laundering risk management, responsible for reviewing strategies, policies and procedures of anti-money laundering management. The Supervisory Committee of the Company bears supervisory responsibility for money laundering risk management, responsible for overseeing the performance of duties by the Board and senior management in money laundering risk management, urging corrective actions, and providing suggestions and opinions on the Company's money laundering risk management. The senior management of the Company bears the implementation responsibility for money laundering risk management.

STANDARDIZED GOVERNANCE FOR STEADY PROGRESS

Management Practices

To further strengthen our corporate culture of integrity and self-regulation, the Group conducts ongoing employee propaganda activities focused on business ethics. The Group's Code of Business Ethics (《商業道德行為準則》) and Employee Handbook (《員工手冊》) incorporates internal rules and guidelines on professional ethics, fraud prevention mechanisms, misconduct and corruption, and all new employees are required to familiarize themselves with the relevant contents through induction training. In 2025, we conducted 12 training sessions on business ethics, covering topics such as: gift management with partners, hospitality and related interaction norms, prohibition of bribery (both offering and accepting) and anti-corruption and anti-fraud measures.

We also actively communicate our concepts of transparent cooperation and integrity business conduct to our commercial partners. In executing contracts with suppliers, we mandate the simultaneous execution of the Confidentiality Agreement (《保密協議》) and Integrity Agreement (《廉潔協議》). The Confidentiality Agreement stipulates that all confidential information provided by Minieye shall be used solely for the purposes of cooperation and shall not be disclosed to any third party without prior consent. The Integrity Agreement expressly prohibits offering or accepting bribes, and any other violations of business ethics.

The Group encourages stakeholders to report any breaches of business ethics t through channels including email and telephone. We continue to improve our whistleblowing mechanism and have designated the Anti-fraud Office as the dedicated organization to receive reports, which is responsible for the collection, management and handling of relevant information and reporting to the Audit Committee. For reported incidents and persons, the Anti-fraud Office, in collaboration with the Audit Committee, will conduct investigations as warranted. Based on the findings, appropriate actions will be taken. Where necessary, separate reports will be submitted to the Board and the Supervisory Committee. As of the end of the Reporting Period, the Group had not encountered any corruption litigation cases.

At the same time, we recognize the importance of whistleblower protection. We have established a comprehensive whistleblower protection mechanism, strictly maintained the confidentiality of whistleblower identities and the reported information, and strictly prohibited any illegal retaliation against whistleblowers. For any harassment, discrimination or other unjust treatment against whistleblowers within the Company, the Company reserves the right to impose disciplinary action according to personnel regulations. If relevant acts are suspected of illegality, the Company will transfer the case to judicial authorities for legal prosecution.

Reporting phone number	**Reporting email**
18688754679	uping@minieye.cc

INNOVATION-DRIVEN MINIEYE, QUALITY BUILDS TRUST

TECHNOLOGY INNOVATION

Management Philosophy

As a leading technology enterprise in intelligent driving, intelligent cabin and driverless vehicles in the PRC, Minieye has always regarded technological innovation as the core engine driving its sustainable development. We have constructed a business layout of dual-pillar structure of L2+ and L4, adopting "full-stack in-house + software-hardware integration + efficient iteration" as our core guiding principles, and "technology tiered layout + R&D resource focus + talent echelon building + commercialization feedback" as key strategies. This forms a closed-loop driving model of "technology – product – market."

To implement this philosophy, we adhere to three core principles: Firstly, full-stack in-house. Through independent research and development of core algorithms, we achieve independent control over technology routes, solidifying the foundation of our innovation system. Secondly, software-hardware integration. We emphasize the collaborative design and deep optimization of algorithms and hardware platforms to maximize performance while balancing cost, aiming to deliver the most competitive solutions to our customers. Thirdly, efficient iteration. We have established agile R&D and engineering processes to shorten the cycle from technological breakthrough to product maturity, enabling us to respond quickly to rapidly evolving market demands.

Management Policies

We have established innovation R&D management policies to support the closed-loop drive of "technology – product – market." The Company regularly reviews trends and formulates development blueprints through the technology committee to ensure the advancement and strategic alignment of our technology routes. At the same time, we strictly implement a full-process R&D management and quality control system, embedding the core principle of safety and reliability into every stage from design to delivery.

Management Practices

Leveraging our advanced R&D and commercialization capabilities, we empower smart vehicles, enhancing safety and the driving experience while promoting automotive automation. Our business is divided into two core segments: intelligent components and solutions and driverless vehicles and operational services.

INNOVATION-DRIVEN MINIEYE, QUALITY BUILDS TRUST

Business Layout	Product Category	Product Name	Introduction
Intelligent components and solutions	Intelligent driving	iSafety	Enables L0 to L2 driver assistance functions, including safety assistance features such as adaptive cruise control and automatic emergency braking. A highly cost-effective entry-level intelligent driving solution.
		iPilot	Focuses on L2+ functions, providing advanced intelligent driving features in driving scenarios (e.g., urban and highway) and parking scenarios, including navigation on autopilot, memory parking and automatic parking assist systems. A mid-to-high-end intelligent driving choice with significant technical advantages.
	Intelligent cabin	DMS&OMS	DMS (driver monitoring system) monitors driver fatigue and distraction to reduce accident rates caused by driver factors. OMS (occupancy monitoring system) focus on occupants other than the driver (especially children and passengers), monitoring scenarios such as unbelted passengers, children accidentally opening doors, and occupants or items left behind in the vehicle.
		Multimodal interaction applications	Provides proactive services for three major application scenarios, allowing users to experience advanced intelligent cabin technology "sensorially" without giving explicit commands. Integrating deep multimodal large model capabilities, Minieye has strengthened feature extraction and logical reasoning performance, and launched the cabin AI agent – BamBam, which upgraded the intelligent cabin from basic functions to advanced companionship.
Driverless vehicles and operational services	Driverless logistics vehicle and solutions		We launched the driverless logistics brand "Bamboo Robovan (小竹無人車)", which focused urban last-mile transportation and short-haul warehouse distribution scenarios. Supports operational methods such as multi-point delivery and reverse collection. With full-stack in-house technology, we help customers achieve safe, efficient and reliable upgrades of intelligent logistics.
	Autonomous minibus and solutions		Autonomous minibus focusses on autonomous driving on open roads, covering scenarios such as parks, commutes and airports. Features full-stack in-house technology and mature operational capabilities, offering safety, reliability and strong scenario adaptability.

L4 business drives new growth, ushering in a new business cycle

In 2025, Minieye's L4 business fully transitioned towards "scaled operations". We continued to advance technology reuse and scenario innovation, establishing a "smart mobility + intelligent logistics" layout through sustainable commercialization paths, injecting strong momentum into our development. In September 2025, Minieye launched the driverless logistics brand "Bamboo Robovan", further refining its L4 product matrix and setting a benchmark for driverless logistics products. Our driverless vehicles and operational services achieved their first year commercialization in 2025, realizing a breakthrough from zero to RMB65 million in revenue. As of the end of 2025, our autonomous minibus and driverless logistics vehicles had achieved routine operations across multiple scenarios, propelling the L4 business onto the fast track of commercial development.



Bamboo Robovan



Autonomous minibus

Cabin AI agent BamBam

In April 2025, Minieye launched BamBam, an AI agent solution based on a cabin large model, offering a new paradigm for intelligent cabin development. Leveraging multimodal technology for comprehensive in-cabin perception, BamBam enhances vehicle safety while delivering personalized, all-scenario intelligent services for users, acting as a warm and continuously evolving AI assistant.

In terms of occupant safety, beyond routine fatigue and distraction detection, BamBam meets the latest E-NCAP 26 regulatory requirements for seat belt monitoring and occupant size recognition. It also supports the monitoring of children and various objects leaving behind, ensuring peace of mind on every journey.

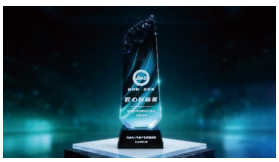
In terms of enhancing the intelligent cabin experience, leveraging large model technology, BamBam captures real-time behavioral features such as facial expressions, body language, and voice tone. By integrating these with external variables like ambient lighting and driving status, it achieves intent parsing and prediction to deliver well-timed "proactive services".



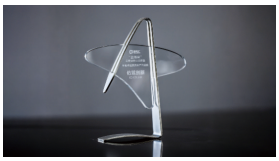
Cabin AI agent BamBam – Function Demo

INNOVATION-DRIVEN MINIEYE, QUALITY BUILDS TRUST

Minieye was recognized by customers and industry associations during the Reporting Period:

Awarding Authority	Awards	Award Pictures
Gao Gong Intelligent	2025 Annual Golden Globe Awards – Annual Mass Production Pioneer Award (2025年度金球獎年度量產首創獎)	
Zhitong Caijing (智通財經)	The 10th Listed Company Selection – Most Valuable Artificial Intelligence Company (第十屆上市公司評選最具價值人工智能公司)	
World New Auto Technology Collaboration Ecosystem Association (世界新汽車技術合作生態協會)	2025 The 10th Lingxuan Award – Excellence Award in Mass-Produced Integrated Assisted Driving Category (2025第十屆鈴軒獎量產組合輔助駕駛類優秀獎)	
Low-Speed Automated Driving Industry Alliance (低速無人駕駛產業聯盟)	New Strategy • Jinshi Award Annual Craftsmanship Innovation Award (新戰略•金石獎年度匠心創新獎)	
Evpartner (電車資源)	2025 Driverless Logistics Vehicle Annual Technological Innovation Benchmark Enterprise (2025無人物流車年度技術創新標杆企業)	
Shenzhen Municipal Transportation Bureau and Shenzhen Municipal Artificial Intelligence Industry Office (深圳市交通運輸局與深圳市人工智能產業辦公室)	Shenzhen Futian District 2025 Functional Unmanned Vehicle Exhibition & Competition Best Technological Innovation Award (深圳市福田區2025功能型無人車展演賽最佳技術創新獎)	
Science and Technology Innovation and Industry Promotion Bureau of Hunan Xiangjiang New Area Administrative Committee (University Science Park Office) (湖南湘江新區管理委員會科技創新和產業促進局(大學科技園辦公室))	Hunan Xiangjiang New Area Intelligent Connected Vehicle (ICV) "Vehicle-Road-Cloud Integration" Pilot Typical Application Scenario Award for Autonomous Bus (湖南湘江新區智能網聯汽車「車路雲一體化」試點典型應用場景自動駕駛巴士獎項)	

INNOVATION-DRIVEN MINIEYE, QUALITY BUILDS TRUST

Awarding Authority	Awards	Award Pictures
Gelonghui	Gelonghui "Jinge Award" Annual Excellent Company Selection – Annual Excellent New Quality Productivity Enterprise (格隆匯"金格獎"年度卓越公司評選年度卓越新質生產力企業)	
Greater Bay Area Family Office Association (大灣區家族辦公室協會)	The Second Greater Bay Area New Quality Productivity Enterprise (第二屆大灣區新質生產力企業)	
Gasgoo	2025 Gasgoo Awards • Top 100 Players of China's New Automotive Supply Chain (2025金輯獎•中國汽車新供應鏈百強)	
China Securities Journal	2025 Going Global Innovation Golden Bull Award (2025年度出海創新金牛獎)	
EqualOcean International	Top 10 Chinese AIEV Supply Chain Enterprises in Globalization (2025)	

Furthermore, we prioritize the development of a talent pipeline and leverage commercialization to fuel cutting-edge technology exploration, creating a self-reinforcing cycle of innovation that ensures R&D activities are effectively translated into mass-producible, high-quality products and solutions to continuously fueling the intelligence of vehicles.

In 2025, we continued to increase our R&D investment, precisely aligning our innovation direction with market trends and customer needs. We have built a creative and highly professional R&D team, improved innovation incentive and intellectual property protection mechanisms, and are committed to exploring more possibilities in intelligent driving. To incentivize and retain core talent, we have formulated and implemented two share award schemes, fully stimulating employees' innovation enthusiasm and independent innovation capabilities. As of the Reporting Period, Minieye had six R&D centers located in Shenzhen, Beijing, Shanghai, Wuhan, Nanjing and Suzhou, with a total of 545 members in the R&D team, of which 52.3% hold a bachelor's degree and 32.7% hold a master's degree or above, and R&D investment amounted to RMB332.6 million..

INNOVATION-DRIVEN MINIEYE, QUALITY BUILDS TRUST

PRODUCT SAFETY AND QUALITY

Management Philosophy

Minieye adheres to the core principles of "Safety and Reliability, Continuous Improvement, and Risk-based Thinking," striving to provide customers with reliable products through rigorous safety design and comprehensive validation. Simultaneously we uphold the philosophy of "Customer Satisfaction, Employee Satisfaction, and Mutual Success with Suppliers," regarding it as the cornerstone for driving continuous improvement, creating sustainable value, and earning the trust of all stakeholders.

Management Policies

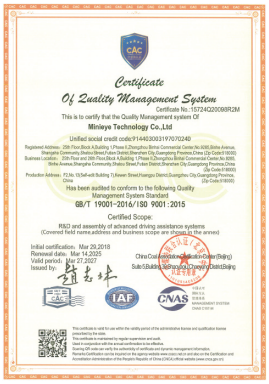
We have established a comprehensive management policy system, rigorously complying with the Product Quality Law of the PRC (《中華人民共和國產品質量法》) and other laws and regulations and industry standards in the places where it operates. Centered on advanced international standards, we have built a management system covering the entire process of functional safety and cybersecurity. A quality committee, directly led by the Chairman, serves as the highest decision-making and supervisory body. Furthermore, by independently establishing product design and quality departments, we achieve a segregation of duties between development and supervision to ensure the objectivity and reliability of our management processes, laying a solid organizational foundation for quality and safety management throughout the entire product lifecycle.

Furthermore, based on the standards such as IATF 16949, ISO 9001, ISO 14001, and ISO 45001, we have established internal policy documents including the Quality, Environment and Occupational Health and Safety Management Manual (《質量、環境、職業健康安全管理手冊》), the Internal Audit Management Process (《內審管理程序》) and Regulations on Administration of Layered Audit (《分層審核管理規定》). We have fully integrated stringent quality management requirements into our business processes and obtained a series of external certifications, including: IATF 16949, ISO 9001, ASPICE CL3, ISO 26262, ISO/SAE 21434, and TISAX.

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IATF 16949



ISO 9001



ASPICE CL3



ISO 26262



ISO/SAE 21434



TISAX

INNOVATION-DRIVEN MINIEYE, QUALITY BUILDS TRUST

Management Practices

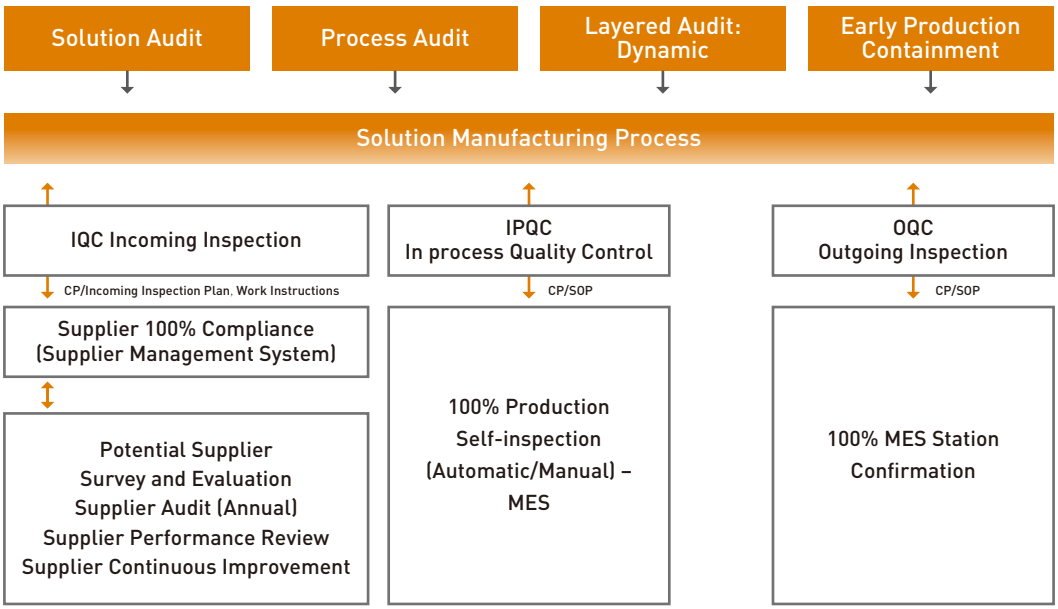
Modular Product Development Process and Upfront Risk Management

We ensure that all development activities are orderly and under control by executing the modular product development process (MPDP) and the modular software development process (MSDP). We also systematically apply risk assessment methodologies, such as failure mode and effects analysis (FMEA), in our designs, and design safety mechanisms and cybersecurity protection strategies accordingly to achieve risk governance at the source.

In-process Quality Control Flow

In the manufacturing phase, the Company implements a rigorous quality control process covering IQC (incoming quality control), IPQC (in-process quality control), and OQC (outgoing inspection). Through solution reviews, process audits, and layered audits, we ensure the consistency, compliance, and standardization of production outputs with design specifications. The entire production process relies on an automated information traceability system, enabling full-chain tracking and recording of raw materials, production workflows, test parameters, and product delivery to ensure continuous traceability.

Quality Control Process of Minieye



Tiered Verification and Testing

We have established a comprehensive testing system ranging from unit testing, integration testing, and system testing to real-vehicle validation. During the production and delivery phases, stringent functional and performance tests are conducted to ensure that products meet high automotive-grade standards, guaranteeing the reliability and consistency of outgoing products.

Closed-loop Operations and Continuous Improvement

We have established internal policies such as the Non-Conforming Product Management Procedure (《不合格品管理流程》) and the Customer Complaint Handling Procedure (《顧客抱怨處理程序》) to manage quality issues and customer complaints. All complaints are recorded, classified, and addressed through a standardized handling process. We are committed to rapidly response and utilize quality tools such as 8D to conduct root cause analysis, and to develop and implement corrective and preventive measures until the issue is closed. Lessons learned are feeding back into R&D and production processes to drive continuous improvement.

To ensure the effective operation of the aforementioned processes, the Company has established a professional quality control team and engaged external authoritative bodies for independent testing, providing dual assurance that product quality meets industry standards and customer expectations. During the year, the Company experienced no product recalls due to safety and health reasons.

Key Highlights

Number of product recalls during the year: 0
Number of product recalls due to safety and health issues: 0

PROTECTION OF INTELLECTUAL PROPERTY

Management Philosophy

Minieye recognizes the critical importance of intellectual property, regarding it as a core asset and the cornerstone of innovation, placing great emphasis on its protection and compliant utilization. To this end, Minieye has established a systematic management mechanism, and assigned a dedicated intellectual property management team to the public cooperation department under the operations and maintenance center, which is fully responsible for the application, tracking, and maintenance of intellectual property rights, including patents and software copyrights, to ensure the protection of the Company's intellectual property.

Management Policies

The Company strictly complies with the Patent Law of the PRC (《中華人民共和國專利法》), the Trademark Law of the PRC (《中華人民共和國商標法》), the Copyright Law of the PRC (《中華人民共和國著作權法》) and other laws and regulations. By formulating systems such as the Patent Award Management Measures (《專利獎勵管理辦法》) and the Software Copyright Reward Management Measures (《軟件著作權獎勵管理辦法》), and clarifies the full-process regulations for patent application, maintenance, and incentives. The Company implements a forward-looking intellectual property strategy, formulating systematic annual filing plans, and continuously strengthens the protection of innovative achievements and the prevention of infringement risks through policy improvements, specialized training, and technical measures.

INNOVATION-DRIVEN MINIEYE, QUALITY BUILDS TRUST

Management Practices

The Company enters into labor contracts or service agreements with employees that include clauses on confidentiality, non-compete covenants, and intellectual property ownership, ensuring that they are aware of the Company's requirements for intellectual property protection. In the course of daily business operations, the Company enters into cooperation agreements with third-party partners that include provisions on intellectual property ownership, scope of application, and license terms, in order to protect the Company's intellectual property rights.

Furthermore, we place great importance on employees' creative endeavors and actively take measures to retain and incentivize R&D personnel, thereby facilitating the output and commercialization of intellectual property achievements. In accordance with the *Patent Award Management Measures (《專利獎勵管理辦法》)*, we have established patent bonuses for R&D to encourage employees to actively participate in the creation and application of intellectual property. For intellectual property achievements submitted by employees, we conduct self-check searches through third-party service platforms, and entrust agencies to conduct review and verification, so as to improve the quality of intellectual property rights such as patents and trademarks, as well as their post-grant maintenance efficiency. As of the end of the Reporting Period, the Group held a cumulative total of 226 registered patents, 114 software copyrights, 26 registered trademarks, and 3 artistic copyrights globally.

Intellectual Property Indicators		Number (items)
Cumulative valid patents/ trademarks obtained	Total cumulative valid patents/trademarks obtained	252
	Patents	226
	Trademarks	26
	Software copyright	114
	Artistic copyright	3
Patent/trademark applications filed during the year	Total patent/trademark applications filed during the year	94
	Patents	38
	Trademarks	56
	Software copyright	7
	Artistic copyright	1

CUSTOMER SERVICE

Management Philosophy

The Group consistently upholds the "customer-centric" service philosophy, dedicated to systematically protecting customer rights and continuously optimizing the full-cycle service experience. We strive to consistently listen to the feedback of customers and respond to their needs throughout the entire pre-sales, in-sales and after-sales cycle. By delivering safe, reliable, and attentive service, we create long-term value for customers, which in turn fuels our own sustainable growth.

Management Policies

We have established a comprehensive customer service policy framework, committed to continuously improving customer satisfaction through institutionalized and procedural management. We have implemented the Customer Complaint Management Procedure (《客戶抱怨管理程序》) to standardize the complaint handling process, ensuring rapid response and closed-loop resolution. Additionally, we have formulated the Customer Satisfaction Management Procedure (《顧客滿意度管理程序》) and the Continual Improvement Control Procedure (《持續改進控制程序》). Through customer satisfaction surveys and performance evaluations of product realization processes, we identify opportunities for improvement and drive the conversion of customer feedback into continuous optimization actions, thereby enhancing the effectiveness and efficiency of our products, processes, and quality management system to deliver superior services to our customers.

Management Practices

Closed-Loop Management of Complaint Response

The Group has established a standardized complaint handling mechanism to ensure that analysis and preliminary feedback are initiated within 24 hours of receiving a complaint, with root cause analysis being conducted based on the 8D methodology. We are committed to completing the 8D report and providing feedback to customers within 5 working days after receiving defective units. During the Reporting Period, all 14 customer complaints received were resolved, achieving a 100% closed-loop response rate. Meanwhile, leveraging the monthly quality performance feedback regularly provided by customers (which has consistently maintained an A rating), the Company continues to refine its internal processes to prevent problem recurrence.

Proactive Management and Continuous Improvement of Satisfaction

In addition to analyzing the causes of customer complaints, we also conduct multi-dimensional surveys on a regular basis through the Customer Satisfaction Management Procedure, collecting customer feedback on aspects such as technology, quality, service, and delivery. We also identify areas for improvement by incorporating internal performance evaluations. Through diverse visit and communication channels, the Company strengthens its understanding of customer expectations and preferences, maintaining close connections with our customers. Our customer satisfaction score for 2025 increased to 97 points.

Customer Service Indicator	Unit	2025
Customer complaint resolution rate	%	100
Customer satisfaction score/full score	points	97/100

DATA SECURITY AND PRIVACY PROTECTION

Management Philosophy

We regard data security and privacy protection as a cornerstone of sustainable corporate operations, dedicated to building a management system that covers the entire data lifecycle. We implement classified and hierarchical control and encrypted transmission to fortify data transfer security, while establishing data backup and recovery management mechanisms to ensure business continuity.

To ensure the effective implementation of our management system, the Company has established an information security leadership group, chaired by the vice president and comprising heads of multiple departments. As the highest decision-making body in the field of information security, the Group leads the information security team to formulate and execute information security strategies, policies, and standards. Information security officers have been appointed within primary departments across business lines, forming a cohesive mechanism from decision-making to execution to ensure the effective implementation of the data security management system.

Management Policies

We strictly comply with the Cybersecurity Law of the PRC (《中華人民共和國網絡安全法》), the Data Security Law of the PRC (《中華人民共和國數據安全法》), the Law of the Personal Information Protection of the PRC (《中華人民共和國個人信息保護法》) and other relevant laws and regulations in the places where we operate, taking them as the bottom line of management. We have also established a systematic internal control system, including the Data Security Management System (《數據安全管理制度》), Data Classification and Tiering Management System (《數據分類分級管理制度》), Personal Information Protection Management Policy (《個人信息保護管理制度》), and Network and Data Security Incident Emergency Response Plan (《網絡及數據安全事件應急預案》). Our data governance capabilities are widely recognized, evidenced by our acquisition of international certifications such as TISAX and ISO 21434, as well as the National Class III Cybersecurity Protection Certification (國家三級信息安全等級保護認證).

Management Practices

Technical Defence

The Company has established a multi-dimensional defence system covering cybersecurity, system security and data security. Through encrypted transmission, classified storage, access control and regular backup, data security is fully secured in all stages including creation, transmission, storage and usage. Specifically, we deploy firewalls, internet behavior management, and full traffic analysis at the network level. We implement log auditing and endpoint security management at the system level, and utilize air gaps, bastion hosts, cloud desktops, and disaster recovery systems at the data level to ensure full-process controllability and traceability. Furthermore, we conduct annual data disaster recovery drills to continuously test and enhance our emergency response capabilities.

During the Reporting Period, the Company experienced no material data security incidents or information security breaches, nor did it receive any substantiated complaints regarding customer privacy infringement or data leakage. Our data security and privacy protection management system has operated in a stable and effective manner.

Employee Training

The Company continuously conducts training on information security and privacy protection, integrating relevant content into mandatory onboarding courses for new employees. We organize annual specialized training on privacy management for all employees to systematically enhance data security capabilities. The training covers all employees and has significantly strengthened employees' security awareness and practical skills.

Key Highlights

Number of information security incidents: 0
Number of customer privacy breaches: 0
Number of participants in information security and privacy protection training: 813 persons

SUPPLY CHAIN MANAGEMENT

Management Philosophy

We view the supply chain as a vehicle for extended responsibility and value co-creation. By embedding sustainability requirements into the supplier lifecycle management, we uphold the philosophies of green supply chains, integrity development, and conflict mineral management to drive synergy in improving supplier ESG performance.

The Company has established a three-tier management structure comprising "strategy – execution – operations" to clarify responsibilities at each level. The vice president and head of the supply chain department oversee strategic planning, resources integration, and sustainability initiatives. At the execution level, the procurement manager is responsible for material sourcing, supplier evaluation, and relationship management, while the logistics manager leads warehousing, transportation, cost control, and green logistics initiatives. The three-level structure cascades management requirements throughout the organization, ensuring efficient, compliant, and sustainable supply chain operations.

Management Policies

The Company has established a systematic supply chain lifecycle management system and a tiered performance appraisal mechanism. Key supply chain sustainable initiatives, including responsible supply chain development, conflict mineral management, raw material traceability management, and supplier lifecycle management, are incorporated into these assessments, and jointly administered by the supply chain department and the quality department.

We continuously review and update core policies, such as the Supplier Management Procedures (《供應商管理程序》), to define the end-to-end management requirements covering supplier onboarding, classification, performance tracking, risk handling, and exit. Supported by detailed rules including the Supplier Quarterly Performance Evaluation (《供應商季度業績評價》) and Supplier Annual Appraisal (《供應商年度評優》), we implement dynamic and refined management to strengthen supply chain risk control and sustainability collaboration.

To shorten logistics distances and reduce the resulting greenhouse gas emissions, we actively implement a localized sourcing strategy. Suppliers based in Guangdong Province, our primary operating region, account for 67.68% of our total suppliers.

Supply chain management indicators	**Number of suppliers** (entities)	**Percentage of total** (%)
Mainland China – Guangdong Province	111	67.68
Mainland China – Other Regions	40	24.39
Hong Kong, Macau and Taiwan	13	7.93
Total	164	100.00

Management Practices

Supplier Lifecycle Management

During the supplier onboarding phase, the Company enforces rigorous review and certification requirements, mandating that all potential suppliers pass the Supplier Onboarding Audit Assessment Form (《供應商導入審核評價表》). Once qualified suppliers are included in the list, the Company implements tiered and categorized management. We conduct regular performance and compliance reviews through a combination of on-site reviews and annual appraisals. We provide remediation support to underperforming suppliers, while initiating elimination or replacement procedures for those that consistently fail to meet requirements, thereby achieving closed-loop management across the entire supply chain process.

Supply Chain Lifecycle Management	
Supplier onboarding management	**Qualification and certification audit:** We conduct a comprehensive audit of new supplier' operational capabilities and qualifications, provide ESG training and explanations. Suppliers are required to possess, at a minimum, ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System certifications. Suppliers of in-vehicle products are additionally required to obtain specialized certifications such as ISO 9001, IATF 16949, and ISO 27001 Information Security. **Labor standards commitment:** We require all suppliers to commit to social responsibility clauses that prohibit forced labor and child labor, ensure reasonable working hours and fair compensation, ban discrimination, and uphold freedom of association and collective bargaining rights, alongside occupational health and safety. **Qualified on-boarding:** Suppliers are required to execute the *Integrity Agreement* (《廉潔協議》) and *Confidentiality Agreement* (《保密協議》). Upon approval, they are included in the *Qualified Supplier List* (《合格供應商名錄》)..
Daily management of qualified suppliers	**Regular performance appraisal:** We conduct performance evaluations of suppliers on a quarterly and annual basis based on dimensions such as quality and service, fulfillment status, pricing, and responsiveness. We also review the effectiveness of their ESG management systems, covering environmental impact assessments, occupational health and safety management systems, anti-corruption, and human rights protection. **Continuous capability enhancement:** We formulate and implement improvement plans for suppliers whose performance falls below standards. **Routine communication and collaboration:** We engage in regular exchanges to facilitate information sharing and synergistic development.
Supplier exit management	**Dynamic exit mechanism:** For suppliers with consistently substandard performance or those involved in major compliance or quality issues, we initiate procedures for elimination, replacement, or penalization.

INNOVATION-DRIVEN MINIEYE, QUALITY BUILDS TRUST

Integrity in Supply Chain

The Company is committed to building an open, transparent and responsible supply chain system. We require all suppliers to execute the Integrity Agreement and Confidentiality Agreement, stringently prohibiting any forms of commercial bribery and improper benefit conveyance, with an execution rate of 100%. Meanwhile, the Company has established and publicised reporting channels to strengthen internal and external supervision, so as to jointly maintain a fair and clean business environment.

Responsible Supply Chain

The Company strictly adheres to the International Responsible Minerals Initiative, explicitly prohibiting the use of tin, tantalum, tungsten, gold, cobalt, and other minerals sourced from conflict or high-risk areas. We require suppliers to provide certification of mineral origin and drive the establishment of traceability systems, encouraging the adoption of technologies such as blockchain and RFID to achieve digital source tracing. For suppliers involved with controversial minerals, the Company will take measures, including the termination of cooperation.

Green Supply Chain

The Company integrates environmental protection into the entire process of supplier assessment and management, actively promoting sustainable procurement. During supplier onboarding and audit processes, in addition to assessing business qualifications, quality, and service capabilities, the Company also takes into account sustainability factors such as environmental protection and social responsibility, including whether the supplier has obtained certifications such as ISO 14001 Environmental Management System certification. Meanwhile, the Company requires suppliers to ensure, under contractual responsibility, that the raw materials and components supplied comply with certain applicable safety, health, quality, and environmental requirements. Furthermore, the Company has developed a three-year supply chain sustainability plan with quantified targets, which are broken down and implemented on an annual basis.

Supply Chain Risk Management

To enhance supply chain resilience, the Company systematically identifies and manages various risks while implementing targeted response measures. Through this systematic management approach, the Company recorded zero incidents of suppliers violating the code of conduct in 2025.

Risk Identification	Corresponding Measures
• **Geopolitical and Compliance Risks:** Policy volatility in key mineral (e.g., cobalt, lithium) producing regions; tightening regulations on conflict minerals; and rising international trade barriers.	• **Diversified Sourcing:** Developing backup suppliers for critical materials.
• **Environmental, Social, and Governance (ESG) Risks:** Supplier non-compliance with environmental regulations; incidents of forced labor or significant labor disputes; and production reductions at sourcing origins due to climate disasters.	• **Compliance Front-loading:** Establishing a digital supplier compliance screening system to automatically verify qualifications and compliance status.
• **Operational and Continuity Risks:** Over-reliance on single-source suppliers; disruption of major logistics routes due to pandemics or conflicts; and supplier capacity constraints or insolvency.	• **Strategic Reserves:** Maintaining 3-6 months of safety stock for extremely high-risk materials.
• **Cost and Market Risks:** Sharp fluctuations in raw material prices; significant exchange rate volatility; and persistently rising energy costs.	• **Local Sourcing:** Increasing the procurement ratio in operating regions to hedge against exchange rate volatility and logistics costs.

RIDE WITH MINIEYE, SYNERGIZE AND GROW

Minieye is dedicated to fostering the mutual growth of our talents and the Company. We strive to build an equal, diverse, inclusive, and open work environment, paying close attention to employee well-being and career development. By providing clear promotion paths and diverse training opportunities, we empower our employees to grow continuously. In addition, we actively engage in community building and public welfare initiatives, fulfilling our corporate social responsibility and contributing to sustainable social development.

LABOR MANAGEMENT

Management Philosophy

Minieye adheres to the management philosophy of "People First, Growing Together". We strictly comply with labor laws and regulations, maintaining a zero-tolerance policy toward forced labor and child labor. We provide competitive compensation and benefits to ensure fair incentives, and have established open communication channels to listen to diverse voices from employees. Furthermore, we respect employee diversity and promote gender equality and equal opportunity, striving to build a fair, respectful, and sustainable workplace ecosystem.

Management Policies

The Company strictly complies with the *Labor Law of the PRC* (《中華人民共和國勞動法》), the *Labor Contract Law of the PRC* (《中華人民共和國勞動合同法》) and other laws and regulations. Based on our actual operational conditions, we have systematically formulated internal management standards, including the *Employee Handbook* (《員工手冊》) and the *Recruitment Management Regulations* (《招聘管理辦法》), to effectively protect the legitimate rights and interests of our employees.

Management Practices

Compliant Employment

Minieye strictly adheres to relevant laws and regulations concerning employment, recruitment, compensation, promotion, termination, working hours, leave, equal opportunity, and other employee rights in the places where it operates, as well as international labor standards. We firmly oppose and prohibit all human rights violations, including child labor and forced labor, to effectively protect the legitimate rights and interests of our employees. During the recruitment and onboarding process, we strictly implement identity verification procedures to prevent the employment of child labor. Should such an incident occur, we will immediately terminate the labor contract with the party concerned and hand them over to their legal guardian. Furthermore, we resolutely resist any form of forced labor. Should any such behavior be identified, we will deal with it seriously in accordance with laws, regulations and internal policies, firmly maintaining a fair, legal, and human rights-respecting employment environment. During the Reporting Period, we had no illegal or non-compliant incidents involving child labor or forced labor.

Upholding the recruitment principles of "fairness, justice, legality, and compliance," we have formulated and implemented internal policy documents such as the *Recruitment Management Regulations* (《招聘管理辦法》) to standardize our recruitment processes. The Company has established a comprehensive recruitment mechanism, creating an integrated and diverse system that encompasses "campus talent, high-caliber and top talents, and internal referrals." In terms of the recruitment of fresh graduates, we conduct communication and exchanges with university students through campus job fairs, online presentations and other channels, and actively carry out graduate recruitment initiatives. In terms of the recruitment of high-caliber and top talents, we have proactively established cooperation with national-level postdoctoral research stations to introduce high-level innovative talents. Meanwhile, we encourage employees to recommend outstanding talents. In accordance with the *"Bole Award" – Administrative Measures for Internal Recruitment Referral Incentives* (《"伯樂獎"招聘內推獎勵管理辦法》), cash incentives are granted to successful referrers to stimulate internal talent introduction initiatives.

Diversity and Inclusion

Minieye is committed to fostering a fair, diverse, and inclusive work environment where the unique background and value of every employee are respected. The Company firmly opposes any form of employment discrimination and upholds equal treatment for employees of all genders, ages, ethnic, regions, nationalities, and religious beliefs across all stages, including recruitment, training, promotion, and job rotation.

We actively strive to build a diverse team composed of talents from various professional backgrounds, and pay special attention to the career development of employees with disabilities, providing them with equal training opportunities and room for growth. We do not impose any implicit or explicit barriers based on physical condition, ensuring that every employee can realize their self-worth in a just environment.

We also steadfastly support the career development of female employees, ensuring equal opportunities for advancement and growth in the workplace for both women and men through transparent and fair recruitment, promotion, and performance evaluation processes. In terms of gender diversity, Ms. Liu Yiran and Ms. Yang Yihong, leveraging their extensive professional expertise, have made significant contributions to the Board and senior management of the Company, respectively.

RIDE WITH MINIEYE, SYNERGIZE AND GROW

As of the end of 2025, we had a total of 813 employees, categorized by gender, employment type, age group, and region as follows:

Employee Indicators	Category	2025 Number of employees (person)	2025 Employee turnover rate (%)	2024 Number of employees (person)	2024 Employee turnover rate (%)
Total	–	813	18.04	582	17.09
By gender	Male	605	18.90	424	17.99
	Female	208	15.45	158	14.59
By employment type	Full-time	813	18.04	582	17.09
	Part-time	0	0.00	0	0.00
By age group	Aged under 35	570	18.10	402	18.62
	Aged 35 to 50	232	18.60	168	13.85
	Aged 51 and above	11	0.00	12	7.69
By region	Guangdong Province	548	19.88	376	19.31
	Other regions	265	13.96	206	12.71

Remuneration and Benefits

Minieye places great importance on employee well-being and has established a comprehensive and competitive compensation system, which includes fixed salary as well as variable compensation such as performance bonuses and year-end bonuses. The Company strictly complies with national regulations by contributing to the six types of social insurance plus housing provident fund for employees. Additionally, we provide a wide range of statutory and supplementary benefits, including paid annual leave, regular health check-ups, commercial insurance, holiday gifts, and high-temperature allowances for employees in special positions.

Benefit Category	Key Benefits
Basic security	Six types of social insurance plus housing provident fund, paid annual leave, annual health check-ups
Cultural care	Holiday gift boxes, festival celebrations, employee condolences
Team support	Team building activities, organizational events, employee care programs
Interests and recreation	Interest clubs, sports competitions, team activities

Honor-based Incentives

The Company continues to refine its honor-based incentive mechanism. Through annual evaluations and public commendations, we reinforce our value orientation, establish benchmarks, and enhance organizational identity and positive motivation. During the Reporting Period, the Company further optimized its annual award system, with selections conducted based on criteria such as collaboration, challenge-seeking, willingness to take on challenges, commitment to breakthrough, and sense of responsibility, while strictly adhering to the selection principles of performance orientation, openness, fairness, and justice.

- **Individual Contribution Category:** Awards include the "Minieye Award," "Annual Contribution Award," "Top Ten Rising Stars of Bamboo Robovan Manufacturing Plant," "Emerging Talents of Bamboo Robovan Manufacturing Plant," "Future Star," and others;

- **Team Contribution Category:** Awards include the "Outstanding Team Award," "Technical Development Award," "Excellent Project Award," and others.

Further, we have introduced the *"Bamboo Award" Timely Incentive Management Policy* (《"毛竹獎"及時激勵管理辦法》) to recognize and motivate outstanding performers or those who make exceptional short-term contributions.

Annual Recognition Gala

During the Reporting Period, the Company held the annual recognition gala to recognize the teams and individuals who made outstanding contributions during the year, thereby setting exemplary role models and fostering a positive atmosphere of striving for excellence.



RIDE WITH MINIEYE, SYNERGIZE AND GROW

Employee Care

Minieye provides maternity and holiday gifts to its employees and organizes a variety of care activities during major festivals, including but not limited to Women's Day, the Dragon Boat Festival, the Mid-Autumn Festival, and the 1024 Programmer's Day, thereby enhancing employees' sense of belonging and well-being, and facilitating them better strike a work-life balance.

Festival Event Recap

Women's Day

To express respect and care to our female employees and foster a warm, harmonious workplace, the Company thoughtfully organized a Women's Day celebration, preparing aromatic hair SPA treatments, hair care essential oils, cushion massage combs, and limited-edition hand creams for all female employees. We wish all our female employees that their eyes may always be guided by starlight, and that the flowers in their hearts may never fade.

Dragon Boat Festival

As the Dragon Boat Festival approached, the Company organized a themed event across all locations titled "Dragon Boat Festival: Savoring Zongzi & Sharing Fun〔粽情端午•趣味無限〕." The company not only prepared exquisite tea snacks and zongzi for employees, but also gave them gifts that conveyed holiday wishes. This event provided employees with a hands-on experience of traditional festival customs and fostered communication and collaboration among colleagues, thereby strengthening team cohesion.



Women's Day Celebration



"Savoring Zongzi & Sharing Fun"
Dragon Boat Festival Celebration

Festival Event Recap

Mid-Autumn Festival

To infuse the festival with deeper meaning, the Company launched a themed event titled "Elegant Mid-Autumn, Minieye Inspires a New Chapter – Mid-Autumn Garden Party (雅韻中秋，"佑"啟華章—中秋遊園會)." We also invited employees to participate in selecting the Mid-Autumn gift boxes, creating a festive experience that perfectly blends a sense of ritual with interactive engagement.

1024 Programmer's Day

During the 1024 Programmer's Day, Minieye hosted a vibrant celebration featuring four key segments: an exclusive ceremony, gamified growth challenges, shoulder and neck relief SPA, and energy-boosting food supplies. The event was filled with laughter and lively interaction, showcasing the team's close collaboration and a warm, harmonious atmosphere.



Mid-Autumn Festival Celebration Event
Elegant Mid-Autumn, Minieye Inspires a New Chapter – Mid-Autumn Garden Party



1024 Programmer's Day Celebration Event
Exclusive Ceremony for Coders

Employee Communication

Minieye regularly conducts multi-dimensional employee satisfaction surveys covering compensation and benefits, working environment, training system, corporate culture, etc., to gain an accurate understanding of employees' needs and expectations. The human resources department uniformly collects and analyzes the survey data, and formulates practical optimization measures, so as to enhance employee experience and create a warmer and more dynamic workplace environment.

OCCUPATIONAL HEALTH AND SAFETY

Management Philosophy

Safety is the ultimate benefit, and health is the fundamental right of every employee. Minieye places paramount importance on occupational health and safety, adhering to the management philosophy of "People-Oriented, Risk Pre-control; Shared Responsibility, Build Together and Share Together." We are committed to the principle of "Safety First, Prevention Foremost, Comprehensive Governance, Compliant Operations, and Continuous Improvement." Strategically, we focus on source control by eliminating risks at the design stage and advancing process and equipment safety. Simultaneously, we strengthen the development of emergency response capabilities and conduct ongoing safety education to elevate the safety awareness and emergency response skills of all employees.

Management Policies

Minieye strictly complies with the *Production Safety Law of the PRC* (《中華人民共和國安全生產法》) and all relevant laws and regulations in the places where it operates, having established a robust management system for production safety and occupational health. The Company has formulated and effectively implemented a series of management system, including the *Production Safety Regulations and System* (《安全生產規章制度》), the *Production Workshop Management System* (《生產車間管理制度》) and the *Environmental and Occupational Health Monitoring and Measurement Control Procedures* (《環境職安管理監視和測量控制程序》), which comprehensively cover critical areas such as safe operations, risk prevention and control, and health protection. Furthermore, the Company has obtained ISO 45001 Occupational Health and Safety Management System certification, continuously enhancing the standardization and normalization of its safety management to effectively safeguard employees' occupational health and production safety. Additionally, through the *Access Control Management System* (《出入管理制度》), the Company identifies and manages potential personal safety risks in the work environment, ensuring comprehensive protection for their occupational health and safety.

Occupational Health and Safety Management System Certificate



ISO 45001 Occupational Health and Safety Management System Certification

At the same time, Minieye places paramount importance on production safety. At the factory level, we steadfastly adhere to the "Safety First" management policy, guided by the core principles of "Prevention Foremost, Shared Responsibility, and Continuous Improvement." We have established a series of policies covering the entire workflow from risk control and operational standards to health assurance and emergency management, while introducing standardized management systems to ensure the effective implementation of these policies.

List of Factory Occupational Health and Safety Management Systems

Production Safety Category	*Production Safety Responsibility System* (《安全生產責任制》) *Hazard Identification and Risk Assessment Management Measures* (《危險源辨識與風險評估管理辦法》) *Hidden Hazard Investigation and Management System* (《隱患排查治理管理制度》) *Safety Operating Procedures Management Measures* (《安全操作規程管理辦法》) *Special Operations Personnel Management Measures* (《特種作業人員管理辦法》) *Workplace Accident Emergency Response Plan* (《生產安全事故應急預案》) *Emergency Drill Management System* (《應急演練管理制度》) *Production Safety Education and Training Management System* (《安全生產教育培訓管理制度》)	Occupational Health Category	*Occupational Health and Safety Policy* (《職業健康與安全方針》) *Occupational Disease Prevention and Control Management System* (《職業病防治管理制度》) *Occupational Health Surveillance Management System* (《職業健康監護管理制度》) *Workplace Hygiene Management System* (《工作場所衛生管理制度》) *Protective Equipment Management Measures* (《防護用品管理辦法》)

Management Practices

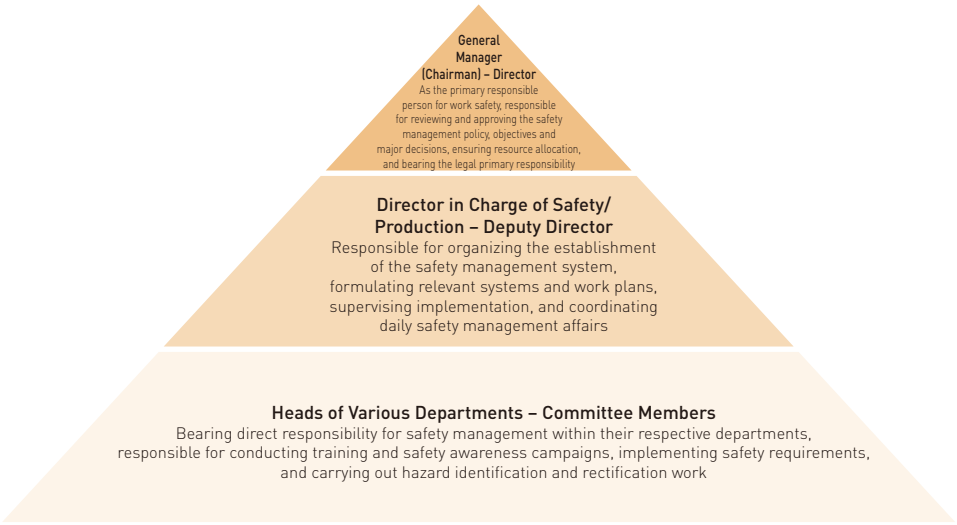
Production Safety

- **Management System and Structure**

  Minieye has established a work safety committee, primarily responsible for the supervision and management of the Company's occupational health and safety (OHS).

  The work safety committee comprises of the general manager (chairman) as the director, the director in charge of safety/production as the deputy director, and the heads of various department as the committee members. The director, as the primary person responsible for production safety, is responsible for reviewing and approving the safety management policy, objectives and major decisions, ensuring resource allocation, and bearing the legal primary responsibility. The deputy director is for organizing the establishment of the safety management

system, formulating relevant systems and work plans, supervising implementation, and coordinating daily safety management affairs. The committee members direct responsibility for safety management within their respective departments, responsible for conducting training and safety awareness campaigns, implementing safety requirements, and carrying out hazard identification and rectification work.



To effectively strengthen the closed-loop of management accountability, OHS performance results have been incorporated into the monthly KPI assessment system for management, directly linked to performance-based pay, awards and recognition, and job promotions.

- **Targets and Achievement Status**

In 2025, the OHS targets we set are as follows:

Target in 2025	Progress
Zero incidence of production safety accidents resulting in serious injury or above	Achieved
Zero incidence of confirmed occupational disease cases	Achieved
100% rectification completion rate for major hazards	Achieved
100% achievement rate for three-level safety education for new employees	Achieved
100% provision rate for safety protection equipment	Achieved

To ensure efficient achievement of these targets, the Company has established a three-tier implementation control mechanism of "annual breakdown, quarterly facilitation and monthly supervision." Tasks and targets are refined layer by layer, with responsible entities, time nodes and safeguard measures clearly defined. This enables closed-loop management of plans and promotes the effective implementation of various initiatives.

During the Reporting Period, the Group had no violations of laws or regulations related to OHS, nor any work-related injuries. The number of workdays lost due to work-related injuries was 0. Over the past three years, there have been no work-related fatalities within the Group.

- **Risk Identification and Response**

  The main risks identified by the Group during the production stage include safety risks such as mechanical injuries, impact by objects and electric shock, as well as potential risks of occupational diseases from exposure to dust, noise, etc.

  We focus on equipment transformation, upgrading high-risk equipment and processes, for example, by installing safety guards on machinery, installing ventilation/exhaust gas treatment systems in hazardous chemical storage warehouses, and replacing high-noise equipment with low-noise alternatives. We promote automation to reduce manual contact with hazardous operations. Simultaneously, to eliminate or reduce occupational hazard factors, and focus on the protection of all elements of the "personnel-machine-environment" at the worksite, we regularly commission third-party institutions to test occupational hazard factors for positions involving hazards such as dust, noise, toxic and hazardous chemicals, and radiation. The third parties are required to issue test reports, which are then made public. Based on the type of hazard at each position, we formulate PPE configuration standards, such as issuing anti-noise earplugs/earmuffs for noisy positions, dust masks for dusty positions, and chemical-resistant gloves and protective clothing for positions involving chemicals. This fundamentally reduces the probability of physical injury and occupational diseases.

- **Risk Inspection and Hazard Elimination**

  The Group conducts regular risk inspections, and performs weekly safety and hazard inspections at workplaces (e.g., fire protection facilities, electrical systems, hazardous chemicals, equipment and premises) to identify and eliminate safety hazards.

RIDE WITH MINIEYE, SYNERGIZE AND GROW

- **Safety Education and Training**

  The Group implements categorized safety education and training for office and factory personnel to continuously enhance employee safety awareness and emergency response capabilities. The office organizes annual fire drills, first aid training and other activities through the property management to strengthen their emergency response capabilities. The factory organizes a company-wide fire drill semi-annually. Additionally, three-level safety education for new employees (company-level, workshop-level and team-level) is fully implemented. Relevant training covers new equipment, new processes and new materials, achieving a 100% coverage rate. All trainees are required to take a written examination, and passing the examination qualifies them as competent. This training mechanism effectively ensures training effectiveness and solidifies the safety production defense line.





Occupational Health

To safeguard employee health, the Group provides basic medical insurance and commercial insurance for all employees to meet their healthcare needs and effectively respond to unexpected emergencies. Simultaneously, we implement differentiated occupational health management for office and factory personnel. Office employees are organized to undergo a health check-up annually, with post-check-up health consultation and Q&A provided. We regularly arrange massage services for lumbar, cervical and shoulder relaxation and distribute neck and shoulder health tips to enhance employees' health awareness and self-protection capabilities. For factory personnel, we implement a position-specific, phased occupational health check-up system, establish and dynamically update employee occupational health surveillance files, achieve full-process management of health status, and effectively build a strong defense line for employee health protection.

EMPLOYEE TRAINING AND DEVELOPMENT

Management Philosophy

Minieye is committed to helping every employee achieve both personal and professional growth, enabling self-improvement and better realization of their potential.

Management Policies

Minieye places high importance on employee growth and empowerment. We have formulated and implemented internal policy documents such as the *Personnel Training Management Procedure* (《人員培訓管理程式》). Based on the career development directions of employees in different positions, we provide targeted, diverse and abundant internal and external training opportunities. While fostering a corporate learning atmosphere, we offer employees broader pathways for professional skill enhancement.

Management Practices

Employee Training

Minieye attaches great importance on employee training and development. Focusing on new employee integration, job competency, professional deepening and continuous growth, we have progressively formed a talent cultivation mechanism covering different career stages to support employee career development.

Training Level	Target Audience	Core Content	Mechanism Support
New Employee Integration	Newly recruited employees	On-boarding guidance, system understanding, job adaptation	Probation management, mentorship system
University Graduate Recruitment Training	University graduate recruits	General training, R&D training, manufacturing training, probation growth	New Bamboo Growth Plan
Regular Training	All employees	Training on systems, products processes, and collaboration standards	Cross-departmental teaching, internal lecturer mechanism
Professional Development	Professional and key employees	Job competency enhancement, project practice, experience sharing	Performance management, rank development

RIDE WITH MINIEYE, SYNERGIZE AND GROW

University Graduate Recruitment Training Program

Focusing on university graduate recruits, the Company has developed a comprehensive training mechanism of "New Bamboo Growth Plan," which gradually formed a phased, categorized and full-cycle training arrangement. This plan continuously advances around the following three modules:

- "Bamboo Dream X Plan": Focusing on general empowerment to cultivate comprehensive abilities;
- "Breaking Ground π Plan": Focusing on R&D and manufacturing training to strengthen professional capabilities;
- "Promotion S Plan": Focusing on probation growth, leveraging the role of mentorship to facilitate rapid improvement.





In addition to specialized training for university graduate recruits, the Company also continuously conducts new employee training and basic system training. The relevant courses cover modules such as corporate culture, product knowledge, financial systems, supply chain processes, quality management systems and basic IT networks, and are delivered through cross-departmental collaboration. Upon completion of the training, the Company organizes course reviews, issues completion certificates, and selects outstanding trainees to ensure training effectiveness.

To facilitate the smooth implementation of training activities, the human resources department formulates the Group's overall training plan for the following year at the end of each year. Other departments develop their own detailed training plans after identifying the further training needs of their employees, and the human resources department regularly tracks the implementation of these plans. The human resources department is also responsible for the overall optimization of the corporate training system, regularly distributing questionnaires to participating employees to collect opinions and evaluate aspects such as course quality and content reasonableness across multiple dimensions, subsequently formulating follow-up improvement plans.

RIDE WITH MINIEYE, SYNERGIZE AND GROW

The Company has established a comprehensive training mechanism combining internal and external training. Through the transfer of internal knowledge and the introduction of external professional resources, training courses are better aligned with actual business needs, comprehensively enhancing employees' professional capabilities and overall competence. During the Reporting Period, we held a recognition event themed "Journey with EYE, Growing Together" for internal trainers. This event featured a mix of online and offline activities such as "Expressing Gratitude to Mentors" and "Peer Classroom – Workplace Coffee Break Sessions." Awards presented included "2025 Outstanding Lecturer," "2025 Outstanding Mentor" and "2025 Shining Mentor-Mentee Pair."



	Category	Percentage of trained employees (%)	Average training hours (hour)
By gender	Male	80.60	13.87
	Female	19.40	8.08
By employee type	Senior management	1.10	13.90
	Middle management	1.50	5.29
	General employees	97.40	12.85

RIDE WITH MINIEYE, SYNERGIZE AND GROW

Employee Promotion

Minieye has established a comprehensive job rank promotion and performance appraisal mechanism to provide employees with clear development paths and evaluation criteria.

We have built a scientific and transparent performance management system, including the *Performance Management System* (《績效管理制度》), aimed to evaluate employees' performance results fairly and objectively. This system revolves around performance goal setting, performance process coaching, performance appraisal feedback and application of performance results, emphasizing both process communication and result application. Performance goals are confirmed through communication between superiors and subordinates and are implemented in conjunction with job responsibilities and competency requirements.

At the career development level, by formulating and implementing the *Company Position and Job Level Management System* (《公司職位職級管理制度》) and other policies, and setting up internal promotion and job rotation mechanisms, we support employees in achieving career growth based on their competency development and job needs. The Company regularly conducts job position and rank assessments and reviews, and conduct comprehensive evaluations that consider employee performance, job requirements and competency development.

Minieye has established a talent management mechanism covering the seamless connection of "probation cultivation – performance management – rank development," with the human resources department responsible for tracking and managing the probation and confirmation process. We have established a comprehensive mentorship mechanism, where the direct supervisor and mentor are jointly responsible for the training and assessment of new employees to help them quickly integrate into the team and meet job requirements.

Module	Key Mechanisms	Key Content
Probation Development	Mentorship system, process evaluation, confirmation evaluation	Supporting new employee integration and job adaptation
Performance Management	Goal setting, process coaching, appraisal feedback, result application	Supporting employee performance improvement and value assessment
Rank Development	Promotion pathways, internal mobility, rank assessment	Supporting employee long-term development and job alignment

COMMUNITY WELFARE

Management Philosophy

Minieye adheres to the management philosophy of "giving back to society, co-building and sharing" for community welfare, integrating corporate responsibility into its sustainable development strategy.

Management Policies

In terms of community public welfare, we implement a "dual-track parallel" operating model. Daily volunteer services are organized and coordinated by the administrative management department to promote the normalization of welfare activities and participation by all employees. Strategic charitable and welfare projects are planned and led by the strategy department, which focus on the strategic direction of corporate social responsibility (CSR) and combine business advantages with social needs to advance sustainable and impactful welfare projects.

Management Practices

Hong Kong Fire Donation

On November 28, 2025, a serious fire broke out in Tai Po, Hong Kong, which caused significant casualties and property damage and drew concern from all sectors of society. Following the disaster, Minieye immediately monitored the situation and donated HK$1 million specifically to support post-disaster rescue efforts. This relief action not only reflects the Company's sense of social responsibility but also fulfills its corporate social mission through concrete action, assisting the Hong Kong SAR Government and various sectors of society in overcoming the difficulties together.

Singapore-China Youth Internship Exchange

From March to December 2025, Minieye offered an international internship program for outstanding young talents from Singapore, which provided 6 Singaporean interns with in-depth internship opportunities for several months. This program not only demonstrates the Group's strategic vision and practical commitment to promoting the internationalization of talent but also highlights its firm dedication to actively fulfilling corporate social responsibility and supporting the growth of young talent. By building an open and inclusive practical platform, we strive to serve as a bridge connecting global youth with future career development, and inject sustainable momentum into the regional talent ecosystem.

PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY

ENVIRONMENTAL MANAGEMENT

Management Philosophy

"Protect the ecology and enjoy a green journey" is Minieye's core proposition. With a development direction that places equal emphasis on intelligent technology and a green ecosystem, we embed environmental requirements into the full lifecycle management of our products, aiming to build a green, efficient, and sustainable product value system, and lead the intelligent driving industry towards a low-carbon and environmentally friendly transformation.

Management Policy

To ensure the implementation of the green development concept, the Company has obtained ISO 14001 environmental management system certification and has incorporated the system requirements and workflows into internal policies such as the *EHS (Environment, Health, Safety) Management System* (《EHS（安全、環保、健康）管理制度》) and the *Quality, Environment, Occupational Health and Safety Management Manual* (《質量、環境、職業健康安全管理手冊》). All employees strictly comply with the relevant policies, continuously improving energy and resource utilization efficiency, ensuring 100% compliant discharge of wastewater and waste, thereby solidifying the foundation for green operations.

Management Practices

We focus on the potential environmental impact of our solutions during the product research, development, and production stages, deeply translating environmental requirements into concrete actions. On one hand, we integrate energy conservation and consumption reduction into every aspect of product design and manufacturing. On the other hand, we strictly control the amounts of raw materials used in the production process. We uphold the principle of making the best use of resources and promote the implementation of green production models throughout the entire chain, from technology R&D to production and delivery, taking concrete actions to protect the ecological environment. In 2025, the Company's total annual investment in ecological and environmental protection amounted to RMB200,000.


环境管理体系认证证书

深圳佑驾创新科技股份有限公司

建立的环境管理体系符合

GB/T24001-2016/ISO 14001:2015《环境管理体系 要求及使用指南》

通过认证范围：

Minieye's ISO 14001 Environmental Management System Certificate

ENERGY MANAGEMENT

Management Philosophy

With energy conservation, consumption reduction, and low-carbon green development as the core, we focus on improving energy utilization efficiency and reducing carbon emission intensity, and have established a cross-departmental collaborative management framework. The production department, administration department, and technical department are individually responsible for core tasks including energy consumption monitoring, office energy conservation control, and energy-saving technological transformations, therefore promoting the deep integration of energy-saving concepts throughout the entire business chain.

Management Policy

At the level of compliant operations, the Company strictly complies with local laws and regulations, including the *Energy Conservation Law of the People's Republic of China* (《中華人民共和國節約能源法》). It has established a standardized, full-business-coverage energy management system, formulated the *Energy Saving and Consumption Reduction Management System* (《節能降耗管理制度》), and incorporated requirements such as electricity conservation into the *Employee Handbook* in accordance with the national standard *Energy Management System Requirements* (《能源管理體系要求》) (GB/T 23331-2020). We have established an annual review mechanism and organize the energy management department and energy management officers from various departments to review the effectiveness of the Company's system operation each year. In 2025, the compliance rate of the energy management system exceeded 98%.

To ensure the effective achievement of energy management targets, the Company has established a monthly KPI assessment mechanism linked to management performance. Through a dynamic management mechanism of "monthly tracking, quarterly review, and annual evaluation", key indicators are continuously monitored. The Company has also established a corresponding target progress ledger to thoroughly record baseline values, monthly achievement values, cumulative values, and target gaps, thereby achieving visualization of the management process and quantifiable results, and ensuring the continuous optimization and updating of the energy management system.

Management Practices

In its operations, the Company mainly uses purchased electricity, with some test vehicles involving the consumption of gasoline and diesel. The Company has systematically implemented a series of energy-saving and consumption-reduction measures, including phasing out old, high-energy-consumption equipments and replacing them with high-efficiency and energy-saving electric motors, reasonably scheduling production to avoid peak electricity demand, fully promoting green office practices, keeping air conditioning temperatures no lower than 26° C in summer, reducing standby energy consumption of equipment, and posting energy-saving reminder signs. At the same time, the Company prioritizes the procurement of high-energy-efficiency products and incorporates energy-saving and environmental protection content into its employee training system, hence continuously enhancing the energy-saving awareness of all employees through institutional constraints and regular awareness campaigns.

To continuously optimize its energy structure, the Company actively procures green electricity from wind power, photovoltaics, and other sources, and has established clear energy management targets. It plans to reduce its energy consumption intensity by 5% by 2033 compared to the 2023 baseline.

	Unit	2025	2024
Total direct energy consumption	MWh	6,914.94	451.63
Purchased electricity	MWh	3,327.19	2,454.62
Of which: Green electricity	MWh	1,638.71	661.31
Total indirect energy consumption	MWh	3,327.19	2,454.62
Total energy consumption	MWh	10,242.13	2,906.25
Energy consumption intensity	MWh/RMB million revenue	13.49	4.44

RESOURCE MANAGEMENT

Management Philosophy

Minieye adheres to the core philosophy of "efficient utilization and circular reduction", deeply integrating resource management into its daily operations and long-term development strategy. The Company is committed to continuously improving resource utilization efficiency and reducing resource consumption alongside business development, and meanwhile fulfilling its corporate responsibility for resource conservation through systematic management approaches, technological upgrades, and cultural building.

Management Policy

The Company strictly complies with relevant laws and regulations in its operating locations, including the *Water Law of the People's Republic of China* (《中華人民共和國水法》), and has established a systematic water resource management policy. The *Employee Handbook* (《員工手冊》) clearly specifies water-saving conduct guidelines. Additionally, water-saving slogans, posters, and reminder signs are widely posted in key water-use areas such as the plant, offices, pantries, and restrooms, continuously promoting water-saving concepts to employees and advocating the practice of a green, low-carbon working and living lifestyle.

To strengthen the recycling of production resources, we continue to deepen waste reduction practices at the production end, promote lean production models, and establish a closed-loop recycling system for resources such as PCB scraps. By prioritizing the procurement of degradable and recyclable materials, the Company is accelerating the phasing-out of single-use, non-recoverable packaging materials, thereby reducing their environmental impact.

Management Practices

To strengthen the defense line for water resource conservation, we practice the concept of green production in our production processes, actively exploring and implementing substantial water-saving technical measures, and continuously improving water resource utilization efficiency. For example, in the cleaning stage of product production, we select water-based cleaning machines with internal circulation structures. Through specialized filtration devices, pollutants are effectively separated, enabling the recycling and reuse of cleaning solutions and water resources, thereby reducing water consumption at the source of production. At the same time, we have established and improved daily water management mechanisms, strengthening regular maintenance and upkeep of water-using equipment to ensure efficient and water-saving operation from the operational level.

The water resources used in the Company's production, operations, and daily activities are all sourced from municipal water supply. During the Reporting Period, the water supply was stable, and no difficulties were encountered in water sourcing. We have set clear water-saving targets, planning to reduce water withdrawal intensity by 2% by 2033 compared to the 2023 baseline.

Indicators	Unit	2025	2024
Water consumption[1]	m^3	1,252.00	817.30
Water consumption intensity	m^3/RMB million revenue	1.65	1.25

[1] Several of our offices do not pay for water alone, and relevant expenditure is usually included in the management fee paid to properties. Some of the numbers for the "water consumption" indicator thus involve estimation.

Regarding packaging materials, we adhere to a simple and practical principle, avoiding waste such as excessive packaging or oversized packaging, continuously optimizing packaging material intensity, and further improving resource utilization efficiency. In 2025, the scrap rate of industrial offcuts in the production process was reduced from 5% to 3%, effectively strengthening the technical pathway for the resource utilization of raw materials.

Indicators	Unit	2025	2024
Packaging material consumption	tons	91.54	63.00
Packaging consumption intensity	tons/RMB million revenue	0.12	0.10
Paper	tons	82.54	–
Plastic	tons	9.00	–

PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY

EMISSIONS MANAGEMENT

Management Philosophy

We adhere to the philosophy of "compliance as the foundation, prevention as the priority, reduction as the core, and resource circulation", committed to building a wastes control system covering all business operations and processes. On the basis of strictly complying with regulatory requirements, we minimize the environmental impact of our production and operations through source reduction, process control, and resource utilization, promote the conversion of waste into resources, and achieve both environmental benefits and operational efficiency improvements.

Management Policy

The Company strictly complies with the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes* (《中華人民共和國固體廢物污染環境防治法》), the *Law of the People's Republic of China on the Prevention and Control of Water Pollution* (《中華人民共和國水污染防治法》), and other environmental protection laws and regulations in the places of operation. To ensure the effective implementation of these policies, the Company has established a three-tier management system comprising the environmental management leadership team (decision-making level), the safety committee (coordination level), and various production workshops, logistics departments, and outsourced disposal units (execution level). It also implements internal systems such as the *Procedures for Environmental Safety Monitoring and Measurement* (《環境安全監測與測量程序》). The Company has incorporated key environmental indicators, such as the compliant waste disposal rate, into the performance assessment system for management and departments, forming an institutionalized safeguarding mechanism.

Management Practices

Full-Process Waste Control

During the Reporting Period, Minieye's emissions mainly consisted of domestic sewage and general solid waste, and did not involve the production or emission of industrial wastewater or waste gas. We have established a full-process waste management system covering "segregated collection, zoned temporary storage, and differentiated disposal", achieving precise identification and tiered control of hazardous waste and general waste, and setting clear internal management targets.

Management Targets

- Increase the resource utilization rate of hazardous waste to over 50%
- Achieve a localized disposal rate of 95% and resource recovery rate beyond 90% for general industrial solid waste
- Achieve zero landfill of office household waste
- Achieve 100% on-site resource utilization of kitchen waste

We continue to strengthen the resource utilization of solid waste, and implement a "local-site treatment" and "targeted recycling + secondary processing" model for non-hazardous waste. We also established the *General Solid Waste Temporary Storage Ledger* (《一般固體廢棄物暫存台賬》) to pre-treat non-hazardous waste using our own facilities and engage external qualified professional entities to dispose of hazardous waste and most industrial solid waste. To strengthen daily supervision of waste disposal, the administration department conducts weekly inspections of waste sorting, disposal and temporary storage compliance in all areas. If non-compliance issues are identified, a rectification notice will be issued with a deadline for rectification. In 2025, the Company's general industrial solid waste resource recovery rate exceeded 80%, and the overall solid waste resource utilization rate significantly increased to 88%. No environmental administrative penalties or regulatory interviews occurred during the year, marking a successful transition from end-of-pipe treatment to systematic source control.

Compliant Disposal of Hazardous Waste

The Company strictly adheres to compliance standards such as the *Pollution Control Standard for Hazardous Waste Storage* (《危險廢物貯存污染控制標準》) and the *Management Measures for the Transfer of Hazardous Waste* (《危險廢物轉移管理辦法》), implementing full-process traceability management for flammable hazardous waste and other hazardous waste. By implementing the "five linked forms" system, establishing a "one file for one item" electronic ledger, and upgrading video monitoring for leak-proof and spill-proof, the Company ensures that the "three accounts" (generated quantity, temporarily stored quantity, and transferred quantity) for hazardous waste are consistent. In 2025, the Company's hazardous waste generation decreased by 18% year-on-year (with waste organic solvents decreasing by 25%), and both the compliant disposal rate of hazardous waste and the online monitoring compliance rate of emissions remained at 100%.

Green Office

The Company has deeply embedded green office practices into its daily operations, advocating a paperless office, and has achieved refined control over its office areas through a "low-carbon office performance system" and promoting behaviors such as turning off lights when leaving, setting air conditioning temperatures appropriately, and green commuting. In 2025, the Company's office household waste generation decreased by 12% year-on-year, the average monthly electricity consumption per person in office areas fell by 20%, and paper consumption was reduced by 15%, demonstrating our concrete actions to build a green workplace ecosystem.

Indicators	Unit	2025	2024
Domestic sewage discharge	m^3	307.80	/
Non-hazardous waste generated[1]	tons	5.58	2.28
Non-hazardous waste intensity	tons/RMB million revenue	0.0074	0.0035
Non-hazardous waste recycled	tons	1.30	1.30
Hazardous waste generated	tons	1.00	0.01
Hazardous waste intensity	tons/RMB million revenue	0.0013	0
Hazardous waste disposed	tons	1.00	0

[1] Our office waste is handed over to the property management company for disposal and has no material impact, therefore, the data here pertains solely to production facilities. Non-hazardous waste generated by our production activities primarily includes: mesh cleaning paper, feeder tapes, lint-free cloths, packaging bags, etc.

PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY

RESPONDING TO CLIMATE CHANGE

Minieye has always taken green and sustainable development as its own responsibility. In facing globally growing concern over climate change, the Company actively identifies climate-related risks and opportunities while enhancing its own climate resilience. At the same time, it proactively seizes development opportunities, explores sustainable pathways, and contributes to climate change mitigation, which in turn also helps the Company achieve long-term business growth and maintain a competitive market advantage.

Governance

The Company relies on policies such as the Management *Measures for Greenhouse Gas Emission Accounting and Reporting* (《溫室氣體排放核算與報告管理辦法》) and the *Emergency Management Measures* (《應急管理辦法》) to address climate change. The Board is responsible for ESG-related work, including climate change, covering the formulation of development directions, strategies and targets, as well as the review and approval of relevant significant matters. The Strategic Committee and the ESG Working Group assist the Board in carrying out related work, including research, analysis, and assessment of relevant matters, as well as the formulation of specific work plans. Meanwhile, we have established a Climate Change Response Management Team as the core decision-making body, with the vice president serves as the team leader, coordinating strategy and resource allocation, and the production director serves as the deputy team leader, leading the implementation of initiatives and risk control. The member departments thereof cover the entire business chain, including the safety committee, production department, and supply chain department, etc., with clearly defined core responsibilities for each department in areas such as carbon accounting, process optimization, supplier low-carbon management, and green office practices.

We regularly review the effectiveness of climate change response efforts, incorporate the completion status of governance structure optimization and updates to the greenhouse gas management system into the performance assessment of members of the Climate Change Response Management Team, and optimize management efficiency continuously through annual reviews, quarterly assessments, and digital platform monitoring mechanisms.

Strategy

We recognize that climate-related risks and opportunities may have varying degrees of impact on the Company's business, both now and in the future. With reference to the *Implementation Guidance for Climate Disclosures under the Environmental, Social and Governance Reporting Framework* (《環境、社會及管治框架下氣候信息披露的實施指引》) issued by the HKEX and the recommendations of the International Sustainability Standards Board (ISSB) in *International Financial Reporting Standards S2 – Climate-related Disclosures* (《國際財務報告可持續披露準則第2號－氣候相關披露》) (IFRS S2), we identify, prioritize, and address the risks and opportunities that climate change poses to our business operations, and categorized climate-related risks into physical risks and transition risks. Physical risks include acute risks associated with extreme weather events and chronic risks related to rising temperatures. Transition risks refer to risks associated with changes in policies and regulations, technological advancements, and market trends in respect of the low-carbon economy.

In 2025, taking into account the Company's business plans, climate-related goals and strategies, as well as applicable climate regulations, and referring to the Shared Socioeconomic Pathways (SSP) from the IPCC Sixth Assessment Report, we selected representative global warming trajectories to conduct the identification and scenario analysis of climate-related risks and opportunities – including seven physical risks, four transition risks, and three climate-related opportunities. We prioritized the identified climate-related risks by fully considering their potential impacts and resilience, thereby establishing priorities for our short-, medium-, and long-term climate change adaptation and mitigation plans, adjusting our business model, and enhancing our capacity to manage climate-related risks.

Category	Scenario/Scope Name	Scenario/Scope Description
Climate scenario	IPCC SSP1–2.6: Sustainability Pathway (Mitigation Scenario)	Global consumption is oriented toward low energy and resource use, and the real growth in carbon emissions is also relatively low, with an estimated temperature rise of 1.8°C projected between 2080 and 2100.
	IPCC SSP2–4.5: Intermediate Pathway (Intermediate Scenario)	Global social, economic, and technological trends have not significantly deviated from historical patterns. Resource and energy consumption intensity are declining across the board, with an estimated global temperature rise of 2.7°C projected between 2080 and 2100.
	IPCC SSP5–8.5: Fossil-fueled development pathway (no mitigation scenario)	Investment in technologies for climate change adaptation and border control decreases. Carbon dioxide emissions will triple by 2075. As an extreme scenario, a temperature rise of 4.4°C is projected between 2080 and 2100.
Time Range	Short-term	2025–2030
	Medium-term	2030–2035
	Long-term	2035–2060
Value chain impact scope	Upstream value chain	Raw material procurement
	Self-operation	Product R&D, production operations, warehousing and logistics
	Downstream value chain	Brand management, consumer use and recycling

PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY

Minieye's Physical Risk List

Type	Category	Name	SSP1-2.6			SSP2-4.5			SSP5-8.5		
			Short-term	Medium-term	Long-term	Short-term	Medium-term	Long-term	Short-term	Medium-term	Long-term
Physical risk	Acute risk	Extreme rainfall									
		River flooding									
		Pluvial flooding									
		Heatwave									
		Storm									
	Chronic risk	Sea level rise									
		Wildfire									

Low risk	Medium risk	High risk

According to the analysis results of the impact of physical risks, under the high-carbon scenario SSP5-8.5, the main physical risks that Minieye may face are heatwaves, wildfires, river flooding, and extreme rainfall.

Type	Category	Name	Short-term	Medium-term	Long-term
Transition risk	Policy and legal risk	Environmental regulatory requirements			
	Technology risk	Low-carbon technology development			
	Market risk	Changes in customer preferences			
	Reputation risk	Brand image and reputation			
Opportunity	Resource efficiency	Resource efficiency improvement			
	Products and markets	Brand value enhancement			
	Energy source	Use of low-carbon energy			

Low risk	Medium risk	High risk	Low opportunity	Medium opportunity	High opportunity

Based on the analytical results of the impact of transition risks and opportunities, the main transition risks faced by Minieye are changes in customer preferences and brand image and reputation, while the main opportunities are resource efficiency improvement and the use of low-carbon energy.

Risk Management

In respect of the identified climate-related risks and opportunities, we have preliminarily planned a series of countermeasures.

Type	Category	Name	Financial/Business Impact	Time Range	Value Chain Impact	Response Measures
Physical risk	Acute risk	Extreme rainfall	The frequency and intensity of high-intensity, short-duration rainfall events increase due to climate change, which may lead to flooding of plants, production interruptions, water damage to inventory, logistics disruptions and delayed deliveries. In addition, increased equipment maintenance costs may raise insurance premiums.	Short-term Medium-term	Upstream value chain Self-operation	• Short-term: Improve extreme weather emergency plans, implement staggered production shifts, reinforce drainage systems, upgrade warehouse waterproofing, stockpile emergency supplies; simultaneously establish warning transmission mechanisms to ensure personnel safety. • Medium-term: Build an environmental monitoring system for the plant area to achieve automatic risk warning; retrofit equipment and air conditioning systems to reduce cooling energy consumption. • Long-term: Construct a zero-carbon plant area, achieving 100% green electricity supply, zero rainwater discharge, and full resource utilization of solid waste.
		River flooding	Persistent heavy rainfall or water inflow from upstream catchment areas causing river levels to exceed banks may trigger large-scale, long-duration flooding, affecting economic activities and infrastructure along the rivers, which may result in damage to the Company's facilities and equipment.	Short-term Medium-term	Upstream value chain Self-operation	
		Pluvial flooding	Flooding directly caused by rainfall, including urban waterlogging and surface runoff flooding, may affect the normal operations of production bases with weak drainage facilities, leading to equipment damage, and logistics may be disrupted due to flooding.	Short-term Medium-term	Upstream value chain Self-operation	
		Heatwave	Persistent abnormally high temperatures and an increase in the number of heatwave days directly affect the operation of machinery and equipment, increase cooling costs, and elevate employee health and safety risks, which may lead to medical expenses and potential legal liabilities.	Short-term Medium-term	Self-operation	
		Storm	Tropical cyclones, thunderstorms, and strong winds may cause structural damage such as roofs being torn off, walls collapsing, and power lines being destroyed, leading to business interruptions, as well as inventory and logistics losses.	Short-term Medium-term	Self-operation	

PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY

Type	Category	Name	Financial/Business Impact	Time Range	Value Chain Impact	Response Measures
	Chronic risk	Sea level rise	The long-term, gradual rise in sea levels may lead to an expansion and intensification of seawater inundation in coastal areas, posing a threat to coastal infrastructure and increasing the risk of property loss.	Medium-term Long-term	Self-operation	
		Wildfire	Wildfire incidents in forests may lead to supply chain disruptions and infrastructure damage, which in turn may cause production stoppages, and increase the Company's maintenance, insurance, and compliance costs.	Short-term	Self-operation	
Transition risk	Policy and legal risk	Environmental regulatory requirements	Constrained by the accelerated evolution of global climate policies and laws, as well as the inconsistent and continuously tightening regulatory standards across markets, the Company may face challenges such as intense pressure to switch suppliers when addressing supply chain environmental compliance requirements, which may lead to risks such as delays in market access, increasing overall procurement, operational, and compliance management costs.	Short-term Medium-term	Upstream value chain Self-operation	• Short-term: Conduct company-wide climate risk and carbon management training to enhance low-carbon capabilities. • Medium-term: Promote frequency conversion retrofits of high-energy-consumption equipment and waste heat recovery, optimize energy efficiency of production processes. • Long-term: Develop low-carbon and zero-carbon products, pursue carbon footprint certification, strengthen ESG management of the supply chain, and promote the use of green electricity upstream.
	Technology risk	Low-carbon technology development	In the process of developing low-carbon processes and accounting for product carbon footprints, the Company may face challenges such as difficulties in selecting technical pathways and increased uncertainty in the translation of R&D results, which may lead to risks such as resource misallocation and extended R&D cycles, hence increasing overall R&D and management costs.	Long-term	Upstream value chain Self-operation	
	Market risk	Changes in customer preferences	The green consumption trend is driving the market towards eco-friendly products. Customers, through procurement decisions and standard setting, are forcing companies to implement stricter commitments regarding product carbon footprints and material recyclability. If the Company fails to respond proactively, it may face the risk of customer churn and declining competitiveness.	Short-term Long-term	Upstream value chain Self-operation	
	Reputation risk	Brand image and reputation	Slowing or underperforming in its energy-saving and carbon reduction actions may damage the Company's brand image and reputation, affecting investor confidence, customer relationships, and employee identification.	Long-term	Self-operation Downstream value chain	

Type	Category	Name	Financial/Business Impact	Time Range	Value Chain Impact	Response Measures
Climate opportunity	Resource efficiency	Resource efficiency improvement	In the process of optimizing energy use, improving material utilization efficiency, and managing waste, the Company is expected to achieve breakthroughs such as precise control of production processes and traceability of resource consumption across the entire lifecycle, which may bring opportunities such as systematic reductions in operating costs, and enhance overall profitability resilience and market competitiveness.	Short-term Medium-term	Self-operation Downstream value chain	• Increase the proportion of green electricity used in the production process to reduce product carbon footprint and enhance market competitiveness. • Sign green electricity procurement agreements with power grid companies to gradually increase the share of purchased green electricity; plan to build self-owned photovoltaic power stations to achieve 100% green electricity supply for production plants.
	Products and markets	Brand value enhancement	Proactively developing resource-saving, eco-friendly product systems and disclosing carbon reduction performance helps strengthen the brand's environmental responsibility image and enhances trust among consumers and stakeholders. At the same time, it boosts capital market confidence, attracts attention from ESG-oriented investors, and enhances the Company's valuation potential and green financing opportunities.	Medium-term	Self-operation	
	Energy sources	Use of low-carbon energy	Renewable energy is becoming increasingly widespread, and its costs are continuously decreasing. If the Company continues to expand the proportion of renewable energy in its energy mix, it may reduce energy costs in the future and help securing green procurement, low-carbon orders, and local fiscal and tax subsidies.	Medium-term	Self-operation Downstream value chain	

Minieye has established a systematic climate risk management process, covering risk identification, assessment, response, and continuous improvement mechanisms, which incorporated the trade-off assessment of climate-related risks and opportunities into the Company's risk management procedures and related decision-making processes, and formulated targeted measures such as emergency management and team capacity building to ensure the Company's stable and sustainable development.

PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY

Extreme Weather Emergency Management

The Company focuses on three types of frequent extreme weather events: high temperatures, typhoons, and heavy rains. It has developed special emergency plans, defining graded response standards, responsibilities of each department, and handling procedures. It organizes practical emergency drills annually to test the feasibility of the plans and inter-departmental coordination efficiency, and will prepare a review report and optimize the emergency response procedures after each drill. Additionally, an extreme weather warning transmission mechanism has been established to ensure that weather updates issued by the government are communicated to all departments 3 to 5 days in advance. Early warning information display screens are installed in the plant area to provide real-time weather data, offering precise guidance for production scheduling.

Carbon Emission Management

The Company takes carbon neutrality for Scopes 1 and 2 as its core goal, establishing a systematic implementation pathway and regular management and control mechanism to help achieve a win-win situation between carbon reduction and long-term business growth and market competitive advantage. It defines the emission baseline accounting boundary and methodology, and establishes Scopes 1, 2, and 3 emission lists to push the low-carbon transformation of energy and production processes, promote renewable energy, phase out high-energy-consumption equipment, and upgrade low-carbon processes to improve energy efficiency. At the same time, it improves the carbon emission ledger, implements internal carbon pricing, incorporates emission reduction targets into departmental assessments, and sets up a special budget while improving climate emergency plans to ensure the achievement of targets. It collects energy consumption and emission data monthly, introduces third-party verification annually, iterates energy-saving equipment in line with industry standards and production capacity demands, and simultaneously establishes low-carbon access standards for upstream suppliers to drive collaborative emission reduction across the entire chain.

Employee Low-Carbon Capacity Building

The Company integrates low-carbon concepts into the entire lifecycle management of employees. New employees are required to complete mandatory practical courses on energy saving and emission reduction, covering topics such as energy-saving operation specifications for workshop equipment, electricity and water usage requirements in office areas, and waste sorting standards. At the same time, the Company implements "low-carbon office performance management", establishing a points-based system to regulate employee behaviors such as turning off lights and computers when leaving, maintaining air conditioning temperatures no lower than 26°C, double-sided printing, and using environmentally friendly recycled office supplies, thereby promoting the participation of all employees in low-carbon operations.

Key Highlights

Annual total special investment in climate risk response: RMB100,000
Climate risk assessment coverage rate: 100%

Metrics and Targets

During the Reporting Period, the Company completed the statistical calculation of its GHG emissions and expanded the calculation scope to cover certain Scope 3 emissions, including employee business travel and commuting. In the future, the Company will further expand the statistical and measurement scope of Scope 3 to strengthen full-chain emission control and improve the quality of information disclosure.

Indicators	Unit	2025	2024
Scope 1 GHG emissions[1]	tCO_2e	1,765.01	113.81
Scope 2 GHG emissions[2]	tCO_2e	895.91	962.29
Total GHG emissions (Scope 1 + Scope 2)	tCO_2e	2,660.92	1,076.10
GHG emission intensity (Scope 1 + Scope 2)	tCO_2e/RMB million revenue	3.51	1.64
Scope 3 GHG emissions[3]	tCO_2e	1,367.26	1,341.03

1 Scope 1 GHG emissions come from the usage of gasoline, and the carbon dioxide emission factors mainly refer to the *Guidelines for Calculation Methods and Reporting of GHG Emissions from Industrial and Other Industrial Enterprises* (《工業其他行業企業溫室氣體排放核算方法與報告指南》).

2 Scope 2 GHG emissions are generated from the usage of purchased electricity, and the carbon dioxide emission factor mainly refer to the *Announcement on the Release of 2023 Carbon Dioxide Emission Factors for Electricity* (《關於發佈2023年電力二氧化碳排放因子的公告》) issued by the Ministry of Ecology and Environment of the People's Republic of China.

3 In 2025, Scope 3 GHG emissions cover Category 6: Business travel and Category 7: Employee commuting.

Metrics and related statements	
Internal carbon pricing	Given that the Company's strategy implementation in carbon management is still at a gradual progress stage, as of the end of the Reporting Period, we have yet to establish or implement an internal carbon pricing mechanism. Currently, the Company primarily incorporates carbon cost-related factors into its operational management and decision-making reference through indicators such as energy usage.
Climate-related factors and remuneration policy	As of the end of the Reporting Period, the Company has yet to directly incorporate climate-related performance indicators into the remuneration or performance assessment mechanisms for the Board and senior management. In the future, the Company will, taking into account regulatory developments, corporate governance practices, and its actual business situation, continue to evaluate the applicability and feasibility of incorporating climate-related factors into its performance management and incentive mechanisms.

The above arrangements are intended to support the Company in identifying and managing potential climate-related impacts, but do not constitute a commitment to adopt specific management tools or implementation timelines in the future.

APPENDIX I

APPENDIX I: ESG KEY PERFORMANCE INDICATORS TABLE

Environmental aspect	Unit	2025
Energy usage		
Total energy consumption	MWh	10,242.13
Energy consumption intensity	MWh/RMB million revenue	13.49
Total direct energy consumption	MWh	6,914.94
Total indirect energy consumption	MWh	3,327.19
Purchased electricity	MWh	3,327.19
Of which: Green electricity	MWh	1,638.71
GHG emissions		
Total GHG emissions (Scope 1 + Scope 2)	tCO_2e	2,660.92
Scope 1 GHG emissions[1]	tCO_2e	1,765.01
Scope 2 GHG emissions[2]	tCO_2e	895.91
GHG emission intensity (Scope 1 + Scope 2)	tCO_2e/RMB million revenue	3.51
Scope 3 GHG emissions[3]	tCO_2e	1,367.26
Water usage		
Water consumption	m^3	1,252.00
Water consumption intensity	m^3/RMB million revenue	1.65
Emissions		
Domestic sewage discharge	m^3	307.80
Non-hazardous waste generated	tons	5.58
Non-hazardous waste intensity	tons/RMB million revenue	0.0074
Non-hazardous waste recycled	tons	1.30
Hazardous waste generated	tons	1.00
Hazardous waste intensity	tons/RMB million revenue	0.0013
Hazardous waste disposed	tons	1.00

1 Scope 1 GHG emissions come from the usage of gasoline, and the carbon dioxide emission factors mainly refer to the *Guidelines for Calculation Methods and Reporting of GHG Emissions from Industrial and Other Industrial Enterprises* (《工業其他行業企業溫室氣體排放核算方法與報告指南》).

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3 In 2025, Scope 3 GHG emissions cover Category 6: Business travel and Category 7: Employee commuting.

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Environmental aspect	Unit	2025
Packaging material		
Packaging material consumption	tons	91.54
Packaging consumption intensity	tons/RMB million revenue	0.12
Paper	tons	82.54
Plastic	tons	9.00
Environmental investment		
Total annual investment in ecological and environmental protection	RMB ten thousand	20.00

Social aspect	Unit	2025
Employee		
Total number of employees	persons	813
By gender		
Male	persons	605
Female	persons	208
By employment type		
Full-time	persons	813
Part-time	persons	0
By age group		
Aged under 35	persons	570
Aged 35 to 50	persons	232
Aged 51 and above	persons	11
By region		
Guangdong Province	persons	548
Other regions	persons	265

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Social aspect	Unit	2025
Turnover rate[4]		
Employee turnover rate	%	18.04
By gender		
Male	%	18.90
Female	%	15.45
By employment type		
Full-time	%	18.04
Part-time	%	0.00
By age group		
Aged under 35	%	18.10
Aged 35 to 50	%	18.60
Aged 51 and above	%	0.00
By region		
Guangdong Province	%	19.88
Other regions	%	13.96
Training coverage rate[5]		
By gender		
Male	%	80.60
Female	%	19.40
By position		
Senior management	%	1.10
Middle management	%	1.50
General employees	%	97.40

4 Calculation method of turnover rate of employees in different types: Number of resigned employees ÷ (number of resigned employees + number of employees at the end of the year) × 100%

5 Calculation method of percentage of employees trained in different types: Number of employees trained in this type ÷ total number of trained employees × 100%

APPENDIX I

Social aspect	Unit	2025
Average training hours		
By gender		
Male	hours	13.87
Female	hours	8.08
By position		
Senior management	hours	13.90
Middle management	hours	5.29
General employees	hours	12.85
Occupational health and safety		
Number of work-related fatalities	persons	0
Number of work-related injuries	cases	0
Lost days due to work injury	days	0
Customer service		
Customer complaint resolution rate	%	100
Customer satisfaction score/full score	points	97/100
Product quality		
Number of product recalls during the year	unit	0
Number of product recalls due to safety and health issues	unit	0
Information security and privacy protection		
Number of participants in information security and privacy protection training	persons	813
Number of information security incidents	times	0
Penalties incurred due to information security incidents	RMB ten thousand	0
Number of customer privacy breaches	times	0

APPENDIX I

Social aspect	Unit	2025
Intellectual property		
Cumulative valid patents/trademarks obtained		
Total cumulative valid patents/trademarks obtained	items	252
Patents	items	226
Trademarks	items	26
Software copyright	items	114
Artistic copyright	items	3
Patent/trademark applications filed during the year		
Total patent/ trademark applications filed during the year	items	94
Patents	items	38
Trademarks	items	56
Software copyright	items	7
Artistic copyright	items	1
Supply chain management		
Mainland China - Guangdong Province	entities	111
Mainland China - Other Regions	entities	40
Hong Kong, Macau and Taiwan	entities	13
Charitable activities		
Total charitable contribution amount	HKD ten thousand	100

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Governance aspect	Unit	2025
Total number of Board members		
Total number of Board members	persons	9
By gender		
Male	persons	8
Female	persons	1
By independence		
Independent non-executive Directors	persons	3
Business ethics		
Number of anti-corruption training sessions	sessions	12
Total number of participants in anti-corruption training	participants	410
Number of concluded corruption litigation cases	cases	0

APPENDIX II

APPENDIX II: HKEX ESG REPORTING CODE INDEX

Content Index

Part C: "Comply or explain" Provisions

This part sets out provisions to be reported on by an issuer in the ESG report on a "comply or explain" basis.

Subject Areas, Aspects, General Disclosures and KPIs		Location of Disclosure or Remarks
A. Environmental		
Aspect A1: Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. Note: Air emissions include NOx, SOx, and other pollutants regulated under national laws and regulations. Hazardous wastes are those defined by national regulations.	PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY – EMISSIONS MANAGEMENT
KPI A1.1	The types of emissions and respective emissions data.	PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY – EMISSIONS MANAGEMENT
KPI A1.2	Repealed 1 January 2025	/
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY – EMISSIONS MANAGEMENT
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY – EMISSIONS MANAGEMENT
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY – EMISSIONS MANAGEMENT
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY – EMISSIONS MANAGEMENT

APPENDIX II

Subject Areas, Aspects, General Disclosures and KPIs		Location of Disclosure or Remarks
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials. Note: Resources may be used in production, storage, transportation, buildings, electronic equipment, etc.	PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY – RESOURCE MANAGEMENT
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY – ENERGY MANAGEMENT
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY – RESOURCE MANAGEMENT
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY – ENERGY MANAGEMENT
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY – RESOURCE MANAGEMENT
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY – RESOURCE MANAGEMENT
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY – ENVIRONMENTAL MANAGEMENT
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY – ENVIRONMENTAL MANAGEMENT

APPENDIX II

Subject Areas, Aspects, General Disclosures and KPIs		Location of Disclosure or Remarks
B. Social		
Employment and Labor Practices		
Aspect B1: Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	RIDE WITH MINIEYE, SYNERGIZE AND GROW – LABOR MANAGEMENT
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	RIDE WITH MINIEYE, SYNERGIZE AND GROW – LABOR MANAGEMENT
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	RIDE WITH MINIEYE, SYNERGIZE AND GROW – LABOR MANAGEMENT
Aspect B2: Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	RIDE WITH MINIEYE, SYNERGIZE AND GROW – OCCUPATIONAL HEALTH AND SAFETY
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	RIDE WITH MINIEYE, SYNERGIZE AND GROW – OCCUPATIONAL HEALTH AND SAFETY
KPI B2.2	Lost days due to work injury.	RIDE WITH MINIEYE, SYNERGIZE AND GROW – OCCUPATIONAL HEALTH AND SAFETY
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	RIDE WITH MINIEYE, SYNERGIZE AND GROW – OCCUPATIONAL HEALTH AND SAFETY

APPENDIX II

Subject Areas, Aspects, General Disclosures and KPIs		Location of Disclosure or Remarks
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. Note: Training refers to vocational training. It may include internal and external courses paid by the employer.	RIDE WITH MINIEYE, SYNERGIZE AND GROW – EMPLOYEE TRAINING AND DEVELOPMENT
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	RIDE WITH MINIEYE, SYNERGIZE AND GROW – EMPLOYEE TRAINING AND DEVELOPMENT
KPI B3.2	The average training hours completed per employee by gender and employee category.	RIDE WITH MINIEYE, SYNERGIZE AND GROW – EMPLOYEE TRAINING AND DEVELOPMENT
Aspect B4: Labor Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	RIDE WITH MINIEYE, SYNERGIZE AND GROW – LABOR MANAGEMENT
KPI B4.1	Description of measures to review employment practices to avoid child and forced labor.	RIDE WITH MINIEYE, SYNERGIZE AND GROW – LABOR MANAGEMENT
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	RIDE WITH MINIEYE, SYNERGIZE AND GROW – LABOR MANAGEMENT

APPENDIX II

Subject Areas, Aspects, General Disclosures and KPIs		Location of Disclosure or Remarks
Operating Practices		
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	INNOVATION-DRIVEN MINIEYE, QUALITY BUILDS TRUST – SUPPLY CHAIN MANAGEMENT
KPI B5.1	Number of suppliers by geographical region.	INNOVATION-DRIVEN MINIEYE, QUALITY BUILDS TRUST – SUPPLY CHAIN MANAGEMENT
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	INNOVATION-DRIVEN MINIEYE, QUALITY BUILDS TRUST – SUPPLY CHAIN MANAGEMENT
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	INNOVATION-DRIVEN MINIEYE, QUALITY BUILDS TRUST – SUPPLY CHAIN MANAGEMENT
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	INNOVATION-DRIVEN MINIEYE, QUALITY BUILDS TRUST – SUPPLY CHAIN MANAGEMENT
Aspect B6: Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	INNOVATION-DRIVEN MINIEYE, QUALITY BUILDS TRUST – PRODUCT SAFETY AND QUALITY
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	INNOVATION-DRIVEN MINIEYE, QUALITY BUILDS TRUST – PRODUCT SAFETY AND QUALITY
KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	INNOVATION-DRIVEN MINIEYE, QUALITY BUILDS TRUST – CUSTOMER SERVICE

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Subject Areas, Aspects, General Disclosures and KPIs		Location of Disclosure or Remarks
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	INNOVATION-DRIVEN MINIEYE, QUALITY BUILDS TRUST – PROTECTION OF INTELLECTUAL PROPERTY
KPI B6.4	Description of quality assurance process and recall procedures.	INNOVATION-DRIVEN MINIEYE, QUALITY BUILDS TRUST – PRODUCT SAFETY AND QUALITY
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	INNOVATION-DRIVEN MINIEYE, QUALITY BUILDS TRUST – DATA SECURITY AND PRIVACY PROTECTION
Aspect B7: Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	STANDARDIZED GOVERNANCE FOR STEADY PROGRESS – BUSINESS ETHICS
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	STANDARDIZED GOVERNANCE FOR STEADY PROGRESS – BUSINESS ETHICS
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	STANDARDIZED GOVERNANCE FOR STEADY PROGRESS – BUSINESS ETHICS
KPI B7.3	Description of anti-corruption training provided to directors and staff.	STANDARDIZED GOVERNANCE FOR STEADY PROGRESS – BUSINESS ETHICS

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Subject Areas, Aspects, General Disclosures and KPIs		Location of Disclosure or Remarks
Community		
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	RIDE WITH MINIEYE, SYNERGIZE AND GROW – COMMUNITY WELFARE
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	RIDE WITH MINIEYE, SYNERGIZE AND GROW – COMMUNITY WELFARE
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	RIDE WITH MINIEYE, SYNERGIZE AND GROW – COMMUNITY WELFARE
Part D: Climate-related Disclosures		
Governance	Governance	PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY – RESPONDING TO CLIMATE CHANGE
Strategy	Climate-related risks and opportunities	PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY – RESPONDING TO CLIMATE CHANGE
	Business model and value chain	PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY – RESPONDING TO CLIMATE CHANGE
	Strategy and decision-making	PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY – RESPONDING TO CLIMATE CHANGE
	Financial position, financial performance and cash flows	PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY – RESPONDING TO CLIMATE CHANGE
	Climate resilience	PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY – RESPONDING TO CLIMATE CHANGE

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Subject Areas, Aspects, General Disclosures and KPIs		Location of Disclosure or Remarks
Risk Management	Risk management	PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY – RESPONDING TO CLIMATE CHANGE
Metrics and Targets	Greenhouse gas emissions	PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY – RESPONDING TO CLIMATE CHANGE
	Climate-related transition risks	PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY – RESPONDING TO CLIMATE CHANGE
	Climate-related physical risks	PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY – RESPONDING TO CLIMATE CHANGE
	Climate-related opportunities	PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY – RESPONDING TO CLIMATE CHANGE
	Capital deployment	PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY – RESPONDING TO CLIMATE CHANGE
	Internal carbon prices	PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY – RESPONDING TO CLIMATE CHANGE
	Remuneration	PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY – RESPONDING TO CLIMATE CHANGE
	Industry-based metrics	/
	Climate-related targets	PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY – RESPONDING TO CLIMATE CHANGE
	Applicability of cross-industry metrics and industry-based metrics	PROTECT THE ECOLOGY AND ENJOY A GREEN JOURNEY – RESPONDING TO CLIMATE CHANGE