GaN 出美好「芯」未來

POWER THE FUTURE

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Innoscience 英诺赛科

Stoke abbreviation: Innoscience

Stoke code: 02577.HK

2025

Environmental, Social and Governance Report

InnoScience (Suzhou) Technology Holding Co., Ltd.



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About This Report

Report Introduction

This report is the second Environmental, Social and Governance (ESG) report (hereinafter referred to as "this report") published by InnoScience (Suzhou) Technology Co., Ltd. (hereinafter referred to as "InnoScience", "the Company" or "we"). Based on the principles of openness and transparency, this report provides a detailed disclosure of the Company's ESG initiatives and achievements for the year 2025, comprehensively showcasing the Company's relentless efforts in promoting sustainable development and actively addressing the expectations and concerns of stakeholders.

Scope of the Report

This report is centered on InnoScience (Suzhou) Technology Holding Co., Ltd. Relevant sections cover InnoScience and its subsidiaries and branches. Unless otherwise specified, the scope of this report aligns with that of the Company's annual report.

Reporting Period

January 1, 2025 to December 31, 2025. To enhance the comparability and forward-looking nature of the report, certain sections have been extended.

Basis for Report Preparation

The relevant standards, frameworks, principles, and requirements referenced in the preparation of this report are:

- Appendix C1 *Corporate Governance Code* and Appendix C2 *Code on Environmental, Social and Governance Reporting* of the *Main Board Listing Rules* of The Stock Exchange of Hong Kong Limited (hereinafter referred to as "HKEX")
- This report complies with the "comply or explain" provisions set forth in the HKEX *Code on Environmental, Social and Governance Reporting*, and is prepared in accordance with the reporting principles of materiality, quantification, balance and consistency.

Also referenced:

- Global Reporting Initiative *Sustainability Reporting Standards* (GRI Standards)
- United Nations Sustainable Development Goals (SDGs)

Data Explanation

Data sources used in this report include the Company's operational raw data, publicly available data from government departments, annual financial data, internal statistical reports, third-party surveys, and third-party evaluation interviews. Financial data in this report is denominated in Renminbi (RMB). In the event of any inconsistencies with the financial statements, the financial statements shall prevail.

Definitions

In this report, for the sake of clarity and readability, InnoScience (Suzhou) Technology Holding Co., Ltd. is referred to as "InnoScience", "the Company" or "we" depending on the context. For further details, please refer to the 2025 Annual Report of InnoScience (Suzhou) Technology Holding Co., Ltd.

Confirmation and Approval

This report has been approved by the Company's Board of Directors and is released concurrently with the annual report. The Board of Directors undertakes to supervise the content of this report, ensure that it contains no false statements or misleading representations, and assumes responsibility for the truthfulness, accuracy, and completeness of the content.

Access to the Report

This report is published in electronic format, available in both Traditional Chinese and English versions. You may download the electronic version of this report from InnoScience's official website (https://www.innoscience.com) to access further information about the Company.

Feedback

If you have any questions or suggestions regarding the content of this report, please feel free to contact us through the following channels:

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Chairperson's Message

2025 marks a pivotal year for InnoScience as we establish a new foundation and embark on a new journey. Amid the global wave of technological revolution and green transformation, the Company continues to deepen its commitment to the third-generation semiconductor sector, constantly consolidating its advantages in the large-scale mass production of 8-inch GaN-on-Si. As a globally leading GaN IDM enterprise, we remain steadfast in our mission of "GaN for a Better Future". We drive industrial upgrading through technological innovation, comprehensively deepen Environmental, Social and Governance (ESG) initiatives within our high-quality development, and work hand in hand with all stakeholders to jointly build a green, low-carbon, and efficient future of sustainable development.



Chairperson of InnoScience
Dr. Weiwei Luo

> Strengthening Our Foundations and Core Competencies to Solidify the Basis for Development

Efficient governance is the cornerstone of a company's steady and long-term progress. In 2025, the Company continued to refine its governance structure, comprising the Board of Directors, management, and various specialized committees. The Board actively participated in the formulation and oversight of ESG strategies, ensuring their deep integration with the Company's business operations. We continuously optimized our internal control and risk management systems, strengthened compliance operations, and prioritized the development of key areas such as data security, intellectual property protection, and trade compliance, providing robust support for the steady expansion of our Gallium Nitride (GaN) power device business. During the reporting period, the Company achieved significant scale expansion and structural optimization in high-growth sectors such as AI data centers and new energy vehicles, generating operating revenue of RMB1,213,059,700, a year-on-year increase of 46.42%. Through robust governance, we have ensured the sustained growth of the Company's long-term value.

> Innovation-Driven Leadership, Propelling Green Transformation

Technological innovation serves as the core engine driving InnoScience's fulfillment of environmental responsibilities and pursuit of high-quality development. Gallium nitride (GaN), with its superior performance in high frequency, high efficiency, and low loss, is becoming a key pillar of the global energy efficiency revolution. In 2025, the Company's total R&D investment reached RMB376.393 million, accounting for 31.03% of operating revenue. We successfully launched third-generation 700V GaN devices and 1200V high-voltage GaN products, achieving mass production and shipment, while making significant breakthroughs in 650V GaN monolithic integrated bidirectional switching technology, further enhancing our product portfolio. Through continuous process iteration and integrated innovation, we have consistently improved power density and system energy efficiency. Our solutions have been widely adopted in sectors such as AI data centers, new energy vehicles, humanoid robots, photovoltaic energy storage, and consumer electronics. By leveraging leading-edge technology, we help customers enhance energy efficiency and provide a powerful "chip" driving force for the industry's green and low-carbon transformation.

> Green "Chip" Operations, Building a Low-Carbon Ecosystem Together

Integrating environmental responsibility throughout the entire operational chain has always been a guiding principle at InnoScience. In 2025, we further deepened the development of our green manufacturing system: by optimizing processes and upgrading our energy management system, our Suzhou facility obtained green building certification; we actively promoted the use of renewable energy and steadily explored and refined our carbon reduction planning to prepare for participation in the future carbon market. In terms of resource recycling, we have improved material reduction and waste resource management, strictly controlling chemical usage and emissions to ensure all operations comply with—and even exceed—national environmental regulations. We have completed a preliminary assessment of our operational carbon footprint and will, based on actual conditions, gradually explore collaborative carbon reduction pathways covering upstream and downstream of the value chain, working with partners to address climate change challenges.

> Uniting Hearts, Promoting Harmony and Coexistence

Talent is a company's most valuable asset, and society is the foundation of its development. In 2025, we continued to focus on "people" and "society": creating an inclusive, growth-oriented, and collaborative platform for employees, with zero major safety incidents throughout the year; and building a multi-tiered, comprehensive training system to support employees' career development. In the supply chain, we fully integrated ESG standards into supplier selection and management processes to promote shared responsibility. At the same time, we actively fulfilled our corporate citizenship obligations by hosting competitions to support talent development in higher education and deepening industry-education integration; responding to the national rural revitalization strategy by providing educational assistance; and striving to become a partner respected by society.

> Committed to Our "Chip" Vision, Embracing a Sustainable Future

Looking ahead, InnoScience will continue to uphold the new development philosophy, empowering global customers' green transitions with high-performance, low-power GaN solutions. We will embrace a long-term perspective, integrating ESG principles more deeply into our strategy, operations, and culture, and strive to become a responsible, trustworthy benchmark for sustainable development. On behalf of the InnoScience's Board of Directors, I would like to express my sincere gratitude to all employees, partners, investors, and the broader community. Let us move forward in unity, harnessing the power of China's GaN "chips", to jointly create a green, smart, and mutually beneficial sustainable future!

2025 ESG Key Performance

Economic Performance

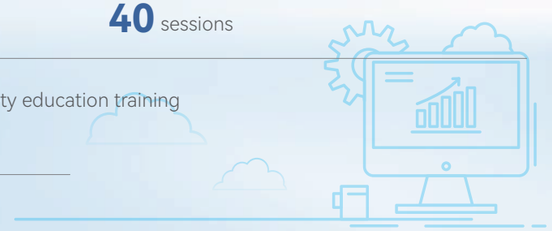
- Operating Revenue RMB **1,213.0597** million
- Total Assets RMB **7,070.50** million
- Net Assets Attributable to Shareholders of the Listed Company RMB **4,210.59** million

Environmental Performance

- Total Environmental Investment RMB **11.8573** million
- Number of environmentalprotection training sessions **13** sessions
- Total participation in environmental protection training **5,304** person-times
- Total hours of environmental protection training **6,109** hours
- Pollutant monitoring compliance rate **100%**
- Compliance Rate for the "Three Simultaneities" in Environmental Protection for Construction Projects **100%**
- Total Water Consumption **789.43** thousand tons
- Total greenhouse gas emissions **108,144.24** tons of CO2 equivalent
- Reclaimed Water Usage **44,728** tons
- Total annual electricity consumption **114.48** million kWh
- Electricity consumption density **0.09** million kWh per million yuan of revenue, a year-on-year decrease of **28%**
- Water consumption density **0.65** thousand tons per million yuan of revenue, a year-on-year decrease of **29%**
- Greenhouse gas emission density **89.15** tons of CO2 equivalent per million yuan of revenue, a year-on-year decrease of **22%**

Social Performance

- R&D investment RMB **376.393** million
- Total number of patents granted **518** items
- Total number of invention patents granted **408** items
- Total number of utility model patents granted **110** items
- Total R&D team members **393** employees
- Total employees **1,359** employees
- Employees from minority ethnic groups **54** employees
- Number of employee training sessions **85** sessions
- Total number of training participation **32,641** person-times
- Average training duration per employee per year **21.80** hours
- Number of anti-bribery and anti-corruption training sessions **5** sessions
- Number of employees participating in anti-bribery and anti-corruption training **1,246** employees
- Investment in safety production RMB **8.0914** million
- Number of safety education training sessions **40** sessions
- Total number of participants insafety education training **17,475** person-times



About InnoScience



Company Profile

InnoScience (Suzhou) Technology Holding Co., Ltd. (stock abbreviation: InnoScience, stock code: 02577.HK) was listed on the Main Board of the Hong Kong Stock Exchange on December 30, 2024. It is a globally leading high-tech enterprise in third-generation semiconductors and also a global leader in GaN process innovation and power device manufacturing, dedicated to the R&D and production of GaN-on-Si. It has the world's largest 8-inch GaN-on-Si wafer production facility, and its product design and performance are at the international advanced level. InnoScience has been listed on the Hurun Research Institute's "Global Unicorn List" for two consecutive years and was selected for the MIT Technology Review's 2025 "50 Smartest Companies" list.

The Company's Gallium Nitride products are widely used in various low-, medium-, and high-voltage applications, with a product development range spanning 15V to 1200V, covering wafers, discrete devices, ICs, and modules, providing customers with comprehensive Gallium Nitride solutions. As of December 31, 2025, InnoScience held 518 patents and 1,236 patent applications worldwide. Its products are widely applicable in cutting-edge fields such as consumer electronics, renewable energy and industrial applications, automotive electronics, and data centers.

InnoScience, Leading the GaN Revolution, Empowering the Future!

Corporate Culture

Corporate Values

HAPPY

Happy	Appreciative	Passionate	Performing	Youthful
Optimistic and joyful	Grateful and thankful	Full of energy and drive	Delivering excellence	Vibrant and full of vitality

Vision

Powering a better future with GaN

Mission

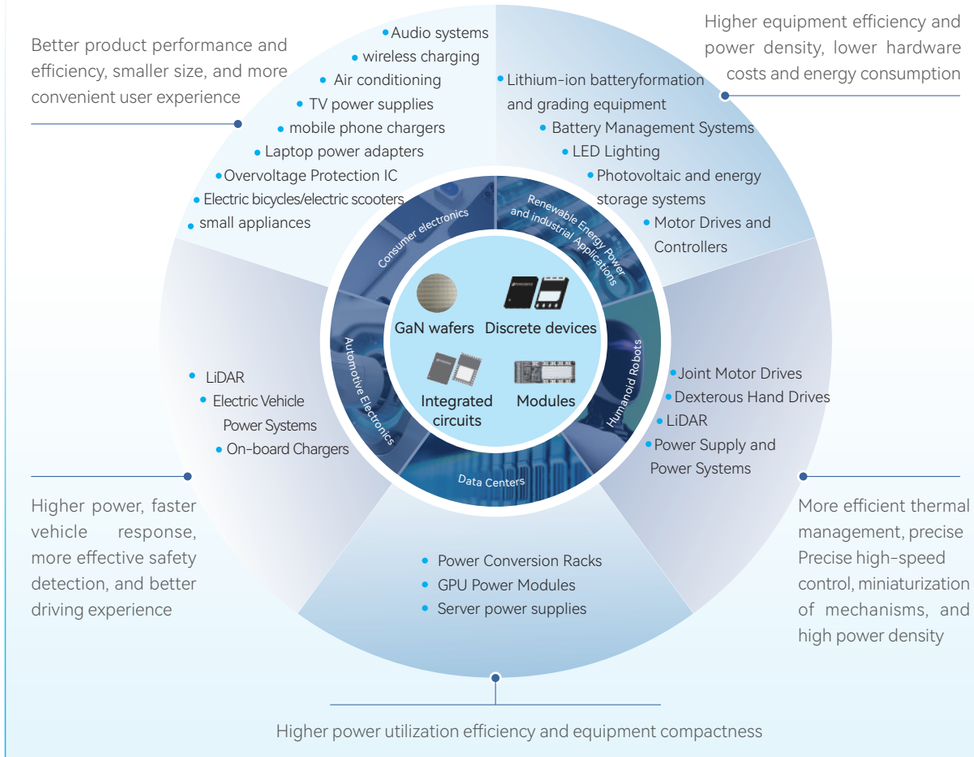
To innovate through technology and lead the future

Development Strategy

We are committed to driving innovation in the power semiconductor industry and ecosystem through our GaN products. We plan to implement the following strategies:

- Promote the global development of the GaN ecosystem and increase market penetration;
- Expand GaN product portfolio and customer base;
- Accelerate capacity expansion;
- Continuously conduct research and development to strengthen technological barriers;
- Persistently implement a globalization strategy.

Business Layout



Company Honors

Date	Award/Recognition	Awarding Body
2025	Selected for the global "50 Smartest Companies" list	MIT Technology Review
2025	Global Electronics Achievement Award (INN100EA035A)	AspenCore
2025	20th "China Chip" Outstanding Technological Innovation Product (INN650TA030CS)	China Electronics Information Industry Development Research Institute
2025	National-Level Specialized, Refined, Distinctive, and Innovative "Little Giant" Enterprise	Jiangsu Provincial Department of Industry and Information Technology
2025	Jiangsu Provincial Enterprise Technology Center	Jiangsu Provincial Department of Industry and Information Technology
2025	High-Growth Innovative Enterprises in the Electronic Information Manufacturing Industry of Guangdong Province	Guangdong Provincial Electronic Information Industry Association
2025	Jiangsu Province Gazelle Enterprises	Jiangsu Fenhu High-Tech Industrial Management Committee
2025	Top Ten Scientific and Technological Achievements in Suzhou's Key Industries	Suzhou Municipal Science and Technology Bureau
2025	Zhuhai City "Most Promising Integrated Circuit Enterprise"	Zhuhai Semiconductor Industry Association
2025	Top 10 GaN Enterprises in China	Industry Experts Research Center
2025	Third-Generation Semiconductor Market Development Leadership Award	Xingjia Shuo Industry Research Center
2025	Annual Outstanding Product Award	Industry Experts Research Center
2025	China Power Semiconductor Pioneer Award	TrendForce
2025	Annual Semiconductor Listed Companies Leadership Award	Semiconductor Investment Alliance, Aijimi
2025	Gallium Nitride Industry Excellence Award	Century Power Network
2025	Best ESG Practices Award for Listed Companies	Value Online
2024	Jiangsu Provincial Enterprise Engineering Technology Research Center	Jiangsu Provincial Department of Science and Technology
2024	Suzhou GaN New Device and Integrated Circuit Innovation Consortium	Suzhou Municipal Bureau of Science and Technology
2024	First Prize, Zhuhai Science and Technology Innovation Award	Zhuhai Municipal Science and Technology Bureau
2024	Zhuhai City "Science and Technology Innovation Product" of the Year	Zhuhai Association for the Promotion of Science and Technology Development
2024	Zhuhai Best Integrated Circuit Technology Innovation Product	Zhuhai Semiconductor Industry Association
2024	Zhuhai's Most Promising Integrated Circuit Company of the Year	Zhuhai Semiconductor Industry Association
2024	OPPO Partner Most Innovative Award	OPPO
2023	National Intellectual Property Advantage Enterprise	National Intellectual Property Administration
2023	Jiangsu Provincial Engineering Research Center for New GaN Devices and Integrated Circuits Technology Research Center	Jiangsu Provincial Department of Industry and Information Technology
2023	First Prize, Zhuhai Science and Technology Progress Award	Innovative Zhuhai Science and Technology Award Committee
2024—2021	r"China Chip" Outstanding Technological Innovation Product	China Electronics Information Industry Development Research Institute

Company Honors



Selected for MIT Technology Review's 2025 Global"50 Smart Companies" List



2025 Global Electronics Achievement Award



20th "China Chip" Outstanding Technological Innovation Product



Guangdong Province High-Growth Innovative Enterprise in the Electronic Information Manufacturing Industry Enterprise



National-Level Specialized, Refined, Distinctive, and Innovative "Little Giant" Enterprise



Suzhou GaN New Device and Integrated Circuit Innovation Consortium



High-Tech Enterprise



National Intellectual Property Advantage Enterprise



First Prize, Zhuhai Science and Technology Progress Award



Zhuhai City "Most Promising Integrated Circuit Enterprise"



Zhuhai "Technological Innovation Product"



Zhuhai's Best Integrated Circuit Technology Innovation Product



Top 10 Industrial Scientific and Technological Achievements in Suzhou



OPPO Partner Most Innovative Award



Jiangsu Province Gazelle Enterprise



Third-Generation Semiconductor Market Development Pioneer Award



"China Chip" Outstanding Technological Innovation Product

TOPICS
Special Feature

Gallium Nitride: Powering a Sustainable Future

"As a global leader in GaN power semiconductors, InnoScience is committed to driving the power electronics industry toward greater efficiency, lower carbon emissions, and greater integration through technological breakthroughs and supply chain collaboration. In 2025, the company achieved several milestone advancements in automotive electronics, robotics, and data centers, injecting new momentum into sustainable development through the exceptional performance of GaN."

Deepening Engagement in Automotive Electronics to Empower the New Energy Vehicle Industry

The electrification and light weighting trends in new energy vehicles place higher demands on power devices. With its high-frequency, high-efficiency, and low-loss material properties, GaN is emerging as a core force in reshaping automotive power electronics systems.

> Joint Laboratory, Deepening Technological Breakthroughs:

In July 2025, InnoScience and United Electronics established the "GaN Technology Joint Laboratory," dedicated to the development of power electronics systems for new energy vehicles. The two parties have already developed a GaN-based high-power-density on-board charger (OBC),and will continue to drive innovation in GaN OBC applications. The company will fully leverage its 8-inch silicon-based production capacity and technological advantages to contribute to technological innovation in GaN-based electric vehicles.

> Strategic Collaboration to Build an Industrial Ecosystem:

In September 2025, Innoscience signed a strategic cooperation agreement with United Automotive Electronics and Naxin Micro. The three parties are focusing on power electronic systems for new energy vehicles, jointly developing intelligent integrated GaN products, and striving to overcome key challenges such as efficiency, reliability, and cost. They aim to advance the industrialization of GaN technology in the automotive sector and support the sustainable development of new energy vehicles.

> Breakthroughs in Diverse Applications:

In December 2025, InnoScience and United Power jointly announced that a new-generation 6.6kW OBC system utilizing 650V GaN had been successfully instaled in Changan Automobile vehicles .This system highly integrates the on-board charger (OBC) with the on-board DC-DC converter (DCDC), increasing the overall power density by 30% to 4.8 kW/L, improving overall efficiency by over 2%, and reducing the total weight by 20%, thereby providing an optimal solution for the extreme efficiency and lightweight requirements of new energy vehicles. Currently, InnoScience's GaN is rapidly expanding its market share in the automotive LiDAR sector, The company will continue to expand into the OBC and DC/DC sectors, comprehensively empowering performance improvements in core components of new energy vehicles.

Breaking through bottlenecks in robotics applications to drive the development of high-power-density motor systems

In low-voltage motor drive applications such as robotics and drones, traditional silicon-based power devices have gradually reached their performance limits. In September 2025, InnoScience launched two high-performance low-voltage motor drive solutions—the INNDMD48V25A1 (discrete solution) and the INNDMD48V22A1 (integrated solution)—bringing revolutionary breakthroughs to applications such as robotic joint drives and drone ESC systems.

Compared to traditional silicon solutions, GaN solutions offer significant advantages:

- Losses are drastically reduced, and energy efficiency is significantly improved. Under conditions of a 40 kHz switching frequency and 20 A phase current, the solution reduces total losses by 39%, while the integrated solution reduces losses by 24.5%, both significantly outperforming comparable silicon solutions.
- Excellent high-frequency performance facilitates miniaturized designs. When the switching frequency is increased from 20 kHz to 40 kHz, system losses increased by only 0.7W, while temperature performance remained exceptional, with a temperature rise of just 10°C, leaving ample design headroom for device miniaturization.
- Excellent thermal performance ensures greater system reliability. Under equivalent thermal management, the temperature of GaN devices is 23°C lower than that of silicon solutions; integrated GaN solutions can operate without a heat sink at phase currents below 18A, significantly reducing system size.
- Stronger current output capability and higher power density. The maximum RMS output current of the discrete GaN solution is 3.5A higher than that of the silicon solutions, supporting higher loads under equivalent temperature rise and easily achieving higher power density.

> Progress in industrial implementation:

In 2025, the company collaborated with several leading robotics enterprises to achieve the world's first mass production and shipment of robot joint motors and dexterous hand drive solutions equipped with GaN chips, bringing more efficient and compact power solutions to the humanoid robotics industry.

> Core technology recognized by the industry:

In November 2025, the 100V GaN chip INN100EA035A, used in robotics and data center applications, won the IIC Global Electronics Achievement Award for"Power Semiconductor of the Year. "Featuring an innovative dual-sided thermal packaging technology, this chip reduces system losses by over 35%, demonstrating InnoScience ' s technological innovation capabilities and strong market performance.

Revolutionizing the AI Computing Infrastructure to Drive Energy Efficiency and Carbon Reduction in Data Centers

As demand for AI computing power grows exponentially, energy consumption issues in data centers are becoming increasingly prominent. With its advantages of high-frequency efficiency and low loss, Gallium Nitride has emerged as a key technology for breaking through the limitations of data center PUE.

> Continuous Innovation in High-Efficiency Power Solutions:

In May 2025, InnoScience launched a 1.2kW four-phase buck power solution with an efficiency of up to 98.1%, featuring a power section that occupies only 48mm × 12mm of board spacing November, the company entered into a strategic partnership with Allegro to jointly launch a 4.2kW all-GaN reference design. Featuring an all-GaN architecture and magnetically integrated design, this solution delivers a 30% increase in power density compared to similar solutions, helping customers achieve Titanium-level power efficiency and power densities exceeding 100W/in^3.

> Industry collaboration continues to deepen:

Great Wall Power has adopted InnoScience's co-packaged chips ISG6122TD and ISG6123TD in its Titanium-rated power supplies for AI data centers. According to estimates, every 10,000 servers can save over 2 million yuan in electricity costs annually, reduce heat generation by 50%, and lower air conditioning energy consumption by 18%, effectively driving the PUE of intelligent computing centers below 1.2. In December, InnoScience and ON Semiconductor established a strategic partnership, leveraging wafer procurement and other means to accelerate the rapid adoption of Gallium Nitride in sectors such as new energy vehicles, artificial intelligence, and data centers.

From new energy vehicles to intelligent robots and AI data centers, InnoScience leverages GaN technological innovation as a fulcrum to continuously drive green transformation across downstream industries. In August 2025, InnoScience was selected by "MIT Technology Review" as one of the world's "50 Smartest Companies."The selection committee noted that as the world's first company to achieve mass production of 8-inch silicon-based GaN wafers, InnoScience adopts a fully vertically integrated (IDM) model, fundamentally breaking through the high-cost bottleneck of GaN and driving improvements in global energy conversion efficiency. Moving forward, InnoScience will continue to collaborate with partners across the industry chain to expand the boundaries of GaN applications and, through the power of technological innovation, jointly build a sustainable, low-carbon future.

Board Statement

The Board regards ESG governance as the cornerstone driving the company's sustainable development and long-term value creation. We integrate ESG principles into strategic decision-making and daily operations, and through deepened internal and external collaboration, we work together with all stakeholders to help build a green and energy-efficient "chip" world.

In accordance with the *ESG Management Policy*, we have established a three-tier ESG management system comprising the Board, ESG Leadership Group, and ESG Working Group, forming a "decision-making management execution" framework. . The Board is responsible for ESG decision-making and governance oversight, including ESG risk assessment and control, reviewing ESG objectives and their achievement, approving ESG management policies and ESG reports, and supervising ESG-related initiatives.

At the implementation level, the Company has established departmental-level procedures for target management through the *Objectives and Implementation Planning Management Procedure*, which defines departmental procedures for setting and achieving goals. This includes specifying action plans, responsible personnel, timeframes, and evaluation criteria for goal achievement. Periodic reviews are conducted to identify issues, implement corrective measures, and report on progress.

For details on the materiality assessment process, please refer to the "Materiality Issues Management" section of this report. Through the materiality assessment process, the Board gains a better understanding of the significance of various ESG issues, thereby guiding the Group in making more informed and resilient decisions regarding resource allocation, risk management, and strategic planning to address the ever-evolving challenges of sustainability.



ESG Governance

ESG Philosophy

Innoscience adheres to the mission of "Technological Innovation Leads the Future", deeply integrating ESG philosophy into technological innovation and industrial practices. By providing customers with high-frequency, high-efficiency, and green energy-saving GaN products, Innoscience contributes to building a green and energy-efficient "chip" world.

Responding to the United Nations Sustainable Development Goals

While steadily advancing its own business development, Innoscience actively responds to the United Nations Sustainable Development Goals (SDGs). By aligning these goals with its corporate culture and development strategy, the Company has identified sustainable development objectives that reflect its unique characteristics and takes concrete actions to implement the SDG philosophy.

Section	The Company's Specific Actions	Response to SDGs
Compliance-Driven Governance: Strengthening the Foundation of Corporate Development	• Improving the governance structure and strengthening the core role of the Board. • Establishing a robust risk Management and internal Control system to ensure compliant and sound operations. • Upholding business ethicsand reinforcing integrity and compliance safeguards; requiring suppliers to sign integrity and compliance agreements to eliminate fraud, corruption, and other violations.	
Green Intelligent Manufacturing: Empowering Low-Carbon Industrial Upgrades	• Set quantifiable energy consumption targets and promote green certification for factories, systematically implementing energy conser-vation and emissions reduction to support the national "carbon peaking and carbon neutrality" strategy. Develop specialized resource management systems and implement technologies such as condensate reuse upgrades,and conducting company-wide environmental training to continuously improve resource utilization efficiency and environmental awareness. • Continuously optimize production processes to reduce pollutant emissions; actively explore and implement waste recycling measures to improve the utilization rate of waste.	

Section	The Company's Specific Actions	Response to SDGs
Innovation and Breakthroughs: Deepening Our Focus on the Power Semiconductor Sector	• We will continue to increase R&D investment to drive the upgrade of gallium nitride products toward higher power density and system energy efficiency. • Actively expand industry-academia-research collaboration, engage in technical exchanges and joint R&D with renowned domestic universities, and jointly advance the commercialize action of cutting-edge technologies and talent development. • Established the QC080000 Hazardous Substances Management System and ensure product safety and compliance through rigorous incoming inspection, process control, and product recall procedures. • Adhere to responsible procurement and maintain a full-cycle supplier management system covering admission, review, evaluation, and termination system.	
Collaborating for Mutual Progress: Building a Community of Industrial Responsibility	• We adhere to the principle of equal employment, establish diverse recruitment channels, oppose all forms of discrimination and forced labor, strictly prohibit the use of child labor, and effectively safeguard the legitimate rights and interests of employees. • Improve the talent development system and build a tiered and categorized training system to provide employees with dual career advancement pathways in management and specialized fields. • We strictly safeguard the rights of female employees,organize diverse welfare activities, and foster a positivework environment. • Prioritize workplace safety and, through a smart management platform to continuously improve occupational health and safety standards through smart management platforms. • Actively fulfill social responsibilities by carrying out charitable donations, environmental protection,and other initiatives; respond to the national "Rural Revitalization" strategy, we carry out East-West cooperation and assistance initiatives to support regional educational.	

ESG Governance Mechanism

In 2025, the Company will continue to deepen its ESG governance mechanisms and further consolidate the construction of its ESG management system and institutional framework. We have established a three-tier governance framework comprising the Board of Directors, the ESG Leadership Group, and the ESG Working Group, which operates on a "decision-making-management-execution" model. By strengthening coordination and synergy across all levels, we ensure that ESG principles are integrated into daily operations and promote the systematic, routine, and sustainable implementation of ESG initiatives.



ESG Risk Management

We continue to strengthen our risk management system by establishing the *Risk Management System* to promptly identify, analyze, and assess risks encountered during operations (including environmental, social, and governance risks), and prioritize risks based on their likelihood and the extent of their impact. As the decision-making body for the Company's risk management, the Board of Directors regularly reviews reports on major risk management to ensure a comprehensive understanding of the Company's current risk landscape. It makes decisions to effectively control risks, approves risk assessment opinions and response plans for major decisions, and promotes the orderly conduct of all business and management activities within a controllable scope, keeping risks within acceptable limits.

ESG Training and Promotion

To deepen ESG governance practices, InnoScience continues to improve its training and communication mechanisms, regularly conducts specialized training on laws and policies, continuously enhances the compliance awareness and professional competence of all employees, and strengthens the talent foundation for corporate sustainable development.

[Case Study] Conducting ESG Regulatory Training

During the reporting period, the company organized specialized ESG training in accordance with regulatory requirements. The training emphasized the necessity of ensuring the authenticity, completeness, and timeliness of ESG reporting materials, and standardized the reporting process Clarifying responsibility boundaries, comprehensively enhancing all employees' ESG awareness and cross-departmental collaboration capabilities. By deeply integrating ESG principles into daily operations, the company continues to solidify the foundation for sustainable development, supporting compliant operations and high-quality development.



Stakeholder Communication

InnoScience consistently regards stakeholders as vital partners in achieving sustainable development. By establishing regular, multi-channel communication mechanisms, we proactively identify the expectations and concerns of various stakeholders, and address these concerns through concrete actions.

Stakeholders	Demands and Expectations	Communication Channels	Communication Response
Government and regulators	• Integrity and legal compliance in operations • Promotion of economic development • Assumption of social responsibility	• On-site interviews • Work reports	• Policy responses • Full tax payment • Promote industry development • Create employment opportunities
Shareholders and Investors	• Protection of shareholder rights • Accuracy of information disclosure • Management of investor	• Investor hotline • Shareholders' Meetings • Investor on-site research • Performance briefing	• Diversified investor communication • Enhance business performance • Timely and transparent information disclosure • Investor question response • Investor relations maintenance
Customers	• Information security and privacy protection • Provision of high-quality products and services • Protection of customer legal rights	• After-sales service • Company website and email • Customer discussions • Daily operational communication	• Product quality certification • Technological innovation • Customer satisfaction surveys
Suppliers and Partners	• Maintenance of good cooperation • Open and fair procurement • Mutually beneficial cooperation	• Daily communication • Specialized training • Sustainable procurement • Procurement policies and bidding procedures	• Compliance with contracts • Actively pursue project cooperation • Open and fair bidding • Participate in industry exchange activities
Employees	• Protection of employee rights • Improvement of career development paths • Employee care and benefits	• Internal communication meetings • Employee representative assemblies • Employee satisfaction survey • Work assessments	• Improve remuneration and benefits system • Conduct diversified employee training • Establish career advancement pathways • Organize various employee activities
Industry Associations	• Comprehensive and complete communication channels • Accuracy of information	• Daily communication • Information disclosure • Industry association	• Actively participate in association meetings • Assist in conducting association activities
Community and the Public	• Support for social welfare • Focus on community development • Green and low-carbon operations	• Community communication • Public welfare activities	• Actively participate in public welfare activities • Support rural revitalization • Green operations
Media	• Accuracy of information disclosure • Maintenance of good cooperation • Special interviews	• Public media platforms	• Timely, complete, and accurate information disclosure • Strengthen daily communication • Organize joint activities

Materia Issues Management

> Materiality Assessment Process and Method

During the reporting period, we adjusted and updated the materiality matrix in light of the company's business development and changes in the external environment to ensure that it continues to reflect stakeholders' priorities and the company's sustainability management direction.

1 Identification of Issues

In accordance with leading global sustainability and ESG disclosure frameworks, including the *Hong Kong Exchanges and Clearing Limited (HKEX) Code on Environmental, Social and Governance Reporting (Appendix C2)*, the Global Reporting Initiative (GRI), the United Nations Sustainable Development Goals (SDGs), SASB, MSCI, and other standards and guidelines, combined with relevant national laws, regulations, and regulatory requirements, as well as the characteristics of the semiconductor industry, we have systematically organized environmental, social, and corporate governance-related issues to form an ESG issue list applicable to the Company.

2 Review and Update of Material Issues

Based on the results of the previous year's stakeholder survey, and drawing on channels such as investor communications, customer interactions, daily employee feedback, public disclosures, and industry exchanges, we continuously track and comprehensively analyze stakeholder priorities to ensure continuity and consistency in our understanding of key stakeholder concerns.

3 Issue Materiality Assessment

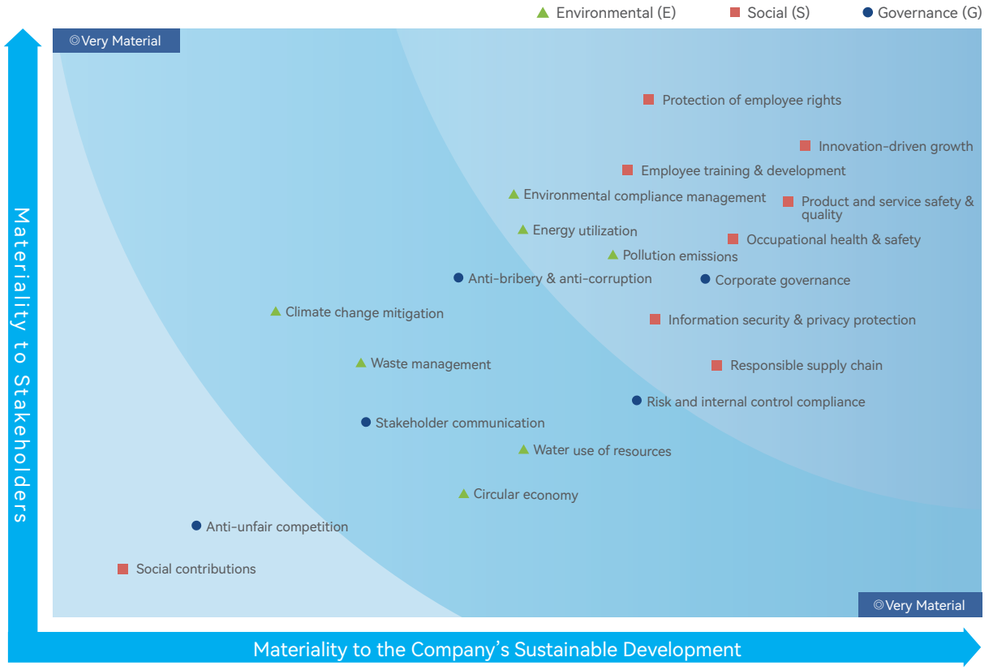
Based on issue identification and stakeholder engagement analysis, the Company conducts a comprehensive assessment of the impact of various ESG issues on its operations, financial performance, long-term development, and social and environmental impact, taking into account its strategic planning, business model, risk management system, and industry trends. Given that there have been no significant adjustments to the Company's business operations, the results of the 2025 materiality assessment remain generally stable overall. However, necessary adjustments have been made to the materiality of individual issues to reflect changes in the external environment and the latest trends in regulatory requirements.

4 Issue Prioritization

Based on the results of the materiality assessment, the Company ranks the material issues to determine the priority of each issue. The ranked issues will serve as the basis for the Company's ESG strategic planning and daily management, helping the company better address the challenges posed by various ESG issues.

> Materiality Assessment of Issues

Based on the company's actual operational conditions in 2025, a ranking analysis is conducted across two dimensions—"importance to the company's sustainable development" and "importance to stakeholders"—to form a core issue matrix.



> Materiality Assessment Results

Highly Material Issues	Moderately Material Issues	General Material Issues
Innovation-driven development, product and service safety& quality, occupational health & safety, protection of employee rights, employee training and development, responsible supply chain management, information security & privacy Protection, environmental compliance management, pollutant emissions, energy utilization, corporate governance	Risk management & internal control compliance, water resource use, circular economy, waste disposal, climate change response, anti-bribery & anti-corruption, stakeholder communication	Anti-unfair competition, social contributions

01

Compliance-Driven Governance: Strengthening the Foundation of Corporate Development

InnoScience has always regarded integrity in business operations as the cornerstone of sustainable corporate development. We continuously optimize the diversity of our Board of Directors and its operational mechanisms, establish and improve a risk management and internal control system covering the entire business chain, and strictly adhere to business ethics and anti-corruption standards. We strive to create sustainable value for shareholders and society while enhancing corporate resilience.

Key Content of This Chapter

Standardizing corporate governance, risk management and internal controls, upholding business ethics

SDGs Responded in this Chapter



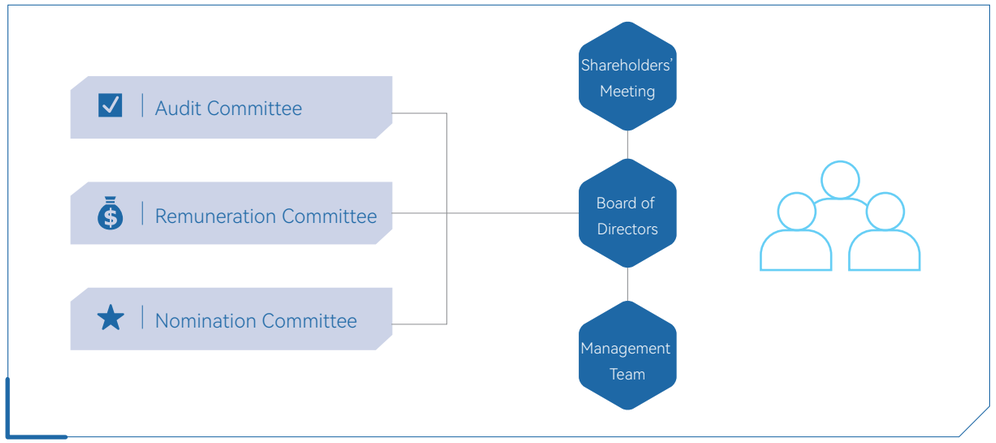


Standardizing Corporate Governance

Governance Structure

InnoScience strictly adheres to the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, and the *Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited*, among other relevant laws and regulations. The Company has formulated a series of regulations, including the Articles of Association, and established a corporate governance framework comprising the Shareholders' Meeting, the Board of Directors, and management. This framework creates a division of labor and a system of checks and balances with clear delineation of authority and responsibility, ensuring standardized operations. Governance requirements are integrated throughout the entire process of strategic execution, risk identification, and daily operations, providing a solid foundation for the Company's sustainable development through a rigorous governance system.

> Corporate Governance Structure

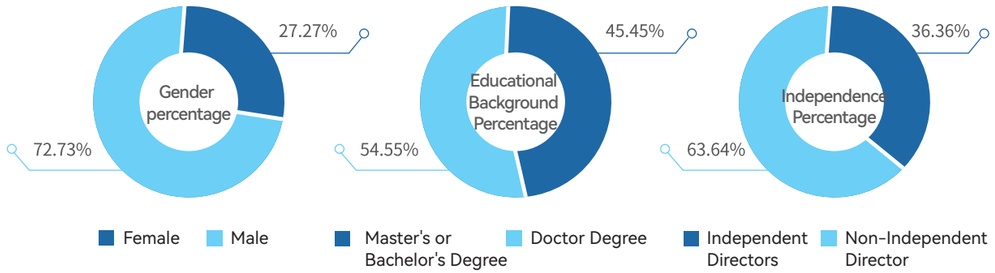


Board Structure

As the core body of corporate governance, the Board of Directors is responsible for major decision-making and strategic oversight, guiding the Company's sustainable development. In accordance with the *Company's Articles of Association*, the Board of Directors exercises functions related to operational decision-making and strategic management, covering key areas such as the approval of business plans and investment proposals, financial budgeting and final accounts, capital operations, and the appointment of senior management. By guiding strategic direction, supervising business operations, and directing the work of management, the Board ensures the establishment of sound internal control and risk management systems, thereby strengthening the governance foundation for the company's stable operations and sustainable development.
The Board of Directors has established an Audit Committee, a Compensation Committee, and a Nominating Committee. Each specialized committee performs its governance duties in accordance with the Company's Articles of Association and its clearly defined scope of authority, assisting the Board in enhancing the quality of decision-making and the effectiveness of ove Articles of Association and clearly defined terms of reference, assisting the Board in enhancing the quality of decision-making and the effectiveness of oversight, and empowering the company's long-term sustainable development through high-quality governance.

> Board Diversity

The Company has established the *Board Member and Employee Diversity Policy*. Based on its strategic development needs, the Company comprehensively considers multi-dimensional factors—including gender, skills, age, professional experience, knowledge structure, cultural background, and educational background—during the director selection process, using a diverse perspective to enhance the scientific rigor and effectiveness of Board decisions. Currently, the Company's Board possesses a balanced and diverse skill set, covering professional fields such as semiconductor technology R&D, corporate operations management, financial management and investment/financing, private equity investment, applied mathematics, and physical chemistry. As of the end of the reporting period, the Company's Board consisted of 11 directors, including 4 independent non-executive directors, accounting for 36.36%; and 3 female directors, accounting for 27.27%.



> Board Independence

The Company fully recognizes the critical role of Board independence in enhancing governance standards and decision-making effectiveness. To this end, it has established effective mechanisms to ensure that independent directors' views are fully conveyed to the Board. Independent directors strictly adhere to relevant regulations and the *Company's Articles of Association*, conscientiously fulfill their duties, and express objective and impartial independent opinions on major matters. They fully leverage their core roles in decision-making participation, oversight and checks and balances, and professional consultation to safeguard the Company's overall interests and the legitimate rights and interests of minority shareholders. If a director deems it necessary, they may, in accordance with established procedures, engage independent professional institutions to provide opinions, thereby further enhancing the objectivity and scientific rigor of decision-making.

The appointment status of independent directors on specialized committees is as follows:

Specialized Committee	Independent Directors(Number)	Non-independent Directors(Number)	Independent Director as Committee Chair
Audit Committee	3	0	Yes
Remuneration Committee	2	1	Yes
Nomination Committee	2	1	No

Risk Management and Internal Controls

Risk Control and Compliance Management

InnoScience adheres to the *Company Law of the People's Republic of China*, the *Basic Standards for Enterprise Internal Control*, and related guidelines. Based on the company's actual circumstances, it has formulated the *Risk Management System* to establish a risk management framework encompassing three aspects: pre-event prevention, in-process control, and post-event monitoring. It clearly defines the division of responsibilities among the Board of Directors, the President's Office, the Internal Audit Department, relevant business departments, and subsidiary companies throughout the risk management process. Through rigorous performance of duties and coordinated collaboration at all levels, the company achieves effective identification, precise assessment, and dynamic control of various operational risks, thereby substantially enhancing its risk management capabilities.
For identified risks, the company has established a comprehensive management mechanism covering risk assessment, risk response, and risk reporting. By fully integrating risk management requirements into core business activities, the company generates risk assessment reports that provide a basis for management decision-making and internal control optimization, thereby continuously improving the relevance and effectiveness of risk prevention and control.

> Risk Management Process

Risk Assessment

Each department and subsidiary continuously collects internal and external initial information based on development strategies and objectives. Using a combination of qualitative and quantitative methods, risks are analyzed and prioritized according to their likelihood of occurrence and degree of impact to determine key focus areas and prioritize risk controls.

Risk Response

Based on its own conditions and the external environment, and in alignment with the company's development strategy, the company determines its risk appetite and risk tolerance, and selects appropriate risk response strategies such as risk avoidance, risk mitigation, risk sharing, and risk acceptance.

Risk Reporting

Each department and subsidiary shall promptly prepare risk reports regarding any risk events that occur and submit them to the President's Office. The reports shall primarily include a summary of the risk event, an analysis of its causes, the resulting consequences, and proposed solutions.

> 2025 Risk Management Training Status

Key Performance	Total number of participants in internal risk control training	Total Hours of Internal Risk Control Training
2025	**497** participants	**2** hours

Internal Control

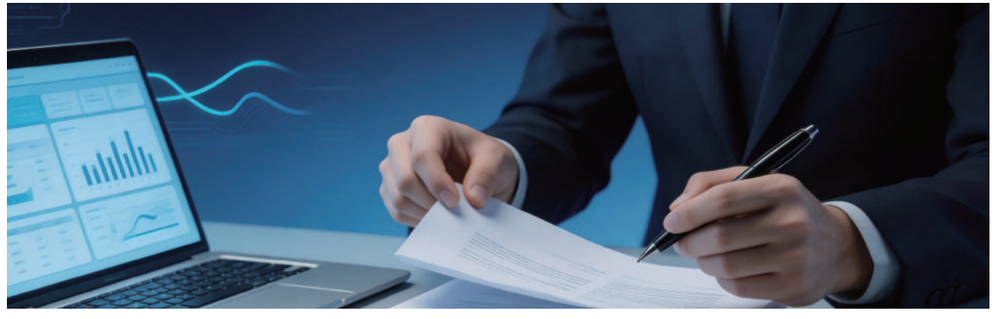
The Company strictly adheres to the requirements of the *Basic Standards for Enterprise Internal Control* and its supporting guidelines, as well as other relevant laws and regulations. It has established internal control systems such as the *Internal Audit Control Procedures*, regularly conducts inspections and assessments of the design integrity, operational rationality, and implementation effectiveness of internal controls, continuously optimizes internal control processes, strengthens risk prevention and control capabilities, and ensures the compliance and soundness of the Company's operations and management. During the reporting period, the Company engaged a third-party institution to conduct an internal control evaluation, which issued an attestation report finding no material internal control deficiencies.

Internal Audit

The Company's internal audit department has established and improved internal audit mechanisms in accordance with relevant laws, regulations, and normative documents, and conducts audit work independently using scientific and standardized methods. Through effective supervision and evaluation of business processes and the internal control system, the department promptly identifies issues, drives corrective actions, effectively reduces operational and management risks, and enhances the effectiveness of internal controls.During the reporting period, the Company actively carried out internal audit work, conducting **15** internal audit projects and issuing **133** audit recommendations, with a **100%** rectification rate.

Tax Management

The Company adheres to the fundamental principles of lawful tax payment and compliant operations, strictly complies with all tax laws, regulations, and regulatory requirements in the jurisdictions where it operates, and has established a comprehensive tax management system covering all business processes. By continuously optimizing internal tax control processes, strengthening mechanisms for tax risk identification, assessment, and prevention, and regularly conducting tax self-inspections and compliance reviews, the Company ensures the timeliness, accuracy, and completeness of tax filings and payments.



Upholding Business Ethics

Anti-Commercial Bribery and Anti-Corruption

InnoScience strictly complies with all laws and regulations, including the *Interim Provisions of the State Administration for Industry and Commerce on the Prohibition of Commercial Bribery*, and has formulated the *Anti-Fraud Management Manual*. This manual clearly stipulates that the Board of Directors is responsible for overseeing management in fostering an anti-fraud culture and improving the internal control system; the Audit Committee serves as the highest governing body for anti-fraud governance and provides overall guidance for anti-fraud efforts; The Internal Audit Department is independently responsible for daily audits and anti-fraud matters, reporting regularly to the Audit Committee; management actively establishes internal control mechanisms and whistleblowing channels to prevent fraud risks, supports fraud investigations, and implements effective remedial measures. Through multi-level collaborative efforts, the company continuously strengthens anti-commercial bribery and anti-corruption governance to ensure the integrity and compliance of its operations. At the same time, the Company has established strict regulations regarding employee business ethics and integrity in the *Employee Code of Business Conduct*, building a multi-dimensional defense against fraud and corruption to ensure that all employees adhere to professional ethics and practice the principle of integrity in business operations.

During the reporting period, the Company was not involved in any legal proceedings related to embezzlement, bribery, or fraud. The signing rate for business ethics documents, including those regarding employee integrity, was **100%**.

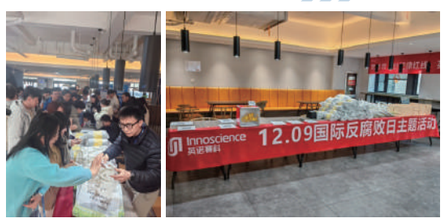
> Supplier Integrity Management

The Company has formulated the "Supplier Engagement Integrity Management Procedures" to strictly regulate employee interactions with suppliers, eliminate integrity risks such as commercial bribery and improper benefit transfers, maintain a fair and cooperative business environment, and safeguard the legitimate rights and interests of both the Company and its suppliers. The Procurement Planning Department is responsible for implementing the requirements of this policy and promoting compliance among all requesting departments; the Internal Audit Department is responsible for revising this policy and following up on violations. The company requires new suppliers to sign the "Supplier Integrity Pledge" upon onboarding, and implements an annual re-signing mechanism for long-term suppliers to continuously reinforce mutual integrity commitments and strengthen the integrity defenses of the supply chain.

> Business Ethics Training

The Company places high importance on fostering a culture of business ethics and continuously deepens business ethics training. It has successively conducted specialized training sessions on integrity and anti-fraud awareness, the integrity management system for supplier engagement, and the Code of Business Conduct for employees. These efforts comprehensively enhance employees' professional ethics and awareness of integrity and self-discipline, guiding all staff to internalize business ethics norms and externalize them through actions, thereby creating a positive atmosphere that upholds integrity and adheres to honesty.

During the reporting period, the company conducted **5** training sessions on anti-commercial bribery and anti-corruption, with a total of **1,246** employees participated in the training, accounting for **91.28%** of the total workforce; the average duration of training per employee was **4** hours. A total of **71** members of management participated in the training, accounting for **100%** of the management team; the average duration of training per manager was **5** hours. A total of **2** directors participated in the training, accounting for **15.38%** of the board of directors; the received an average of **2** hours of training per person.



Conducting International Anti-Corruption Day Themed Activities

> Whistleblowing Mechanism

To strengthen fraud oversight and risk prevention and control, the Company has established a multi-channel reporting mechanism. Employees and parties with business dealings with the Company may file complaints or reports via telephone, email, or in-person channels. Upon receiving a report, the Internal Audit Department initiates an investigation in accordance with established procedures. All reports are investigated according to approved investigation plans, and the findings are submitted to the relevant management through the designated reporting channels, with a written report prepared and filed. The Company strictly protects the rights of whistleblowers, maintaining confidentiality regarding both the whistleblower's identity and the content of the report throughout the entire process. Any form of retaliation is strictly prohibited. Personnel who violate regulations by disclosing information or engaging in retaliation will be dealt with severely. Those suspected of illegal activities will be referred to judicial authorities in accordance with the law, thereby effectively safeguarding the fairness and of the whistleblowing mechanism.

Whistleblowing Channels

- Email: inno12345@innoscience.com
- Hotline: +86-1955-1010-108; Short Code: 69110
- Internal Audit Office: 9th Floor, Suzhou R&D Building; 4th Floor, Building 6, Zhuhai

Anti-Unfair Competition

The Company strictly complies with laws and regulations such as the *Anti-Unfair Competition Law of the People's Republic of China* and the *Anti-Monopoly Law of the People's Republic of China*. Under the overall leadership of the Board of Directors, the President's Office is specifically responsible for anti-monopoly and anti-unfair competition-related work. Additionally, through the *Employee Code of Business Conduct*, the Company explicitly prohibits imposing unreasonable restrictions on partners or providing differential treatment to customers, taking concrete actions to uphold a fair competitive environment and build a healthy and orderly business ecosystem. During the reporting period, the Company did not face any litigation or significant administrative penalties resulting from unfair competition.

During the reporting period, the Company conducted **1** training session on antitrust and fair competition, lasting **2** hours, with **1,152** employees.

Responsible Marketing

The Company strictly complies with relevant laws and regulations, including the *Advertising Law of the People's Republic of China*, and adheres to the principle of responsible marketing. It requires employees to comply with laws, regulations, and business ethics when engaging in the Company's marketing or service activities, and prohibits any false or misleading statements or insinuations regarding competitors or their products and services.

02

Green Intelligent Manufacturing: Empowering Low-Carbon Industrial Upgrades

InnoScience has always upheld the concept of green development and actively responded to the national "Carbon Peaking and Carbon Neutrality" strategy. In daily operations, the company has comprehensively deepened environmental management, continuously promoted energy conservation and emissions reduction, strengthened resource recycling, actively practiced green office practices, intensified environmental protection publicity and education, and made every effort to promote sustainable development of the Company.

Key Content of This Chapter

Climate Change Response, Environmental Compliance Management, Pollution Prevention and Control, Resource Use, Green Office

SDGs Responded in this Chapter





Addressing Climate Change

Climate change is a major challenge facing global sustainable development, with far-reaching impacts on the ecological environment, public health, and the long-term stable operation of industries. InnoScience continues to respond to the national "Carbon Peaking and Carbon Neutrality" strategy, actively identifying and addressing risks and opportunities related to climate change. The Company continues to reference the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), strictly adheres to relevant national laws, regulations, and institutional requirements, and continuously improves its climate risk management system across four dimensions: governance, strategy, risk management, and metrics and targets.

Governance

To enhance the level of climate change management, the Company has formulated and refined the *Greenhouse Gas (Carbon) Emission Management Procedures* to further standardize the identification and assessment of climate change-related risks and opportunities, as well as the requirements for end-to-end greenhouse gas emission management.

Climate-related risks and opportunities are overseen by the Board of Directors, with the ESG Leadership Group responsible for organizing the identification, impact assessment, and formulation and consolidation of response measures; Carbon emissions management is jointly advanced by the Greenhouse Gas (Carbon) Emissions Management Committee in collaboration with the Environmental, Health, and Safety (EHS) Department, the Plant Operations Department, the Administration Department, and other relevant departments. This initiative coordinates company-wide carbon emissions and reduction efforts, continuously improves the carbon emissions data monitoring, accounting, and verification system, and regularly conducts professional training and capacity-building activities; Strengthen supervision, inspection, and evaluation mechanisms to advance greenhouse gas emission control in a scientific and pragmatic manner, deeply integrating climate change response into the company's strategic planning and daily operations.

In addition, the company continues to strengthen the professional capabilities of management and key personnel. Through systematic specialized training on greenhouse gas emissions and carbon management, the company continuously enhances the team's professional competence in addressing climate change and raises awareness of sustainable development.

[Case Study] Training of Carbon Management System Internal Auditors

On September 26, 2025, the company conducted training for internal auditors of the carbon management system. Focusing on the core requirements for the operation of the carbon management system, the training emphasized key internal audit topics such as greenhouse gas management terminology, core principles of accounting, and the delineation of inventory boundaries, which has effectively enhanced the participants' professional capabilities in greenhouse gas accounting and strengthened their awareness of their responsibilities in conducting internal audits of the carbon management system and identifying and their awareness of operational risks within the system.





Strategy

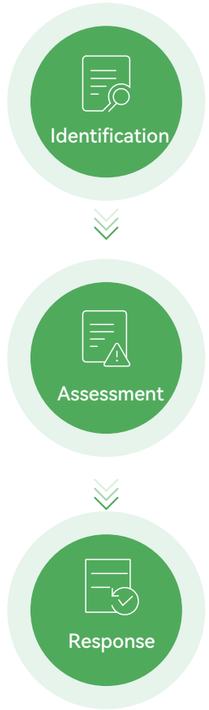
By referencing the frameworks and guidelines of the Intergovernmental Panel on Climate Change (IPCC), the Socio-Economic Scenarios (SSPs), and the Network for Greening the Financial System (NGFS), and through climate scenario analysis, we are able to predict and strategically manage the impact of climate change on our business. The climate-related risks and opportunities identified through the company's analysis, along with their time horizons (short-term: 0–1 years; medium-term: 1–5 years; long-term: 5+ years), impacts on the company, and corresponding response measures are outlined in the table below:

Risk Identification						
	Risk Type	Risk Description	Time-frame	Impacted Value Chain Link	Financial Impact	Response Measures
Physical Risks	Acute risk	Extreme weather events such as typhoons and heavy rains disrupt normal production at factories, particularly those located in coastal areas, and disrupt supply chain transportation.	Short-term	Upstream Operations	Production disruptions may cause delays in order delivery, resulting in liquidated damages; damage to factory equipment may increase repair costs; and disruptions in raw material transportation may increase logistics costs.	Establish emergency response plans for extreme weather and develop strategies to ensure supply chain stability.
	Chronic risks	Changes in raw material production caused by global warming, an increased likelihood of events such as fires, and changes in product transportation and storage conditions.	Long-term	Upstream Operations	Fluctuations in raw material prices may lead to higher procurement costs; accidents such as fires may result in asset impairments and losses due to production downtime; and upgrades to warehousing and logistics facilities may increase operational and maintenance costs.	Develop contingency plans for raw material supply, promote energy conservation and carbon reduction, and increase the proportion of clean energy used.
Transition risks	Policies and Regulations	With the continuous introduction of "carbon peaking and carbon neutrality" regulations, the cost of carbon emissions is rising, environmental disclosure requirements are increasing, and compliance costs are rising.	Medium to long-term	Operations	More resources must be allocated to meet increasingly stringent regulatory requirements and implement higher-quality disclosure practices, resulting in higher compliance costs.	Stay abreast of changes in laws and regulations, adjust business priorities and energy mix, and promptly disclose ESG reports.
	Technical Risks	The exploration of clean energy and the production of energy-efficient and low-carbon equipment require significant human and material resources in terms of technology and equipment, thereby increasing operating costs.	Medium-term	Operations	Capital expenditures on the upgrading and retrofitting of energy-efficient equipment may increase; R&D investments in new technologies are substantial and involve trial-and-error costs; and the recruitment of specialized technical personnel may drive up labor costs.	Increase training for technical professionals and expand external partnerships.
	Market Risk	As customers and consumers become more environmentally conscious, their preference for eco-friendly products is growing.	Medium to long-term	Downstream	Failure to upgrade products to meet green standards in a timely manner may result in a loss of market share and a decline in orders; however, the high costs associated with developing green products and retrofitting production lines may squeeze profit margins in the short term.	Pay greater attention to environmental considerations in product design and manufacturing, and explore the development of eco-friendly products.
	Reputational Risk	As customers, investors, and other external stakeholders increasingly demand green and low-carbon initiatives, a lack of action or inadequate disclosure in this area could result in reputational damage.	Medium-term	Downstream	Damage to the brand's reputation leads to customer attrition; a decline in investor confidence may affect financing channels and drive up financing costs; and a public relations crisis requires additional spending on public relations.	Strengthen communication with stakeholders, enhance environmental management, and actively respond to the demands of the capital markets.

Opportunity Identification					
Opportunity Type	Opportunity Description	Time-frame	Impacted Value Chain Link	Financial Impact	Response Measures
Resource Efficiency	Improving resource utilization efficiency can reduce resource consumption, thereby lowering resource costs.	Short to medium-term	Operations	Reduce resource consumption and lower operational costs.	Actively implement energy-saving, water-saving, and gas-saving retrofit projects to reduce greenhouse gas emissions by improving resource efficiency and other means.
Energy Substitution	Clean energy and low-emission energy have become the primary focus of the energy market; increasing the use of these energy sources helps reduce the consumption of non-renewable energy and lower emissions.	Medium to long-term	Operations	Lowering the cost of purchasing fossil fuels and optimizing the energy mix will lead to a sustained decline in long-term operating costs.	Promote the acquisition of green building certifications for factories and actively explore the use of clean energy sources such as solar and wind power.
Products and Services	As climate change gains prominence, customers are paying increasing attention to companies that prioritize the research and development of green, low-carbon technologies.	Medium to long-term	Operations	Increased demand for our products used in photovoltaic and energy storage systems may boost revenue.	Step up research, development, and promotion of photovoltaic and energy storage products.
Market	Government policies introduced to encourage market-based responses to climate change, such as financial subsidies and tax incentives.	Medium to long-term	Operations	Secure government funding and enhance the Company's reputation.	Stay informed about government policies and actively promote cooperation.

Risk Management

The company has established a management mechanism for the risks, opportunities, and corresponding impacts of climate change, covering identification, assessment, and response.



Referring to the disclosure framework recommended by the Task Force on Climate-related Financial Disclosures (TCFD), the Company identifies the types of risks and opportunities it faces across three major categories: physical risks, transition risks and opportunities. According to national laws and regulations, and policy requirements, and based on domestic and international sustainability trends, and the Company's actual circumstances, it defines and describe the risks and opportunities that climate change presents to the Company.

For each identified risk and opportunity, identify the primary climate-related drivers contributing to that risk or opportunity, as well as the potential major financial impacts they may cause and the timeframe of such impacts.

Based on the results of the identification and assessment, formulate corresponding response measures to ensure the Company has sufficient capacity and resources to address climate change risks and capitalize on climate change opportunities.

Indicators and Targets

We implement the policy of "energy conservation, reduced consumption, clean production, and environmental protection," adhere to the principle of green development, and continuously advance carbon reduction across all production processes to achieve high-quality development for the company. The management goals we have established regarding carbon emissions are:

Indicator	Unit	2025 Target Achievement	2026 Target
Greenhouse Gas Emission Density (Scope 1 + Scope 2 + Scope 3)	Tons of CO_2 equivalent per million of revenue	89.15	4% reduction compared to 2025

During the reporting period, the Company conducted standardized carbon emissions management, and the greenhouse gas emissions generated by the Company are as follows:

Scope	Unit	2024	2025
Scope 1 greenhouse gas emissions [1]	Tons of CO_2 equivalent	13,655.74	16,712.51
Scope 2 greenhouse gas emissions	Tons of CO_2 equivalent	54,391.12	56,313.02
Total greenhouse gas emissions [2] (Scope 1 and Scope 2)	Tons of CO_2 equivalent	68,046.86	73,025.53
Greenhouse Gas Emission Intensity (Scope 1 + Scope 2)	Tons of CO_2 equivalent per million of revenue	82.14	60.20
Scope 3 greenhouse gas emissions	Tons of CO_2 equivalent	26,870.21	35,115.71
Total greenhouse gas emissions (Scope 1 + Scope 2 + Scope3)	Tons of CO_2 equivalent	94,917.07	108,141.24
Greenhouse Gas Emission Density (Scope 1 + Scope 2 +Scope 3)	Tons of CO_2 equivalent per million of revenue	114.57	89.15

Note:

1.Greenhouse gas emissions are calculated in accordance with the "GHG Protocol Tool for Energy Consumption in China (Chinese)" published by the Greenhouse Gas Protocol.

2.Due to rounding, the sum of the individual components may not equal the total.

3.In 2025, the Company engaged an independent third-party organization to verify the 2024 greenhouse gas emissions, review, and adjust the 2024 greenhouse gas emissions data.

4.Unless otherwise specified, the scope of our environmental performance reporting includes the Company and its subsidiaries, Inno Zhuhai and Inno Suzhou.

Mitigating Climate Change

To actively address climate change, InnoSci has integrated greenhouse gas management into its corporate sustainability strategy and continues to improve its management systems and capacity building. In accordance with the ISO 14001 Environmental Management System and ISO 14064 Greenhouse Gas Accounting Standard, the Company has established a company-wide greenhouse gas management process, while ensuring the authenticity and accuracy of emissions data through independent third-party verification.
Additionally, the company's Suzhou facility has obtained green building certification, implementing low-carbon principles at the infrastructure level to continuously reduce environmental impacts during operations and advance the "carbon peaking and carbon neutrality" goals through concrete actions.

> External Verification and Validation

During the reporting period, the subsidiaries Inno Zhuhai and Inno Suzhou engaged independent third-party organizations to perform verification of their 2024 greenhouse gas emissions calculations in accordance with the ISO 14064-3:2019 standard.

Scope of Greenhouse Gas Verification and Site	
The verification scope covers Scopes 1–6	Inno Zhuhai, Inno Suzhou



Carbon Verification Certificate of InnoScience Zhuhai



Carbon Verification Certificate of InnoScience Suzhou

[Case Study] Green Building Certification for Practicing Low-Carbon Plant Development

InnoScience actively practices low-carbon operational principles, and its Suzhou facility has obtained Green Building Certification. This certification, based on the standards of the U.S. Green Building Council (USGBC), evaluates buildings across dimensions such as sustainable site selection, energy efficiency, and material selection. It signifies that the company has achieved low-carbon design and operations at the infrastructure level, effectively reducing greenhouse gas emissions intensity throughout the facility's entire lifecycle, and has laid a solid foundation for building a green factory.



Environmental Compliance Management

Adhering to the environmental policy of "caring for the earth, conserving energy and reducing consumption, clean production, environmental protection, compliant operations and continuous improvement", InnoScience take the *Environmental, Health and Safety Management Manual* as the guiding document for the Company's environmental management, it has established a series of environmental protection systems, including the *Environmental Operation Control Procedures*, *Environmental Factors Identification, Evaluation and Control Procedures*, *Environmental Monitoring and Measurement Management Procedures*, *and Environmental, Occupational Health and Safety Objectives and Achievement Planning Management Procedures*. By continuously refining management processes and mechanisms, we are constantly strengthening the foundation of our environmental management, thereby providing a solid guarantee for enhancing the Company's overall environmental management capabilities.

Environmental Management System

In daily operations, the Company has established Environmental, Health, and Safety (EHS) Committees at both its Zhuhai and Suzhou plants to coordinate and advance environmental, health, and safety-related work. The responsibilities of the Committee Chair and each department have been clearly defined. The Company has established procedures for regularly updating environmental management policies and objectives, identifying environmental factors and hazards, and has established an environmental performance evaluation system. Management reviews are conducted periodically to assess the achievement of environmental objectives, continuously driving improvements in the Company's environmental management performance.

During the reporting period

The Company achieved a **100%** compliance rate for polutant monitoring, a **100%** synchronized operation rate for environmental protection facilities, and a **100%** implementation rate of the "three simultaneous" environmental protection requirements for construction projects. Total environmental protection expenditures reached **11.8573** million yuan, and environmental protection taxes paid amounted to **52,800** yuan. No environmental accidents or violations of environmental laws and regulations occurred. Both Inno Zhuhai and Inno Suzhou have obtained ISO 14001 Environmental Management System certification.



ISO 14001 Environmental Management System Certificate of InnoScience Zhuhai



ISO 14001 Environmental Management System Certificate of InnoScience Suzhou

Environmental Risk Management

The Company has established systems such as the Procedures for Identification, Evaluation and Control of Environmental Factors, the Environmental Risk Assessment Report and the EHS Hidden Hazard Management Measures. It regularly identifies and evaluates environmental factors within its operational scope, promptly identifies potential environmental safety hazards, implements targeted corrective measures, and continuously improves emergency response procedures to enhance employees' emergency response capabilities, mitigate the potential harm caused by sudden environmental incidents, and achieve the prevention and effective control of adverse environmental factors.

Identification and Evaluation of Environmental Factors

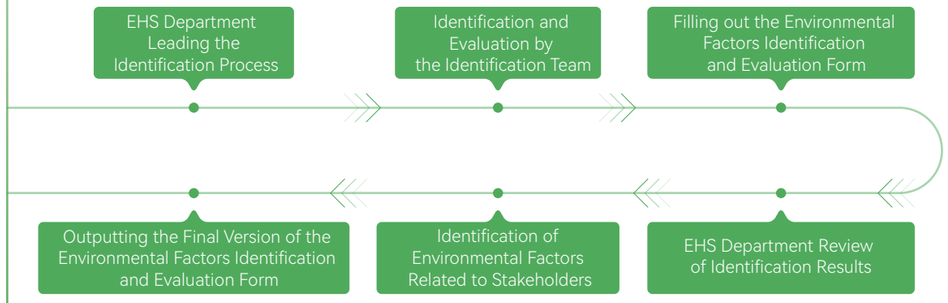
When identifying environmental factors, the following three tenses, three states, and seven aspects should be considered:

Three tenses
- Environmental issues currently occurring
- Environmental issues that have occurred in the past
- Environmental issues that may occur in the future

Three states
- Environmental issues arising under normal conditions
- Environmental issues arising under abnormal conditions
- Environmental issues arising under emergency conditions

Seven aspects
- Wastewater discharge Exhaust emissions Noise pollution
- Waste disposal Soil contamination
- Waste materials, resource and energy consumption
Other environmental issues

> Process for Identifying and Evaluating Environmental Factors



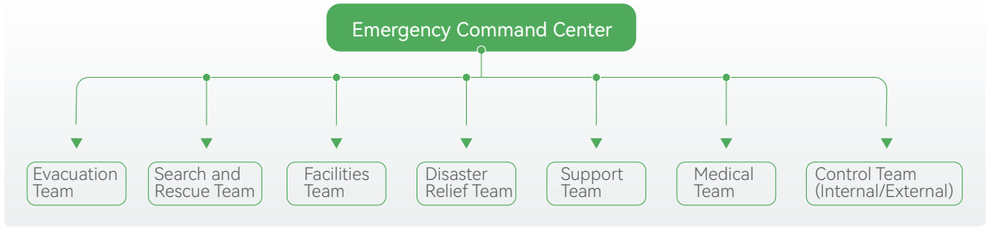
Environmental Monitoring

The Company has obtained discharge permits in accordance with the law for the "three wastes" generated during the production process, and has formulated an environmental self-monitoring plan in accordance with relevant requirements. The Company has commissioned third-party professional agencies to conduct environmental testing of wastewater and exhaust gases, proactively discloses environmental information, and actively accepts public oversight. Through concrete actions, the Company puts the concept of green development into practice and strives to achieve the coordinated development of production and operations with environmental protection. During the reporting period, pollutants such as wastewater and exhaust gases all met emission standards 100% of the time.

Environmental Emergency Management

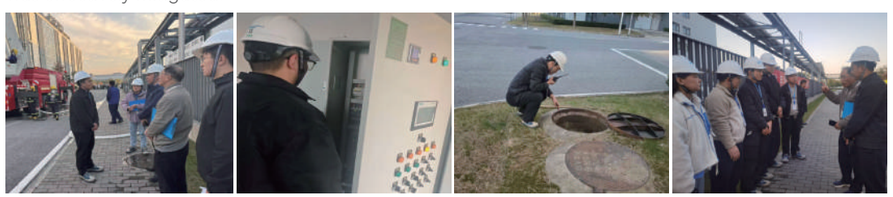
The company continues to refine the *Emergency Response Plan for Sudden Environmental Incidents* and the Environmental Emergency Resource Survey Report. It conducts scenario analyses of sudden environmental incidents, formulates implementation plans for environmental risk prevention and control as well as emergency measures, and clarifies emergency response procedures for such incidents. The company has established an accident emergency response command team. Under the unified leadership of the Emergency Command Center, operational groups such as the Evacuation Team, Search Team, Facilities Team, Disaster Relief Team, Support Team, Medical Team, and Control Team have been set up to ensure that sudden environmental incidents are handled in a timely, effective, and scientific manner.

> Emergency Management System



[Case 1] Environmental Emergency Drill for Sudden Environmental Pollution

On November 18, 2025, the company's Suzhou plant conducted an environmental emergency drill simulating a fire on the premises resulting in the accidental discharge of firefighting wastewater into the stormwater drainage system. An environmental emergency response team was swiftly established to coordinate on-site response efforts and simultaneously notify government authorities. By cutting off the source of pollution, controlling the affected area, and recovering pollutants, the environmental impact was effectively mitigated.



[Case 2] Emergency Response Drill for Hazardous Photoresist Leak

On March 20, 2025, the company's Zhuhai plant conducted an emergency response drill for hazardous photoresist leakage. After a warehouse manager discovered a hazardous waste leak during a routine inspection, they immediately reported it to the Emergency Response Center (ERC). The ERC notified the incident commander to activate the emergency response plan. In response, the ERT members were summoned to implement emergency response and disaster relief procedures, successfully containing the hazardous waste spill at the site.





Enhancing Environmental Awareness

We prioritize the dissemination of environmental protection principles and the cultivation of employees' environmental awareness. Through e-learning platforms and in-person sessions, we conduct specialized training and assessments on hazardous waste safety management, EHS systems, and greenhouse gas (carbon) management. This approach continuously strengthens employees' sense of environmental responsibility and professional practical skills, uniting the entire workforce to drive the company's green and high-quality development.

[Case Study] Awareness Training on Wastewater, Waste Gas Parameters, and Hazardous Waste Management

In April 2025, the company organized an awareness and training session on wastewater and exhaust gas parameters and hazardous waste management. Focusing on these areas, the session provided detailed explanations of key pollutant indicators, legal and regulatory requirements, the "Five-Management" principles, and hazardous waste identification and disposal procedures. The aim was to strengthen employees' environmental compliance and promote the company's green and safe operations.



Key Performance

During the reporting period, the company conducted **13** environmental protection training sessions, with **5,304** person-times and a total training duration of **6,109** hours.

Pollution Prevention and Control

To address pollutants and waste that may be generated at various stages of production and operations, we have established a comprehensive control plan covering the entire process, from source control to end-of-pipe treatment. Through systematic measures such as regular environmental monitoring, process optimization, and enhanced process control, we are committed to achieving the reduction, resource recovery, and harmless treatment of pollutants and waste.

Waste Management System

In strict compliance with national standards and policy requirements, including the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste* and the *Emission Standards for Pollutants in the Semiconductor Industry*, the Company has formulated and implemented a series of regulations, such as the *Environmental Operation Control Procedure, Solid Waste Pollution Prevention and Control Management Procedure, Pollutant Prevention and Control Management Specifications*, and *Hazardous Waste Management Regulations*, to strictly control pollutant emissions and waste disposal. The Company has established an Environmental, Health and Safety Department responsible for formulating, training, supervising, and coordinating emergency responses related to three wastes management. Each functional department has clearly defined responsibilities and assists in facility operation and maintenance, as well as the sorting, collection, and transfer of waste.

During the reporting period

The compliance rate for all "three wastes" emission indicators reached

100%

Monitoring of Three Wastes

The company regularly conducts specialized environmental inspections to continuously monitor and measure the performance of waste management processes and the achievement of management objectives. Relevant testing reports are issued by third-party testing agencies to ensure that key environmental factors are effectively controlled. Through testing of wastewater and exhaust gases, the company ensures that water and air quality meet environmental management requirements. During the reporting period, the test results for the company's exhaust gases, wastewater, soil, and rainwater were all below the emission limits.

Production Base	Environmental Testing Categories	Testing Frequency
Zhuhai	Wastewater	Quarterly testing to be conducted in the first half of 2025 Starting in July, testing will be conducted monthly
	Exhaust gas	Third-party testing is conducted quarterly
Suzhou	Wastewater	Conduct monthly wastewater monitoring
	Exhaust gas	Monitoring is conducted quarterly
	Soil and rainwater	Monitoring is conducted annually

Treatment and Disposal of the Three Wastes

The company has established a comprehensive environmental management system covering water, air, solid waste, and noise. For special wastewater generated during semiconductor manufacturing—such as fluoride-containing, ammonia-containing, and grinding wastewater—physical-chemical methods such as chemical precipitation and stripping are employed for pre-treatment based on waste characteristics. Various types of process exhaust gases are collected by category and purified using a combination of processes such as scrubbing, adsorption, and incineration. Solid waste is strictly categorized into general solid waste and hazardous waste; hazardous waste is entrusted to qualified entities for disposal in accordance with the law. Equipment noise is controlled through engineering and management measures. Each system is equipped with design parameters, treatment processes, and emission standards to ensure effective reduction of pollutants and compliance with emission standards.

Zhuhai Production Base		
Category of Three Wastes	Emission Standards	Treatment Process
Wastewater	Comply with the Guangdong provincial local standard of *Water Pollutants Discharge Limits*	Wastewater is discharged into the municipal sewer system upon treatment at the on-site wastewater treatment station.
Exhaust gas	Comply with the Guangdong provincial local standard of *Air Pollutants Emission Limits*	Exhaust gas is neutralized after being treated by the equipment's built-in exhaust gas treatment facilities, and upon neutralization, the gas is treated in an acid mist scrubber before being discharged at a high elevation.
Hazardous waste	Comply with the *Standards for the Control of Pollution in the Storage of Hazardous Waste*	Waste sulfuric acid is partially recycled through the on-site wastewater treatment plant.
Noise	Comply with the *Emission Standard for Industrial Enterprises Noise at Boundary* (GB12348-2008)	Secure the equipment bases and install vibration-damping pads, and plant trees around the perimeter of the factory building.

Suzhou Production Base		
Category of Three Wastes	Emission Standards	Treatment Process
Industrial wastewater	Comply with the *Emission Standards for Pollutants in the Semiconductor Industry*	Depending on the chemicals used in each process, the various types of wastewater generated are directed into the corresponding treatment systems. The wastewater shall not be discharged into the municipal wastewater treatment plant until meeting standards upon treatment.
Domestic sewage	Comply with the *Level 3 standards of the Comprehensive Standards for Sewage Discharge, and the Water Quality Standards for Sewage Discharged into Urban Sewer Systems* (GB/T 31962-2015)	Domestic sewage is discharged into the municipal sewer system upon treatment at the on-site wastewater treatment station.
Exhaust gas	Comply with the *Pollutant Emission Standards for the Semiconductor Industry* DB32/3747-2020 Table 3	Production exhaust gases are collected by category, treated using a centralized treatment system and discharged up to standards. All relevant gases and other chemicals are stored in sealed containers, with no fugitive emissions.
General waste	/	Household waste is collected and treated uniformly by the sanitation department.
Hazardous waste	Comply with the *Standards for the Control of Pollution in the Storage of Hazardous Waste*	After signing a contract with a qualified hazardous waste disposal entity, and upon reporting to the hazardous waste management platform in accordance with hazardous waste management regulations, transportation of hazardous waste is carried out in accordance with the law; the hazardous waste disposal entity is supervised in carrying out disposal operations.

The company places great emphasis on the rational utilization of waste and actively explores and implements waste recycling measures. It adopts technical and management measures across multiple stages-including source prevention, process control, and resource recovery-to reduce the generation and discharge of waste and pollutants.

[Case Study] Reduction of Ammonium Sulfate in Wastewater

During the operation of the ammonia nitrogen treatment system for wastewater at the Suzhou production base, there was room for optimization regarding the volume of ammonium sulfate waste being transported off-site generated by the absorption tower. Without compromising the compliance of the effluent water quality, the Company significantly extended the $(NH_4)_2SO_4$ discharge cycle by adjusting the acid replenishment cycle and make-up water volume, reducing annual off-site transport by 111.69m^3.

Reducing annual off-site transport by
111.69 m^3

[Case Study] Reduction of Sludge Moisture Content

To reduce total sludge discharge at the source, the company implemented a sludge dewatering optimization project. By gradually extending the dewatering machine's pressing time in phases—from 10 minutes to 18 minutes—the process more thoroughly removing moisture from the sludge. Following this optimization, sludge volume was reduced by 62 tons annually.

Sludge volume was reduced by
62 tons annually

Enhanced Awareness of Waste Management

> Promotion and Training

The company actively organizes environmental protection training and EHS awareness campaigns. Through training on the management of wastewater, waste gas, and solid waste, we enhance employees' environmental awareness, ensuring they thoroughly understand the standardized treatment processes for these materials and effectively translate environmental principles into conscious actions in their daily work.

[Case Study] Awareness Campaign on Three Wastes Management

In April 2025, the company conducted an EHS awareness campaign. The training focused on wastewater and exhaust gas parameters as well as hazardous waste management, providing employees with a multidimensional understanding of "three wastes" management knowledge from multiple perspectives—including laws and regulations, policy principles, definitions, and treatment measures—and conducted a quiz to ensure employees have effectively mastered the relevant knowledge.

> Emergency Drills

The company has established a systematic emergency drill management system. Through regular drills and training, we continuously enhance employees' practical capabilities to respond to emergencies, ensuring a rapid and effective response in the event of a real accident to control pollution and mitigate harm. During the reporting period, the company organized emergency drills for a fluoride system pipeline leak in the wastewater area, a leak in the LSR positive tower pipeline of the plant's water treatment department, and a photoresist leak drill, effectively enhancing employees' ability to handle emergencies.



Scenes from some of the drills

Targets for Reducing "Three Wastes"

The company establishes pollutant and waste emission targets in accordance with relevant laws and regulations and its own operational conditions, and regularly monitors the achievement of these targets.

Indicator	Unit	2025 Target	Target Achievement	2026 Target
Total emissions of air pollutants per million of revenue	Tons	5% reduction compared to 2024	Achieved	5% reduction compared to 2025
Total wastewater discharge per million of revenue	Thousand tons	5% reduction compared to 2024	Achieved	5% reduction compared to 2025
Total emissions of non-hazardous waste per million of revenue	Tons	3% reduction compared to 2024	Achieved	3% reduction compared to 2025

In 2025, the company's pollutant and waste emissions were as follows:

InnoScience's Three Wastes Emissions				
Indicator	Unit	2023	2024	2025
Total waste gas emissions	Tons	15.32	7.69	8.52
Waste gas emission density	Tons per million of revenue	0.03	0.01	0.007
Industrial wastewater discharge	Thousand tons	422.05	432.52	457.82
Industrial wastewater discharge density	Thousand tons per million of revenue	0.71	0.52	0.38
Total hazardous waste generated	Tons	383.22	459.52	662.28
Hazardous waste generation density	Tons per million yuan of revenue	0.65	0.55	0.55
Total hazardous waste disposal	Tons	383.22	459.52	662.28
Hazardous waste (waste sulfuric acid) recycling rate	%	42.88	54.78	17.51
Total non- hazardous waste generated	Tons	536.00	587.15	600.77
Sludge	Tons	310.60	347.99	273.48
Ammonium sulfate	Tons	225.40	239.16	263.20
Non-hazardous waste generation density	Tons per million yuan of revenue	0.90	0.71	0.50
Total non-hazardous waste disposal	Tons	422.05	587.15	600.77

Note: Municipal solid waste is excluded because it is not weighed during actual processing.

Resource Utilization

InnoScience places great emphasis on the rational use and management of resources and is committed to building an efficient and sustainable resource utilization system. The company promotes green manufacturing by continuously improving its resource management system and optimizing production processes to reduce raw material waste.

Energy Management

> Energy Management System

The Company has established regulations such as the *Greenhouse Gas (Carbon) Emission Management Procedure, Product Carbon Footprint Control Procedure,* and *Electricity Conservation Management Regulations*. It is specified therein that the Plant Operations Department as the responsible department for energy management, shall coordinate the estimation of various energy consumption levels related to annual operations, formulate and implement departmental annual energy conservation and emission reduction targets, measures and implementation plans, conduct analysis and evaluation of the effectiveness of various energy-saving measures, aiming to continuously improve energy efficiency.

> Energy Conservation and Consumption Reduction Measures

The Company promotes refined electricity management to encourage employees to develop energy-saving habits in their daily work, including setting appropriate air conditioning temperatures, optimizing elevator usage, and promptly turning off lights in unoccupied areas. At the same time, each production base actively advances energy conservation and consumption reduction efforts based on local conditions, actively promotes the optimization of equipment operating procedures, invests in and implements energy efficiency improvement projects, and accelerates the intelligent upgrading of high-energy-consumption equipment.

Zhuhai Production Base	
Extended the purification time of CDA dryers and shortened the regeneration heating time	Saved **778,000** kWh of electricity per year
Consolidate the CDA systems across the company's two buildings and integrate equipment operating modes	
Adjusting the operating times of electrical equipment in the cafeteria based on foot traffic	
Converted water pump and cooling tower operations from fixed-frequency to variable-frequency	

Suzhou Production Base	
Precise regulation of boiler feedwater temperature via an intelligent temperature control system	Saved **12,059** cubic meters of natural gas cubic meters per year
Automatically adjusts the operating frequency of the fresh air unit by monitoring environmental parameters in real time	Saved **365,000** kWh of electricity per year
Installing timers for FAB roof lighting can reduce electricity costs and extend the service life	Can save **2,299.50** kWh of electricity per year
Chemical cleaning of chillers reduces the approach temperature and improves chiller performance	Daily electricity consumption reduced by **3,019** kWh

> Energy Management Objectives

The company sets quantifiable energy consumption targets and evaluates and manages annual energy consumption control:

Indicator	Unit	2025 Target	Target Achievement	2026 Target
Electricity consumption per million yuan of revenue	Million kWh	5% reduction compared to 2024	Achieved	5% reduction compared to 2025
Natural gas consumption per million yuan of revenue	Thousand cubic meters	5% reduction compared to 2024	Achieved	5% reduction compared to 2025

Energy Consumption				
Indicator	Unit	2023	2024	2025
Electricity consumption	Million kWh	106.81	108.54	114.48
Electricity consumption density	Million kWh per million of revenue	0.18	0.13	0.09
Natural gas consumption	Thousand cubic meters	333.68	257.61	254.82
Natural gas consumption density	Thousand cubic meters per million of revenue	0.56	0.31	0.21

Water Resource Management

> Water Resource Management System

InnoScience adheres to the principles of water conservation, water environment protection, legal compliance, and scientific management. The company has established regulations such as the *Water Resource Management Specifications* and the *Specifications for the Control System of On-Site Water Supply Pipelines* to strengthen water resource management, ensure the rational and efficient use of water resources, and guarantee the sustainable development of the company's production and operations.
The Plant Operations Department is responsible for compiling annual water consumption statistics, planning, and formulating and implementing water conservation plans; the EHS Department oversees water resource management activities; and each functional department actively participates in water conservation initiatives by enhancing its own water conservation awareness and cooperating with the company's water resource management efforts. During the reporting period, the company did not experience any major incidents related to water intake or discharge.

> Water Conservation Measures

The company actively promotes the recycling and reuse of water resources through technological upgrades to achieve water conservation and reduce operational costs.

Reclaimed Water Reuse System

Using innovative technology, effluent from the wastewater discharge basin serves as the influent for the new system, and the water produced by the new system water is used as cooling tower makeup water and for backwashing the wastewater system to achieve the goal of water resource recycling.

Wastewater Recovery System

We actively treat wastewater from acid and alkali tanks and incorporate it into the cooling tower for further use.

Posting Water-Saving Signs

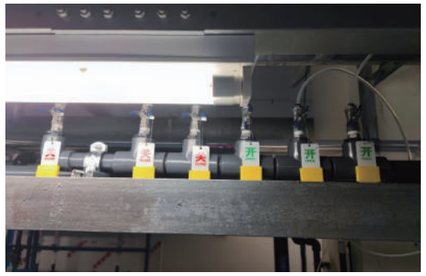
Prominent signs are posted in public areas to remind employees to promptly turn off shared water valves in areas with low foot traffic.

[Case Study] Air Conditioning Condensate Reuse

The Zhuhai production Base recycles condensate generated by air conditioning systems, feeding it into the cooling water system as low-temperature makeup water to achieve water resource recovery and reuse. Since the project went online in September 2025, it is expected to save 10,000 tons of water and 96,000 kWh of electricity annually, delivering dual benefits of economic efficiency and resource utilization.

[Case Study] Recovery of Drain Water from Pre-treatment Instruments in the Pure Water System

Through a simple technical upgrade involving the installation of new recovery pipes, the Zhuhai production base has successfully achieved the recovery and reuse of wastewater from the pretreatment instruments in the pure water system. This project is expected to save over 2,600 cubic meters of water annually.





> Water Resource Management Objectives

The company has established quantifiable water resource management targets to assess and manage annual water resource control:

Indicator	Unit	2025 Target	Target Achievement	2026 Target
Water consumption per million yuan of revenue	Thousand tons	5% reduction compared to 2024	Achieved	5% reduction compared to 2025

Water Consumption Status

Indicator	Unit	2023	2024	2025
Water consumption	Thousand tons	820.11	757.52	789.43
Water consumption density	Thousand tons per million of revenue	1.38	0.91	0.65
Volume of reclaimed water	Tons	386,344	50,170	44,728

Material Management

To standardize materials management, InnoScience has established policies such as the *Raw Material Incoming Inspection Procedure*, clearly defining that the Logistics Department's Warehouse Team, Materials Quality Department, and Materials Planning Department are jointly responsible for the management of raw material intake, outflow and inspection. Furthermore, the Company utilizes SAP, BPM, and PCCS systems for online intelligent materials management, aiming to optimize warehouse workflows by improving warehouse operation efficiency and reducing processing time. At the same time, we place great emphasis on controlling the use of plastic packaging materials. Through measures such as adopting biodegradable materials, optimizing packaging design and promoting recycling, we are committed to reducing our environmental impact.

> Measures for Reducing Packaging Materials

In line with our "Clean Production and Green Environmental Protection" policy, we have implemented various initiatives to control the use of plastic packaging materials:

Supplier Management

We evaluate whether suppliers meet environmental requirements such as HSF(Hazardous Substance Free)and prioritize eco-friendly suppliers; we also encourage suppliers to use biodegradable materials.

Packaging Material Reduction

While ensuring product quality, we streamline packaging to avoid overpackaging and reduce the proportion of plastic in packaging materials.

Packaging Optimization

In selecting packaging materials, we prioritize recyclable options to reduce the environmental environmental impact.

[Case Study] Recycling of Packaging Materials

In warehouse management, the Company actively practices environmental principles by recycling the original packaging of raw materials. By reusing cardboard boxes and packing materials from the original packaging for transporting raw materials between the Zhuhai and Suzhou plants, the Company maximizes the use of existing resources, reduces packaging waste, while lowering packaging costs and improving operational efficiency.



Packaging Material Usage				
Indicator	Unit	2023	2024	2025
Total packaging material usage	Tons	14.78	24.57	30.62
Density of packaging materials	Tons per million yuan of revenue	0.02	0.03	0.03
Plastic packaging materials	Tons	4.67	2.94	6
Plastic packaging material usage density	Tons per million yuan of revenue	0.01	0.004	0.005

Green Office Practices

Within the company, we actively practice the concept of green office practices, continuously enhancing greenery in our office areas, and fostering a green, low-carbon work environment through measures such as displaying energy-saving and eco-friendly signage. The company encourages all employees to start with the details of daily office work, conserving every kilowatt-hour of electricity, every drop of water, and every sheet of paper, using office supplies reasonably, and effectively reducing resource waste. At the same time, we regularly conduct a variety of green office training sessions to continuously enhance employees' awareness of energy conservation and environmental protection, integrate the concept of green office practices into daily work, and put low-carbon development goals into practice through concrete actions.

Conservation Signs

The company displays environmental signs promoting water and electricity conservation in prominent locations throughout the office, constantly reminding employees to conserve resources, fostering a green and low-carbon office atmosphere, and continuously raising the entire staff's awareness of energy conservation and environmental protection.



▲ Empty Bottles Campaign Sign



▲ Water Conservation Sign



▲ Energy Conservation Sign

The Company actively promotes greening initiatives in office area. The green space in the Zhuhai factory's office area covers 6,300m², while that in the Suzhou factory's office area covers 21,264m². To enhance the quality of the office environment, we have implemented waterproofing measures for equipment and facilities. By increasing greenery and planting, we have achieved sound insulation and noise reduction, effectively improving the office environment while protecting the soil ecosystem and creating a green, healthy and comfortable working atmosphere for employees.



03

Innovation and Breakthroughs: Deepening Our Focus on the Power Semiconductor Sector

Innoscience is deeply committed to the GaN power semiconductor sector, continuously breaking through core technologies, driving product iteration and service upgrades, and building a competitive advantage across the entire industrial chain—from R&D and manufacturing to application. The company uses supply chain management as a strategic link to deepen collaborative innovation with customers and partners, achieving co-creation of value and mutual benefit. At the same time, it regards information security as the cornerstone of R&D and services, establishing a robust data security protection system. Driven by both technological leadership and security and trustworthiness, the company continuously enhances its core competitiveness.

Main Content of This Chapter

Empowering R&D Innovation, Product Quality Management, Optimizing Customer Service, Information and Data Security, Responsible Supply Chain

SDGs Responded in this Chapter



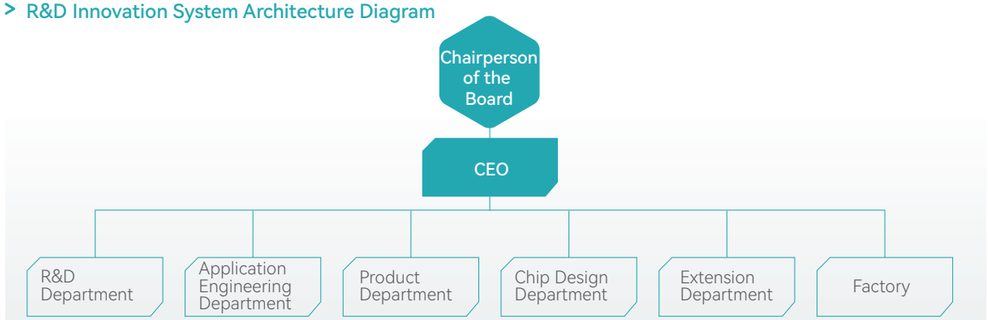


Empowering R&D Innovation

R&D and Innovation System

InnoScience has always regarded R&D and innovation as the core driving force of the company's development. We are committed to leading industry progress through technological innovation, increasing R&D investment, building a high-caliber R&D team, and continuously improving our R&D management system. The company has established a management structure with the Chairman as the decision-making layer, the CEO as the management layer, and key departments as the execution layer, working together to drive technological R&D efforts.

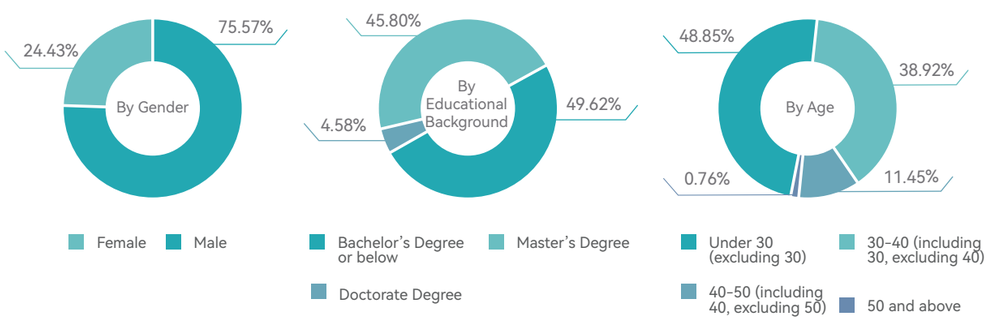
> R&D Innovation System Architecture Diagram



R&D and Innovation Capabilities

Through a combination of internal cultivation and external recruitment, the company continuously optimizes the structure of its R&D talent pool to build a high-caliber, specialized innovation team. This ensures the company maintains its industry-leading position in technological R&D and product innovation, providing strong momentum for sustainable development. As of the end of the reporting period, the company had a total of 393 R&D personnel, accounting for 28.92% of the total workforce.

To encourage invention and innovation, protect the company's R&D achievements, and enhance the company's innovation capabilities and competitiveness, the company has established systems such as the *Intellectual Property Incentive Measures* and the *Operational Guidelines for the Distribution of Inventor Bonuses*. These initiatives encourage employees to actively participate in scientific and technological innovation activities, fully stimulating their creativity and potential. During the reporting period, the company distributed a total of 384,000 yuan in patent bonuses.



R&D Innovation Platform

Leveraging its deep technical expertise and outstanding innovation capabilities in scientific research and innovation, the company has garnered high recognition and numerous certifications and honors from government departments, industry associations, and the market. As of the end of the reporting period, we have obtained certifications as a National High-Tech Enterprise, a National-Level Specialized, Refined, Distinctive, and Innovative "Little Giant" Enterprise, and a Specialized, Refined, Distinctive, and Innovative SME.



High-Tech Enterprise



National-Level Specialized, Refined, Distinctive, and Innovative "Little Giant" Enterprise

R&D and Innovation Practices

Adhering to the philosophy of continuous innovation, InnoScience places great emphasis on industry-academia-research collaboration. We actively establish close partnerships with renowned domestic and international universities and research institutions, promoting the transformation and application of cutting-edge technologies through joint R&D, technical exchanges and resource sharing. During the reporting period, the Company continued to engage in industry-academia-research collaborations with institutions such as Guangdong University of Technology and The Hong Kong University of Science and Technology, jointly advancing the research and industrialization of cutting-edge GaN technologies.

[Case Study] Paper Selected for IEDM 2025 Awarded Best Paper Award at ECCE 2024

In 2025, the 650V GaN monolithic integrated bidirectional switching technology, a collaboration with Professor Zhang Yuhao's research group at the University of Hong Kong, was successfully accepted for presentation at the 2025 IEEE IEDM (often referred to as the "Olympics of the semiconductor device field"), systematically verifying the device's exceptional short-circuit robustness under extreme short-circuit conditions. Meanwhile, another research achievement by the two parties won the First Prize for Best Paper at IEEE ECCE 2024's William M. Portnoy Award, marking the company has joined the international first tier in the fields of GaN power device reliability and monolithic integration technology.

The company actively assumes the responsibility of driving industry development. By participating in various industry forums and conferences, sharing experiences, and exchanging insights with industry peers, it has established extensive connections with partners, thereby promoting the healthy and sustainable development of the industry.

[Case Study] InnoScience's Innovative GaN Applications Drive the Future

In April 2025, InnoScience successfully participated in two major events: Electronica China in Munich and the Wuhan Jiufengshan Forum & Compound Semiconductor Industry Expo (CSE).Focusing on AI data centers and robotics applications, the company highlighted two new 100V GaN products, a 700V high-voltage GaN device, a 700V integrated GaN solution, and multiple solutions for data center and humanoid robot applications.

At the opening ceremony of the Jiufengshan Forum and Compound Semiconductor Industry Expo, the company's CEO stated that due to their performance and cost advantages, GaN FETs are expected to replace traditional Si MOS devices and capture market share. He projected that the GaN power semiconductor market will experience exponential growth, and domestic companies must continuously increase production capacity and build an ecosystem and establish their own industry standards.





▲ At the event

Intellectual Property Protection

In accordance with relevant laws and regulations such as the *Trademark Law of the People's Republic of China,* the *Patent Law of the People's Republic of China* and the *Copyright Law of the People's Republic of China*, the Company has formulated the *Patent Proposal Management Procedures*, the *Intellectual Property Implementation, Licensing, and Transfer Management Regulations, INNO Legal Intellectual Property Management Review Regulations*, and the *Intellectual Property Incentive Measures* to standardize project management and intellectual property protection, strengthen the utilization of intellectual property, and promote the transformation and dissemination of scientific and technological achievements. Additionally, the Company has established the *Intellectual Property Protection Management Procedures*, with the Legal Department responsible for the specific management of intellectual property. As of the end of the reporting period, we have obtained certification for our intellectual property compliance management system. In 2023, the Company was recognized by the National Intellectual Property Administration as a "National Intellectual Property Advantage Enterprise", and in 2025, the Suzhou Intellectual Property Protection Center named it a "Benchmark Enterprise of the Year for Pre-examination Volume and Quality."







National Intellectual Property Advantage Enterprise

2024 Benchmark Enterprise for Pre-examination Volume and Quality

Intellectual Property Compliance Management System Certification

Key Performance

Indicator	Unit	2023	2024	2025
Cumulative Number of Patents Granted	Items	214	419	518
Total number of granted invention patents	Items	176	346	408
Total number of granted utility model patents	Items	38	73	110
Total number of trademarks	Items	157	177	180

Product Quality Management

Quality Management System

To ensure and enhance product quality and further improve product competitiveness, the company has established a comprehensive quality management system by incorporating advanced quality management practices from the semiconductor industry. Its subsidiaries, Inno Zhuhai and Inno Suzhou, have successfully obtained third-party certifications including the ISO 9001 Quality Management System, the IATF 16949 Automotive Quality Management System, and the ANSI/ESD S20.20 and IEC 61340-5-1 Electrostatic Discharge (ESD) Protection Management Systems.




ISO 9001 Quality Management System Certification




IATF 16949 Automotive Quality Management System Certification




ANSI/ESD S20.20 Certification




IEC 61340-5-1 Certification




Quality Management Measures

> Improving Product Quality

To ensure product quality, we have established quality control and inspection standards covering the entire process from raw materials and production to shipment. These include, but are not limited to, the *Raw Material Incoming Inspection Procedure* and the *Statistical Process Control Specifications,* among other systems, to ensure that every step of the production process meets predetermined quality standards and customer expectations. In addition, we have developed and implemented corresponding digital and intelligent systems, including the CCB system for change management and the SPC system for statistical process control, to enhance the quality and efficiency of our quality management.

In managing raw material suppliers, we implement strict supplier management agreements and incoming quality assurance (IQA) procedures. These measures are designed to closely monitor material quality, prevent the use of non-conforming raw materials on our production lines, and drive our suppliers to continuously improve quality.

> Control of Hazardous Substances in Products

We place a high priority on the management of hazardous substances in the production process. The Company has established the QC080000 Hazardous Substance Management System and obtained relevant certifications, while formulating a series of policies and procedures, including the *Hazardous Substances HSF Management Procedure,* the *Raw Material Incoming Inspection Procedure*, *INNO.HSF Control List*, and the *Corrective and Preventive Action Control Procedure*. We maintain strict control standards for hazardous substances to ensure compliance with control requirements, continuously improve hazardous substance management standards, and safeguard product health and safety.

To strengthen end-to-end control, the EHS department is responsible for annually sending Wafer samples to third-party institutions for hazardous substance testing; the SQE requires the packaging and testing facility to annually send device samples to third-party institutions for testing; and submits the test reports to the Company to ensure that hazardous substances throughout the entire process, from Wafer to packaging and testing, remain under effective control.

When a process issue involving hazardous substances with significant impact is identified, department managers must convene a meeting of relevant department heads to investigate and analyze the root cause using an 8D report format, assign the responsible department to formulate and implement corrective actions, and have the Quality Department, EHS Department, or IT Department track and supervise the implementation of these corrective actions.




IECQ QC080000 Certification

Product Recall Procedure

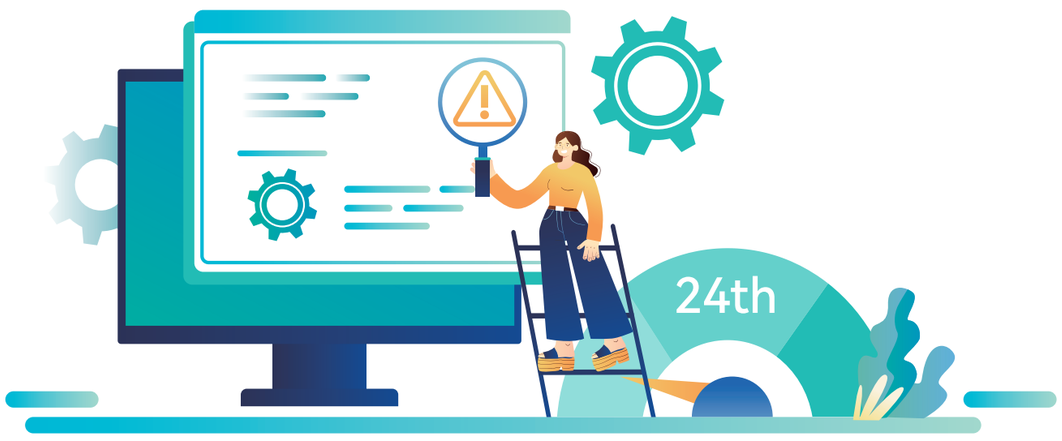
The company has established the *Innoscience Recall Procedure* policy, which clearly stipulates that when a product is found to be non-compliant with international laws and regulations or exhibits quality and reliability issues, the company will promptly initiate a series of processes, including notifying relevant departments and customers within 24 hours, assessing the risk of failure, and deciding whether to recall the product. If a product recall is necessary, the Sales Department will notify customers within 24 hours and proceed according to the RMA (Return Material Authorization) process. Concurrently, the responsible department will implement corrective and preventive actions, complete an 8D report, and, after verification, submit it to the customer for validation to ensure that all affected products are properly handled, thereby maintaining product quality and customer trust.

During the reporting period

The company did not experience any adverse incidents involving product recalls due to safety or health concerns.

Product Quality Training

The company places great importance on cultivating employees' quality awareness and conducts a variety of quality education and training activities, including quality management system training and quality awareness training, to continuously strengthen employees' quality awareness and improve the practical skills of quality personnel.



Optimizing Customer Service

INNO S&M consistently adheres to the principle of customer-first. We are not only committed to providing high-quality products but also place great importance on the experience and feedback of every customer. We have established systems such as the *INNO S&M Sales Management System, Technical Support Service Processes and Standards, Communication Response Mechanism Management Specifications*, and *Customer Satisfaction Survey Specifications*. By continuously optimizing service processes and improving service quality, we build long-term, stable customer relationships to jointly drive business growth and industry progress.

> Customer Complaint Response

We receive customer feedback through multiple channels, including our official website, service hotline, email, and extensive dealer network. Upon receiving a complaint, a professional team or authorized dealer will immediately visit the customer's site to thoroughly investigate the situation and identify the root cause of the issue. If a product quality issue is confirmed, the company will actively assist in resolving it—such as by making necessary adjustments to the customer's application—to ensure the continuity and stability of their operations.
In response to customer needs and concerns, we have established and implemented standardized product return and exchange procedures, which are clearly outlined in our Customer Return Management Policy. When customers report product quality issues, our on-site application technical team will promptly conduct verification tests; after internal analysis and review confirm a product defect, the Quality Control Department will notify the Customer Service team to initiate the return and exchange process and complete the follow-up resolution.

During the reporting period The company received a total of **34** customer complaints, with a **100%** resolution rate; all complaints were properly addressed.

In addition, the Company regularly conducts specialized training for the Field Application Engineer (FAE) team and distributors, covering topics such as customer complaint response mechanisms and technical support processes. These trainings aim to enhance the FAE team's overall capabilities in quickly responding to customer needs and effectively resolving technical issues, further deepen collaboration with distributors, and continuously improve customer satisfaction.

Key Performance

Indicator	Unit	2025
Number of specialized training sessions on customer complaint response	Times	6
Number of participants in specialized training on handling customer complaints	Number of participants	140
Total duration of specialized training on customer complaint response	Hours	10
Number of assessments on handling customer complaints	Times	8
Pass rate for customer complaint response evaluations	%	100

> Improving Customer Satisfaction

The company has formulated and implemented the *Customer Satisfaction Survey Guidelines*, conducting regular post-sales satisfaction surveys to ensure timely and effective communication with customers. The Market Sales Department leads the survey process, responsible for data collection, statistical analysis, and compiling summary reports to be submitted to the Quality Department. Based on the survey results, the Quality Department issues improvement requirements to the relevant departments, organizes cross-departmental verification and confirmation of the effectiveness of corrective actions, and implements closed-loop management. High-quality after-sales service is a key factor in enhancing the product value chain and increasing satisfaction among customers and end-users.

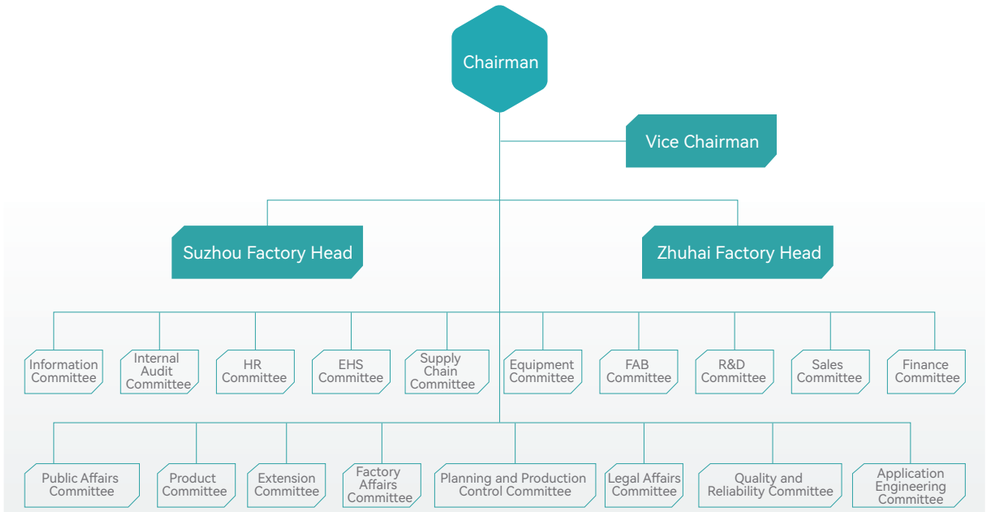
During the reporting period The company conducted satisfaction surveys for **25** customers, achieving an overall satisfaction rate of **100%**.

Information and Data Security

Information Security Management System

We consistently adhere to the information security management policy of "full participation, proactive prevention, comprehensive control, continuous improvement, customer trust, and sustainable operation". Strictly following the ISO/IEC 27001 Information Security Management System standard, we have established the *Information Security Management Handbook and the Project Information Security Access Management System*, continuously improving the information security management system to ensure the integrity, availability, and confidentiality of the Company's information and data.

> Organizational Structure of the Information Security Committee



During the reporting period

Our subsidiary, Inno Zhuhai, successfully obtained ISO/IEC 27001 Information Security Management System certification.



ISO/IEC 27001 Information Security Management System Certification Certificate

Information Security Management Measures

To strengthen data security and protection measures, the company has established internal management guidelines covering the entire lifecycle of information data, providing detailed regulations for data classification, storage, access, transmission, encryption, and disposal.

Emergency Drill: Unannounced Virus Intrusion Drill to Strengthen Information Security Defenses

On March 26, 2025, the company organized a special unannounced virus intrusion emergency drill. The drill simulated a virus outbreak during the installation of new lithography equipment to test the emergency response team's capabilities in identification, containment, and cross-departmental coordination. This drill effectively validated the reliability of the existing security protection system while identifying areas for optimization, such as reporting timeliness, anomaly detection, and data backup. Standardized improvement measures have been established to continuously strengthen the company's information security.

2025 Data Security Training Status

Indicators	Unit	2025
Number of Data Security Training Sessions	Times	16
Number of participants in data security training	person	1,367
Number of people reached by data security training	person	2,625
Data security training coverage rate	%	100

Privacy Protection

In the course of its business operations, the Company primarily serves corporate clients. The data it collects, stores, and processes is concentrated at the business and transactional levels and generally does not involve the collection or processing of personal information. The Company strictly complies with relevant data protection laws and regulations in the jurisdictions where it operates, ensuring that all data processing activities adhere to the principles of lawfulness, legitimacy, necessity, and transparency, thereby effectively safeguarding data security and compliance.



Responsible Supply Chain

Supplier Management

InnoScience fully recognizes the importance of supplier management within its social responsibility framework. We continuously improve our supplier management system by formulating and optimizing policies such as the *Supplier Management Procedure, Raw Material New Supplier Evaluation Management Standards*, and the *Supplier Audit Operational Guidelines*, ensuring that our partners and the Company jointly adhere to responsible and sustainable business standards.

> Supplier Onboarding and Termination

We have implemented a comprehensive supplier management mechanism. To ensure all suppliers meet our standards, we have established and refined corresponding internal systems to strictly evaluate suppliers' conduct throughout their entire lifecycle, from onboarding to termination. As of the end of the reporting period, the company had a total of 696 suppliers.

During the reporting period

57% of the company's procurement expenditures were allocated to local suppliers.

Geographic Distribution of Suppliers	Number	Geographic Distribution of Suppliers	Number	Geographic Distribution of Suppliers	Number
Jiangsu Province	248	Sichuan Province	8	Chongqing Municipality	3
Guangdong Province	147	Tianjin Municipality	5	Hunan Province	3
Shanghai Municipality	166	Liaoning Province	4	Gansu Province	1
Beijing Municipality	22	Shaanxi Province	4	Guizhou Province	1
Zhejiang Province	18	Hubei Province	4	Hong Kong SAR, China	4
Anhui Province	17	Hebei Province	2	Taiwan Region, China	6
Shandong Province	6	Fujian Province	3	Overseas Regions	24

Supplier Onboarding

We have established a robust supplier onboarding evaluation mechanism. Before introducing new suppliers, we conduct a written review of their basic qualifications and organize joint evaluations by departments such as Quality, EHS, and Procurement, and do not approve suppliers that fail to meet the requirements.

Supplier Audits

The Quality Department is responsible for auditing suppliers, focusing on potential risks related to environmental management, health and safety practices, regulatory compliance, and trade security. Based on the audit results, we classify suppliers into different tiers. If, following a re-audit, a supplier fails to meet the required standards, their supplier status will be revoked.

Supplier Evaluation

We assess and evaluate suppliers in accordance with the Supplier Performance Evaluation Operations Supplier Evaluation Guidelines and the New Raw Material Supplier Evaluation Management Guidelines. We conduct a QCDSE (Quality, Cost, , Delivery, Service, Environment) evaluation on a regular basis, covering dimensions such as quality indicators, cost indicators, delivery and service indicators, and safety and environmental indicators, to promote continuous improvement of suppliers.

Supplier Termination

We have established clear regulations regarding the disqualification of suppliers. Should any of the specified disqualification criteria arise, the Quality Department will convene a meeting to discuss the matter. Following professional evaluation and confirmation by relevant departments, the Quality Department will be responsible for revoking the supplier's qualification and removing them from the Approved Vendor List (AVL). Concurrently, this decision will be communicated to all relevant departments to ensure information transparency and sharing.

> Supplier Communication and Training

InnoScience fully recognizes the importance of establishing effective communication with suppliers and continuously improves its communication mechanisms. Through regular on-site audits and quarterly communication meetings, the Company maintains in-depth dialogue with suppliers. During the reporting period, the Company completed 16 annual on-site supplier audits and held 9 quarterly supplier communication meetings as planned. During on-site audits, the audit team conducted rigorous reviews in key areas such as hazardous substance control, corporate social responsibility, corporate operations and production quality. Following the on-site audits, targeted training and guidance were provided to suppliers through communication sessions to ensure they can consistently meet the Company's ESG-related requirements.

[Case Study] Conducting Specialized Training on Quality Management Systems

During the reporting period, while conducting annual on-site audits of suppliers, InnoScience organized specialized training on quality management system optimization. The content covered management systems such as ISO 9001, ISO 45001, and ISO 14001; hazardous substance control (RoHS, REACH, HF, etc.); and corporate social responsibility (labor protection, conflict minerals, etc.).provided improvement recommendations to help suppliers gain a deeper understanding and implement InnoScience's ESG management requirements.





Supplier ESG Training Performance

Metrics	Unit	2023	2024	2025
Number of ESG training sessions conducted for suppliers	times	41	42	42
Duration of ESG training conducted for suppliers	hours	82	84	84
Number of suppliers covered by ESG training	units	25	26	28

Note: Suppliers listed here include only raw material suppliers

Supplier ESG Management

The Company continues to improve its supplier social responsibility management mechanisms and has established the *Corporate Social Responsibility Management Handbook*, which clearly outlines the criteria for conducting regular assessments and comprehensive evaluations of suppliers across dimensions such as labor management, safety and health, business ethics, and environmental protection. The Supply Chain Management Department is responsible for communicating the Company's social responsibility policies and related requirements to suppliers and other partners, establishing a supply chain risk management mechanism and oversight system to enhance supply chain stability and resilience, and ensuring the smooth operation and efficient management of the supply chain.
At the same time, we have established a risk early warning mechanism to predict and assess potential risks among suppliers. Based on the assessment results, we compile the Supplier CSR Audit Report, which details the status of suppliers' compliance with social responsibility obligations.

Evaluation Dimensions	Main Content
Labor Management	Forced Labor, Child Labor, and Minors; Discrimination and Disciplinary Action; Freedom of Association and Communication; Wages Working Hours, Wages, etc.
Safety and Health	Fire Safety, Chemical Safety, Equipment Safety, and Health
Business Ethics	Integrity and Anti-Corruption Agreement
Environmenta ProtectionI	Pollutant and Waste Management, Environmental Impact Assessment, Greenhouse Gas Inventory, Energy Conservation and Emission Reduction emission reduction projects, etc.

Supplier Screening Status				
Indicators	Unit	2023	2024	2025
Number of suppliers with quality management system certification	number	39	40	42
Number of suppliers with environmental management system certification	number	39	40	41
Number of suppliers with occupational health and safety management system certification	number	33	34	36

Note: Suppliers listed here include only raw material suppliers.

Avoiding the Use of Conflict Minerals

InnoScience strictly adheres to responsible procurement principles and does not procure or support the use of any conflict minerals that directly or indirectly or support conflict minerals from regions affected by armed conflict. We have established and improved the *New Raw Material Supplier Evaluation Management Specification*, conducts rigorous audits of newly introduced suppliers to ensure they meet corporate social responsibility requirements, and focuses on reviewing conflict mineral control and compliance with U.S. export controls. The Company requires suppliers to sign the Conflict Minerals Declaration, committing those metals such as tantalum (Ta) and tin (Sn) contained in their products do not originate from conflict, conflict-affected, or high-risk regions, thereby ensuring the compliance and sustainability of the supply chain from the source.

Responsible Procurement

The Company actively promotes responsible procurement and has established the Procurement Control Procedure. For prospective suppliers, we implement strict qualification reviews and audit processes to ensure they not only meet the Company's business needs but also align with our high standards for social responsibility and environmental protection.
During the supplier onboarding process, the Company requires suppliers to sign a commitment to prohibit the use of conflict minerals and a declaration of compliance with international hazardous substance regulations, ensuring supply chain compliance and sustainability. Additionally, to ensure that products supplied by vendors meet environmental standards for prohibited substances and comply with RoHS (Restriction of Hazardous Substances Directive in electronic and electrical equipment), we require suppliers to sign the *Environmental Material Guarantee Certificate for Eco-Friendly Products*. In daily procurement, the Company prioritizes the environmental attributes of materials and gives preference to green and energy-efficient products. Through measures such as rational planning of material storage and transportation conditions and the recycling of packaging materials, we minimize our environmental impact.
Furthermore, the Company prioritizes the development of ethical procurement practices. During the procurement process, we require suppliers to sign integrity agreements, and regularly send email reminders urging suppliers to adhere to ethical procurement standards, thereby jointly fostering a business environment characterized by integrity, fairness, and ethical conduct.
Through these measures, we are committed to building a green, compliant, and sustainable supply chain system to jointly advance environmental protection and social responsibility.

[Case Study] Organizing Anti-Corruption Training for Procurement Staff

On December 24, 2025, the Company organized anti-corruption and integrity training for procurement personnel. Focusing on business ethics, anti-corruption laws and regulations, and the Company's integrity management system, the training analyzed key integrity risks and control measures specific to procurement operations. Case studies were used to reinforce participants' compliance awareness. This training aimed to help procurement staff build a strong ideological defense against corruption. Moving forward, the Company will continue to improve its integrity risk prevention and control mechanisms to foster a clean and upright operating environment.



Digital Management

The Company continues to advance the digital and intelligent upgrading of supply chain management by implementing multiple advanced information and intelligent management systems, including the Supplier Management System (MPTC), Supply Chain Management System (SCM), Customer Relationship Management System (CRM), and Procurement Management System (BPM).Through these systems, we are able to efficiently manage the entire process of packaging, testing, and assembly services, including key stages such as material delivery, work order management, and finished product acceptance, while simultaneously achieving efficient collaborative management across the entire business chain, including opportunity tracking, contract signing, quotation preparation, order processing, and after-sales service.

04

Collaborating for Mutual Progress: Building a Community of Industrial Responsibility

InnoScience has always adhered to a people-oriented philosophy, safeguarding employees' legal rights and interests, advocating democratic management, continuously empowering employee growth, improving the occupational health and safety management system, protecting employees' physical and mental well-being, and striving to create a space for continuous professional development. At the same time, the company proactively fulfills its social responsibilities, actively participates in social welfare initiatives, supports rural revitalization, gives back to society through concrete actions, and continues to contribute to building a better society.

Main Content of This Chapter

Protection of Employee Rights, Empowerment of Employee Growth, Occupational Health and Safety, Co-creation of Social Value

SDGs Responded in this Chaptert





Protection of Talent Rights

Human capital is the core driving force behind the company's long-term sustainable development. Upholding the talent philosophy of "integrity first, combining virtue with competence," we are committed to creating a work and development platform for our employees that is diverse and equitable, respects individuality, fosters a positive and upward-looking mindset, and encourages self-transcendence.

Labor Standards

InnoScience adheres to a labor rights policy centered on "respecting human rights, humane treatment, no child labour, zero tolerance for harassment, freedom of association, and two-way communication" We strictly comply with relevant laws and regulations, including the *Labor Law of the People's Republic of China and the Regulations on the Prohibition of Child Labor*, and continuously improve our construction of the institutional system. In 2025, the Company revised policies including the *Recruitment Management Guidelines, Human Resources Management Procedures, Employee Handbook, Corporate Social Responsibility Management Manual, and Remuneration and Benefits Management Regulations* to further refine our systems and ensure the legality and compliance of our employment practices. The Human Resources Department of the Company is responsible for implementing and maintaining these policies, supervising their execution across all departments, and ensuring standardized and regulated human resources management.

Commitment to Equal Employment

InnoScience adheres to recruitment principles of fairness, impartiality, openness, transparency, merit-based selection, and the combination of moral integrity and professional competence. We have established a comprehensive recruitment and hiring system and institutional procedures to ensure the compliance and transparency of the recruitment and hiring process. The Company provides professional training for recruiters and interviewers to eliminate discrimination based on race, gender, religious beliefs, sexual orientation, age, disability or other factors, and to ensure that every employee is treated fairly in terms of hiring, compensation, and benefits.

The Company firmly opposes forced labor and strictly prohibits the use of child labor, and has established the *Regulations on the Supervision and Management of Child Labor Prohibition.* During the recruitment process, the Company carefully verifies identification documents to ensure that recruited employees meet the legal age requirements. Should any instance of child labor be discovered, the Company will immediately terminate the employment contract and provide compensation in accordance with the local minimum wage standard. Meanwhile, the Company will arrange for a designated staff member to accompany the dismissed child worker to a company-designated hospital for a health examination, with all costs borne by the Company.

During the reporting period

The company maintained a **100%** labor contract signing rate and did not encounter any violations of company policies or relevant laws and regulations, such as the recruitment or use of child labor, forced labor, or human trafficking.

Diversified Recruitment Channels

The Company has established diverse recruitment channels, including campus recruitment, social recruitment, headhunting, internal referrals, and industry talent referrals, to attract top talent. Additionally, the Company engages in annual university-enterprise collaborations with multiple universities, such as Xidian University, Zhejiang University, The Hong Kong University of Science and Technology, and Peking University, to attract more passionate and talented individuals to join the InnoScience family.

In 2025, the company hired **429** new employees, campus recruitment **268** employees | external recruitment **135** employees | other channels **26** employees

In 2025, InnoScience organized **23** dedicated recruitment presentations | participated in **18** job fairs | collected over **2,000+** resumes in person





During the reporting period

The Group's voluntary turnover rate was approximately 12.80%. The is as follows:

Indicator		Percentage (%)
By Gender	Male	9.40
	Female	14
By age	Under 30 (excluding 30)	15.80
	30–40 years old (including 30, excluding 40)	10.10
	40–50 years old (including 40, excluding 50)	6.90
	50 and above	8.70
By region	Mainland China	13
	Overseas	3

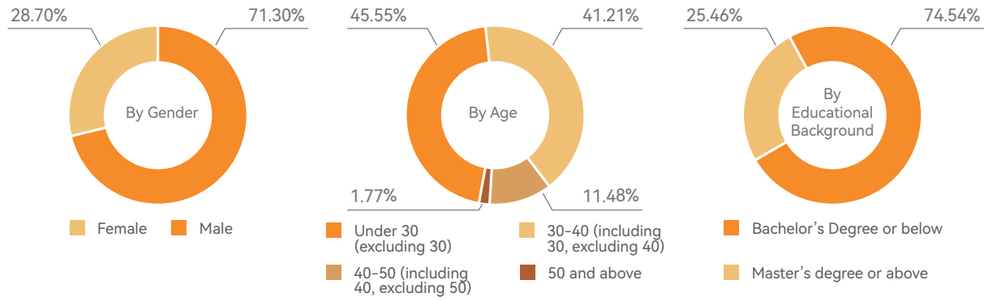
Note: Turnover rate calculation formula: Annual number of employees who left / (Total number of employees at the beginning of the year + Total number of new hires during the year). The statistical scope covers employees who have been with the company for at least 1 year or more.

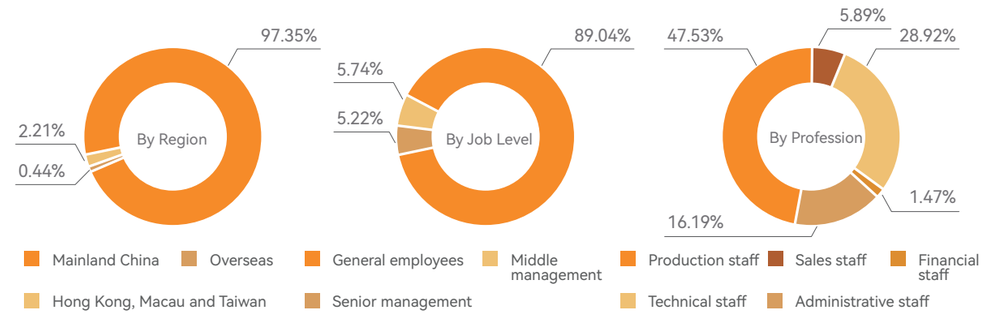
Employee Composition

During the reporting period

The company had a total of 1,359 employees, including 1,338 full-time employees and 21 part-time employees The company has a total of 1,359 employees, including 969 men and 390 women, of whom 54 are from ethnic minority groups. Women account for 7% of senior management. The breakdown of employees is as follows:

Employee Composition		2025 (person)
By Gender	Male	969
	Female	390
By Gender	Under 30(excluding 30)	619
	30–40 years old(including 30, excluding 40)	560
	40–50 years old(including 40, excluding 50)	156
	50 and above	24
By Job Level	Senior management	71
	Middle management	78
	General employees	1,210
By Profession	Production staff	646
	Sales staff	80
	Technical staff	393
	Finance staff	20
	Administrative staff	220
By Educational Background	Master's degree or above	346
	Bachelor's degree or below	1,013
By Region	Mainland China	1,323
	Hong Kong, Macau and Taiwan	6
	Overseas	30





Note: Turnover rate calculation formula: Annual number of employees who left / (Total number of employees at the beginning of the year + Total number of new hires during the year). The statistical scope covers employees who have been with the Company for 1 year or more.

Diversity, Equity, and Inclusion

InnoScience is committed to building a diverse, equitable, and inclusive work environment. To this end, the Company has established a series of policies, including the *Anti-Discrimination Management Regulations, Anti-Forced Labor Management Regulations and Social Organization Management Regulations*, to clarify the essence of a culture of diversity, equity, and inclusion and to guide the development of such a culture. The Company explicitly prohibits workplace harassment and bullying, and respects employees' freedom of association and freedom to choose their occupation. In the Employment Management Regulations, the Company clearly states that it will do its utmost to provide special care and assistance to employees from ethnic minorities and employees with disabilities in both their work and daily lives. In terms of infrastructure, the Company has designed accessible pathways in the lobby and at the clock-in gate. Regarding dining, the canteen adjusts its menu based on employee feedback collected by the Dietary Committee and offers regional specialties. For training, posters promoting the prohibition of discrimination and harassment are permanently displayed on the HR system bulletin board, and relevant course content has been published in the online training system, requiring all employees to participate in the training.

Promoting Democratic Management

We consistently respect the legitimate rights and interests of our employees, safeguarding their rights to freely form associations, join labor unions, and engage in collective bargaining within the legal framework. To foster constructive interaction between employees and management, we continuously improve the mechanism of the Employee Representative Meeting, convening regular meetings to actively listen to employee feedback. Additionally, the Company has established a Labor Dispute Mediation Committee, composed of employee representatives, employer representatives, and union representatives. This committee is responsible for promptly mediating labor disputes, maintaining harmonious relations between employees and the Company, and implementing a bottom-up, two-way communication mechanism.

At the same time, we are committed to building open, fair, and transparent communication channels and improving our employee satisfaction management system. Through various methods such as senior management visits, departmental forums, and anonymous online satisfaction surveys, the company gains a deep understanding of employee needs, promptly communicates company updates to employees, and encourages them to offer constructive suggestions for the company's development. In response to employee feedback regarding areas of dissatisfaction, the company has introduced a series of targeted measures, including quarterly IDL employee communication sessions, monthly DL employee recognition ceremonies, departmental meeting recognitions, and multi-dimensional management philosophy sharing sessions, all aimed at tangibly improving employee satisfaction.

We place great importance on employees' sense of participation and belonging. By continuously optimizing communication mechanisms, we foster a positive and harmonious work environment, constantly enhancing employee well-being and loyalty, and driving the mutual development of the company and its employees.

InnoScience's Diverse Communication Channels with Employees

Communica tion Channels	Details	Frequency
OA System / Bulletin Board / Compan Website / WeChat Official Account	The Company's latest news and announcements, shared with all employees.	Daily
Phone, Email, Mailbox	Employees may contact the union hotline, HR email, or internal audit hotline at any time to provide personal suggestions or complaints at any time, which will be followed up and resolved by designated personnel in the relevant departments.	Daily
Senior Management Visits	Management conducts visits from the executive level down to the front lines to communicate and interact with employees face-to-face.	Daily
Departmental Roundtables	Each department organizes employee forums to collect and compile employee suggestions, using improve and refine departmental operations.	Quarterly
CEO Forum	The company's CEO shares the latest company updates with employees, and together with the heads of each department, answers employees' questions and recognizes and rewards outstanding individuals and teams recognizing and rewarding outstanding individuals and teams.	Quarterly
Employee Representative Meetings/Union Member Representative Meetings	Discussions are held based on meeting agenda items collected in advance, and the results of the meeting are announced company-wide.	Quarterly/Annually
One-on-One Employee Interviews	Conduct one-on-one interviews with employees who are transferring positions, planning to resign, pregnant, or facing difficulties to understand their actual circumstances and provide as much assistance and support as possible.	Daily
Performance Interviews	In conjunction with the biannual performance evaluation process, direct supervisors hold regular one-on-one meetings to discuss work performance and plan for career development.	Annually
Employee Satisfaction Survey	An annual anonymous online survey uses the Q12 questionnaire to analyze employee satisfaction Collect employee feedback, analyze causes, and develop measures Implement solutions, to improve employee satisfaction.	Annually

2025 InnoScience Communication Session



Key Performance

During the reporting period, The employee satisfaction survey a total of **1,340** questionnaires | Employee participation rate of **96.57%** | Overall employee satisfaction stands at **88%**

Compensation, Benefits, and Performance Evaluation

InnoScience strictly complies with the *Labor Contract Law of the People's Republic of China*, local employment regulations in the regions where it operates, and other relevant laws and regulations. The Company has established the Remuneration and Benefits Management Regulations, adhering to the principles of fairness, competitiveness, motivation, affordability, strategic alignment, and legality. By integrating these principles with the Company's business strategy, we have established a market-oriented and competitive compensation and benefits system. Compensation design combines the Company's business strategy with market data, setting the proportion of variable pay by level, and is strongly linked to employee performance and the Company's profitability. While safeguarding basic rights and interests, this system fully stimulates employees' initiative, creativity, and sense of belonging, thereby supporting the company's sustainable development.

> Benefits

Social Insurance and Housing Provident Fund	Pension Insurance, Work Injury Insurance, Medical Insurance, Maternity Insurance, Unemployment Insurance, Housing Provident Fund Fund
Leave Benefits	Annual Leave, Marriage Leave, Paternity Leave, One Day of Seniority Leave for Each Full Year of Service, etc
Living Benefits	Apartment housing or housing subsidies for employees from out of town; shuttle buses or transportation subsidies; 24-hour work meals; meal allowances for sales staff
Holiday Benefits	Provision of holiday bonuses
Health Benefits	Arrange annual physical check-ups for employees and purchase accident insurance
Recreation and Leisure	The Company provides facilities such as a gym and a billiards room, and has soccer, basketball, and badminton clubs, and regularly organizes related activities and competitions
Team Activities	Provide funding to support relevant team-building activities and initiatives across all departments and business units, to enrich employees' lives
Incentive Mechanisms	Establish annual awards for Outstanding Employees and Outstanding Mentors, along with salary incentives, honorary recognition, and cultural recognition

> Working Hours and Leave

The Company implements a standard work schedule of 8 hours per day, 5 days per week. Departments involved in production will arrange shifts based on actual circumstances. The Company encourages employees to complete their work within the prescribed time by improving work methods and enhancing work skills, and to avoid overtime as much as possible. If extended working hours are absolutely necessary due to special circumstances or urgent tasks, they take effect only after approval. The cumulative monthly overtime shall not exceed 36 hours. Additionally, shift work and overtime must comply with relevant legal regulations, ensuring that employees receive at least one day of rest for every six days worked. Except for overtime worked on statutory holidays, employees may choose to receive overtime pay or compensatory time off based on actual circumstances. The settlement of overtime pay shall be carried out in accordance with the Labor Contract Law and other relevant regulations.

Key Performance

During the reporting period, employee social insurance coverage reached **100%**

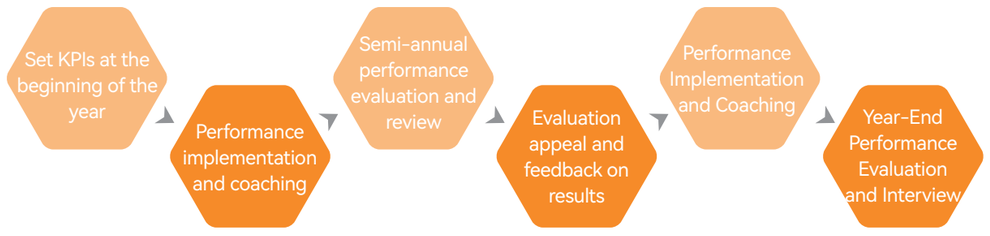
basic employee welfare expenditures totaling RMB **16.86** million

paid leave per person **13** days

> Performance Evaluation

The company's performance evaluation system employs a comprehensive "KPI + Values" assessment approach to conduct objective and fair annual/semi-annual performance reviews of employees. KPI dimensions include operational performance, financial metrics, team dynamics, and talent pipeline development. Performance evaluation results serve as the basis for decisions regarding employee promotions, salary adjustments, and bonus distributions.

Employee Performance Evaluation and Feedback Flowchart



> Performance Feedback and Appeals

The Company consistently prioritizes two-way communication between employees and their supervisors, integrating it into every stage of the performance appraisal process. Supervisors may provide feedback on appraisal results and the rationale behind them through one-on-one meetings, jointly analyzing areas for improvement in the employee's performance and developing plans for improvement and enhancement. If employees have any questions regarding the evaluation results, they may file an appeal with the Human Resources Department and provide supporting materials. The Human Resources Department will review the appeal materials, organize a thorough departmental discussion based on the actual circumstances, and ultimately formulate a handling recommendation to be reported to the CEO. The final appeal outcome is subject to the CEO's approval. Based on the final result, HR will conduct a one-on-one meeting with the employee to discuss the matter and formally notify the employee of the appeal outcome via email.

Empowering Employee Growth

InnoScience always regards employees as the Company's most valuable asset, adhering to the employment philosophy of "people-oriented, combining virtue and talent, teamwork, innovation, and continuous training". Centered on strategic talent development goals, the Company continuously refines its talent development system, providing employees with diverse training and development opportunities to help them enhance their professional skills and overall competence, promote personal growth and career development, and achieve mutual progress for both talent and the enterprise.

Talent Development Goals

Talent Pipeline

Over the next three years, we will establish a comprehensive talent pool to enhance corporate competitiveness and operational efficiency.

Talent Recruitment

Over the next three years, we will recruit a certain number of outstanding talent to maintain the company's vitality.

Talent Development

We will continue to increase investment in training for internal employees to enhance their skills and professional competence. At the same time, we will collaborate with universities and professional training institutions to conduct external training programs and broaden the channels for talent development.

Talent Incentives

We will establish a robust incentive system, including annual awards for outstanding employees and mentors, promotion mechanisms, and welfare policies, to enhance employee job satisfactionand loyalty.

Employee Training

The Company continues to refine its talent development system by formulating and updating regulations such as the *Training Management System and the External Training Management Measures*. It has optimized and upgraded training processes and introduced new regulations for the management of in-house trainers to standardize its management of in-house trainers. At the same time, the Company is continuously developing and expanding its training resources, designing tiered and categorized training programs tailored to the needs of employees at different levels and in different roles. For example, onboarding orientation training has been established for new graduates, and leadership-related training programs have been developed for management. Furthermore, the Company has launched the InnoScience E-learning Platform as a platform for online training courses, which includes modules for content management, task management, training management, and exam management. As of the end of the reporting period, 843 courses had been uploaded to the E-learning platform, 995 learning assignments had been issued, 1,072 active course materials were available, 850 exam configurations had been set up, and the total number of exam questions reached 10,358.
At the same time, the Company continues to build its internal instructor team, constantly expanding its pool of internal instructors to enhance the internal learning quality. The scope of instruction for internal instructors includes company-level training courses, new employee training courses, and department-level training courses. The Human Resources Department conducts qualification reviews of internal trainers recommended by various departments, including years of service, professional skills, course material quality, work achievements, and individual performance. Annual skill enhancement training is provided for internal trainers, and those who pass the examination are certified to ensure the high-quality delivery of internal training and to support the continuous growth and development of employees.

InnoScience Talent Training and Development System Diagram

TALENT DEVELOPMENT CYCLE MANAGEMENT

	Introduction Phase			Growth Phase			Maturity Phase		
Training Development Types	Onboarding Guidance	Online Training	New Employee Dialogue	Departmental Internal Training	Thematic External Training	Company -Level Training	Key Talent Training	Key Position Succession	Promotion & Development
Training Content	• HR Policies & Employment Knowledge • Innoscience Development History • Corporate Culture • Environmental Health & Safety • Attendance, Salary & Benefits • Information Security			• Internal Departmental Professional Knowledge & Skills • Leadership Development • Office Skills • General Skills • General Knowledge Courses for Each Department			• Key Talent Courses(Combination of Internal &External Training) • Talent Selection • Talent Developmen • Promotion & Career Development		
Training Methods & Approaches	One-on-One Knowledge Introduction Online CourseAssignments & Exams			E-learning (Online Learning) Offline External Instructor Training Internal Departmental Training			Project-Based Learning & Productivity Gains Talent Review & Assessment Job Matching		

"Chip Future" Training Camp

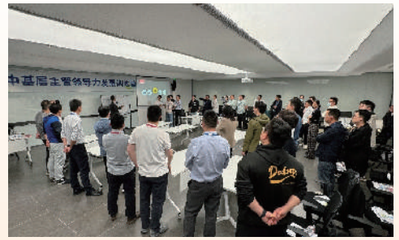
In July 2025, three-day offline intensive training sessions were held in both Suzhou and Zhuhai. Through lectures, team-building activities, interactive sharing, and competitive tasks, new employees successfully transitioned into their professional roles. During the closing ceremony of the training camp, outstanding participants were recognized and rewarded.





Leadership Classroom: Mid-to-Lower-Level Leadership Development Training

During the reporting period, InnoScience organized mid-to-lower-level leadership training. Through specialized lectures and case studies, the program systematically enhanced managers' strategic thinking, team management, and problem-solving capabilities. The training utilized an interactive teaching model, with in-depth exchanges between instructors and participants, effectively strengthening knowledge retention and practical application, thereby helping the capability upgrade of the management pipeline.



Key Performance

Indicators		2025
Training Sessions (Sessions)		85
Total Number of Trainees (people)		1,530
Total number of training sessions attended (sessions)		32,641
Investment in employee training (RMB 10,000)		15.77
Employee training coverage rate (employee training ratio)		100%
Training Participation Rate by Gender	Training rate for male employees	100%
	Training rate for female employees	100%
Training Participation Rate by Job Level	Training rate for senior management	100%
	Training rate for middle management	100%
	Training Rate for Frontline employees	100%
Total Employee Training Hours		32,576.50
Average annual training hours per employee (hours/person)		21.80
Average training hours by gender	Female employees (hours)	21.89
	Male employees (hours)	21.83
Average training hours by job level	Senior management (hours)	12.56
	Middle management (hours)	21.90
	Frontline employees (hours)	22.35

Career Advancement

InnoScience adheres to an open talent development philosophy of "promotion and demotion based on merit, and flexible entry and exit", and is committed to helping employees better leverage their capabilities, unleash their energy, and unlock their potential. Aligning with development needs and business characteristics, the Company has introduced and continuously optimized systems such as job grading, to unblock all career development pathways for employees, and provide clear, comprehensive career development pathways, thereby building a high-caliber talent pool for InnoScience.

Five Career Development Tracks

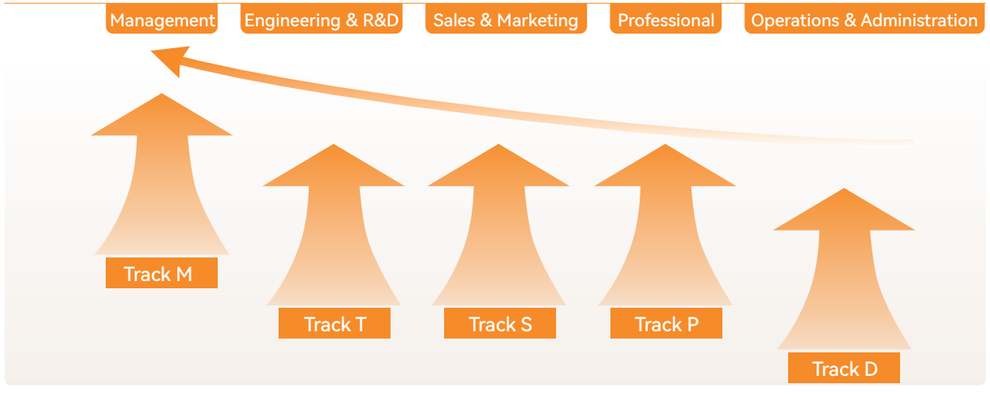
Based on the International Position Evaluation (IPE) system, which measures the value and importance of various positions, the Company has established clear career development pathways for employees across five tracks: Management, Engineering & R&D, Sales & Marketing, Professional, and Operations & Administration.

Interconnected Development Pathways

Based on the five-tier job grading system, we have established dual career tracks for technical and managerial roles. These tracks operate in parallel, are interconnected, and provide technical and managerial talent with flexible, suitable development opportunities.

Fast-Track Development Path

A technical trainee program has been established within the engineering and R&D track, aimed at creating a fast-track pathway to attract high-potential talent. Through targeted internal and external training models, enabling them to rapidly develop into a cohort of high-caliber technical experts.



Key Performance

During the reporting period

internal job transfers	cross-organizational transfers	parallel transfers within the same organization
99	10	89

Employee Care

We are committed to creating an efficient, healthy, and humanistic work environment, always prioritizing employee well-being. Through practical support measures, we provide assistance and care to employees facing difficulties; at the same time, we actively organize diverse humanistic activities to continuously enhance employees' sense of belonging and happiness, and strengthen team cohesion.

> Employee Activities



▲ 2025 INNO Suzhou Soccer Tournament



▲ 2025 INNO Suzhou Basketball Tournament



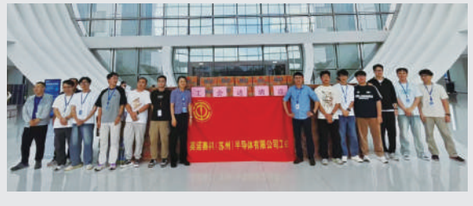
▲ 2025 INNO Zhuhai Basketball Tournament



▲ 2025 INNO Zhuhai Badminton Tournament

> Employee Assistance

The INNO Sico Trade Union conducted a "Summer Cooling" campaign in high-risk and high-temperature workstations. By distributing heat-protective supplies and health services, the union effectively safeguards employees' occupational health rights.





> Retiring Employee Farewell Party

A heartwarming farewell party was held for retiring employees to honor their hard work and dedication, convey the Company's care, and enhance employees' sense of belonging and happiness.





Care for Female Employees

InnoScience consistently complies with the *Labor Law of the People's Republic of China* and relevant regulations on the protection of female employees, granting eligible female employees corresponding leave and paying wages in accordance with local regulations; ensuring gender equality and equal pay for equal work in career development. During prenatal check-up leave, maternity leave, and breastfeeding leave, wages are paid as usual, and employees on maternity leave also receive a newborn blessing gift; The company has established a mother-and-baby room to provide convenience for employees during the breastfeeding period; on International Women's Day, the company organizes related activities and distributes holiday gifts. In 2025, the company also introduced parental leave to effectively safeguard the rights of female employees, help balance family care with workplace responsibilities, and convey the company's care.





▲ Nursing Room



▲ International Women's Day Activities

Occupational Health and Safety

InnoScience has always adhered to the occupational health and safety policy of "full participation, prevention first, safety and health, compliance with laws and regulations, and continuous improvement," and has continuously refined its occupational health and safety management system. The company places high importance on workplace safety, integrating it into every aspect of its production and operations to ensure the comprehensiveness and systematic nature of safety management. Through multiple initiatives—including hazard identification, risk assessment, the development of safety information systems, and the regular organization of employee health checkups—the company provides robust safeguards for employees' work environments and personal safety, continuously driving improvements in occupational health and safety management.

Management Mechanisms

InnoScience strictly complies with laws and regulations such as the Production Safety Law of the People's Republic of China and the Occupational Disease Prevention and Control Law of the People's Republic of China. The Company has formulated and refined institutional documents including the Environmental Health and Safety Management Manual, EHS and Fire Safety Responsibility System, Environmental Occupational Health and Safety Objectives and Achievement Planning Management Procedures and Occupational Disease Prevention and Control Management Procedures. The Company has established an EHS Environmental Safety Committee to clarify the responsibilities of all employees regarding environmental, health, and safety (EHS) as well as fire safety. In 2025, all employees signed safety production responsibility statements to ensure that responsibilities are assigned to specific individuals.

The Company' General Manager bears overall responsibility for EHS and fire safety work. The EHS Department Manager assists the General Manager in formulating occupational health and safety management and fire safety objectives in line with the management policies based on the actual conditions of the management system. The EHS Department Manager is responsible for supervising the implementation process across all departments, providing necessary support, and organizing regular assessments. The assessment results are linked to executive compensation, thereby clarifying the standards that occupational health and safety management must meet and ensuring the effectiveness and continuous improvement of the management system.

During the reporting period

Both subsidiaries, Inno Suzhou and Inno Zhuhai, obtained ISO 45001 Occupational Health and Safety Management System certification, with investment of RMB **8.0914** million in safety production.



ISO 45001 Occupational Health and Safety Management System Certification

> Work Safety Objectives and Plans

Objective	Achievement Status	Goals for the Coming Year
Zero workplace accidents, zero occupational diseases; strictly control all near-miss incidents and potential hazards; conduct pre-employment, on-the-job, and post-employment health examinations in accordance with regulations.pre-employment, on-the-job, and post-employment health examinations in accordance with regulations.	Achieved; the company had no major work-related safety accidents in 2025.	Zero workplace accidents, zero occupational diseases; strictly control all near-miss incidents and hazards; conduct pre-employment, on-the-job, and post-employment medical examinations for positions involving occupational hazards pre-employment, on-the-job, and post-employment medical examinations.

Key Performance Indicators

During the reporting period: the rate of work-related fatalities was **0**; the number of work-related injuries was **0**; the number of workdays lost due to work-related injuries was **0**

Risk Management

To strengthen workplace safety and occupational disease prevention management, the company has established the *Hazard Identification and Risk Assessment Management Procedure and the Risk Management System*, which clearly define requirements for identifying and assessing safety risks and hazards.By systematically identifying various sources of danger and evaluating their occupational health and safety risk levels, targeted improvement measures are formulated. At the same time, the Company regularly conducts various EHS and fire safety inspections to promptly identify potential accident hazards, implement corrective measures, and prevent accidents from occurring.



- **Risk Identification**

Through methods such as interviews and on-site inspections, hazard sources in production operations are identified and recognized.

- **Risk Assessment**

Conduct qualitative and quantitative assessments of identified hazards; quantitative assessments utilize the LEC method, and classify risks into levels based on dimensions such as the likelihood and frequency of accidents. Hazard levels of Level 3 or higher are included in the Important Hazardous Sources List.

- **Risk Control Planning**

Each department shall, based on its specific circumstances, first consider the principle of risk elimination to formulate appropriate control measures, and record the results of hazard identification and assessment in the *Hazard Identification Evaluation Form*.

- **Risk Monitoring**

Each department shall conduct hazard identification and occupational health and safety risk assessment at least once a year under the coordination of EHS, and update the *Hazard Identification and Evaluation Form* to ensure continuous monitoring of risks.

Key Performance Indicators

During the reporting period: Inno Zhuhai conducted **1,525** safety inspections; Inno Suzhou conducted **1,513** times; promptly rectified identified safety and occupational health hazards and issues to ensure the safe and stable progress of production and operations.

Chemical Safety Management

The company follows guidelines from emergency management authorities and, based on the *List of Hazardous Chemicals* and chemical MSDS reports, has established regulations such as the *Gas & Chemical Safety Management Specifications* and the *Hazardous Chemicals Safety Management System*. These regulations enforce strict control over the entire process of chemical procurement, transportation, entry into the facility, warehousing, storage, temporary storage, issuance, use, and disposal to ensure chemical safety.

Safety Emergency Drills and Training

To implement the *Emergency Response Law of the People's Republic of China* and the *Regulations on the Management of Emergency Plans for Production Safety Accidents*, prevent the occurrence of production safety accidents, and ensure that major incidents can be promptly controlled, the Company has formulated the *Production Safety Accident Emergency Plan*. This plan clarifies the responsibilities of each department in safety emergency management, aiming to minimize casualties, property damage, and social impact to the greatest extent possible. The plan ensures that emergency rescue operations are carried out swiftly, orderly, and efficiently, providing a strong guarantee for the comprehensive, coordinated, scientific, and sustainable development of the Company's production and operational management.
Leveraging special campaigns such as Safety Production Month and Fire Safety Awareness Month, the Company organized a series of activities including safety knowledge competitions, hazard identification challenges, plant-wide evacuation drills, and hands-on fire extinguisher training. These initiatives fostered a deep-rooted safety culture, comprehensively enhanced employees' safety awareness and emergency response capabilities, and continuously strengthened the Company's safety production defenses.

During the reporting period: The company conducted safety education and training sessions **40**; with a total of **17,475** participants; training coverage **98.30%**

[Case Study] Work Safety Month Series of Activities

In response to the call from the Ministry of Emergency Management, in June 2025, the company organized a series of Work Safety Month to disseminate the company's safety culture requirements and enhance employees' safety awareness.



Safety Month Launch Ceremony



Hazard Challenge Activity




▲ Plant-wide Evacuation Drill





▲ Safety Knowledge Competition

[Case Study] Plant-wide Emergency Evacuation Drill During Fire Safety Month

In November 2025, the company's Zhuhai plant conducted a plant-wide emergency evacuation drill as part of Fire Safety Month to enhance employees' fire safety and further strengthen the company's safety production defenses.








▲ Fire Extinguisher Hands-On Training

Contractor Safety Management

The Company has established the *Contractor Environmental, Safety and Health Management Guidelines* to ensure that contractors' construction activities comply with the Company's environmental, safety and health regulations, prevent any environmental, safety and health incidents during contractor operations on the premises, safeguard the safety of the Company's employees and contractor personnel, and reduce operational risks of the Company.

Employee Health Protection

The Company places high importance on occupational health protection and has established control procedures such as the *Occupational Health Monitoring Management Procedure* and the *Occupational Disease Prevention Management Procedure*. Each year, the Company commissions qualified occupational health technical service agencies to conduct testing for occupational hazard factors, and regularly organizes occupational health physical examinations for employees to promptly identify and prevent potential illnesses, and establish a long-term, effective occupational health monitoring mechanism. At the same time, the Company has installed protective facilities such as mechanical ventilation, dust removal, and toxic gas extraction systems, and provides employees with personal protective equipment to effectively safeguard their occupational health.

During the reporting period	A total of **389** employees underwent occupational health and safety examinations	new cases of occupational diseases reported **0**	The occupational hazard factor testing pass rates for subsidiaries Inno Zhuhai and Inno Suzhou were both **100%**

> Employee Mental Health

The Company places great emphasis on employee mental health and has established a comprehensive mental health support system. On one hand, we have streamlined employee communication channels, established positive supervisor-subordinate relationships, and actively fostered a team atmosphere of mutual trust and positivity; on the other hand, we have established health centers at both subsidiaries, Inno Zhuhai and Inno Suzhou, to provide employees with psychological counseling and emotional support services. At the same time, the Human Resources Department promptly monitors employee emotional dynamics through one-on-one interviews and annual satisfaction surveys, proactively intervenes to provide guidance, and effectively safeguards employee mental health.

Digitalization of Safety Supervision

Focusing on business scenarios such as production safety management and hazard source management, the company has developed the “IEHS Smart Environmental, Health, and Safety Hazard Management Platform” and the “GMS System.” During the reporting period, the IEHS Smart Environmental, Health, and Safety Hazard Management Platform added three new modules: risk identification, hazardous waste inventory management, and compliance license management. By leveraging digital and intelligent technologies to optimize environmental, health, and safety management processes, the platform enables smart operations, effectively reduces risks, and comprehensively enhances the company's production safety management standards.

Co-creation of Social Value

Giving Back to Society

As a responsible corporate citizen, InnoScience is committed to deeply integrating its own value with social value. We continuously carry out initiatives such as charitable donations, event sponsorships, and educational support, giving back to society through concrete actions and working with the community to build harmony and achieve shared development.

Key Performance

2025 Annual Charitable Contributions
2.9680 million yuan.

[Case Study] Supporting Fire Relief Efforts in Tai Po, Hong Kong

In November 2025, InnoScience donated 2 million HKD to support rescue efforts and post-disaster recovery in the Tai Po fire in Hong Kong, demonstrating tangible support for our fellow citizens affected by the disaster. This donation represents a significant initiative by the company to fulfill its social responsibilities and demonstrate corporate compassion. It highlights the company's commitment to mutual support with all sectors of society, contributing to fire rescue and post-disaster reconstruction efforts to help those affected overcome their difficulties and rebuild their homes as soon as possible.







During the reporting period

The company actively participated in the 2025 Spring Charity Fundraising Campaign in Wujiang District, donating **1** million, Through concrete actions, it promoted the positive ethos of "everyone contributing love and everyone participating in charity," contributing to the development of "Innovative Lake District" and building a "livable city."

[Case Study] Supporting University Talent Development

In September 2025, InnoScience donated RMB 30,400 to Huazhong University of Science and Technology through the Graduate Student "Chip Innovation" Competition platform to support the cultivation of innovative talent. This donation is a significant initiative of the Company to deepen the integration of industry and education and assist in the development of university disciplines. It aims to encourage more outstanding students to join the semiconductor industry through financial support and access to industrial resources, thereby reserving new forces for the development of the national chip industry.





Supporting Rural Revitalization

Innoscience actively responds to the national "Rural Revitalization" strategy, deepens East-West collaboration and assistance efforts, and continues to support the development of education in Meitan County, Guizhou Province. In November 2024, the company signed a support agreement with Maoping Ethnic Middle School in Meitan County,donating stationery and other supplies to help local students with both academic excellence and good conduct successfully complete their studies. In May 2025, the company further allocated 45,000 yuan in scholarships specifically designated to assist students from low-income families, demonstrating its commitment to the development of education in Meitan through concrete actions.

[Case Study] Launching the "Heart-to-Heart" Pairing Assistance Program

In June 2025, InnoScience actively responded to the call for village-enterprise cooperation by organizing the "Village-Enterprise Heart-to-Heart: Deepening Bonds of Assistance" initiative. Through exchanges, interactions, and resource coordination, the company deepened its partnership with its paired village to jointly exploring new pathways for joint village-enterprise development, resource sharing, and mutual success.





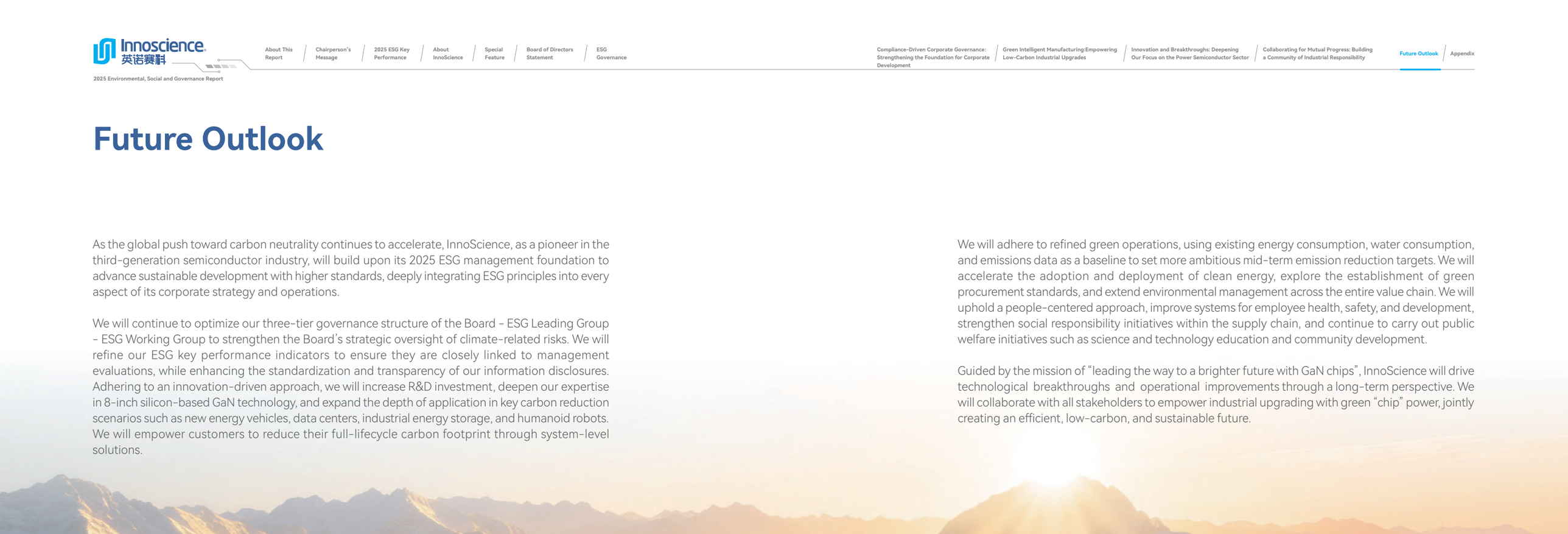
Future Outlook

As the global push toward carbon neutrality continues to accelerate, InnoScience, as a pioneer in the third-generation semiconductor industry, will build upon its 2025 ESG management foundation to advance sustainable development with higher standards, deeply integrating ESG principles into every aspect of its corporate strategy and operations.

We will continue to optimize our three-tier governance structure of the Board - ESG Leading Group - ESG Working Group to strengthen the Board's strategic oversight of climate-related risks. We will refine our ESG key performance indicators to ensure they are closely linked to management evaluations, while enhancing the standardization and transparency of our information disclosures. Adhering to an innovation-driven approach, we will increase R&D investment, deepen our expertise in 8-inch silicon-based GaN technology, and expand the depth of application in key carbon reduction scenarios such as new energy vehicles, data centers, industrial energy storage, and humanoid robots. We will empower customers to reduce their full-lifecycle carbon footprint through system-level solutions.

We will adhere to refined green operations, using existing energy consumption, water consumption, and emissions data as a baseline to set more ambitious mid-term emission reduction targets. We will accelerate the adoption and deployment of clean energy, explore the establishment of green procurement standards, and extend environmental management across the entire value chain. We will uphold a people-centered approach, improve systems for employee health, safety, and development, strengthen social responsibility initiatives within the supply chain, and continue to carry out public welfare initiatives such as science and technology education and community development.

Guided by the mission of "leading the way to a brighter future with GaN chips", InnoScience will drive technological breakthroughs and operational improvements through a long-term perspective. We will collaborate with all stakeholders to empower industrial upgrading with green "chip" power, jointly creating an efficient, low-carbon, and sustainable future.



Appendix

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Aspect B8: Community Investment		
General Disclosures	GRI 3-3,GRI 413-1	Co-creation of Social Value
KPI B8.1	GRI 203-1,GRI 413-1	Co-creation of Social Value
KPI B8.2	GRI 203-1	Co-creation of Social Value
Section D: Climate-related Disclosures		
Governance		
Governance	GRI 102,GRI 3-3,GRI 2-27	Addressing Climate Change

Strategy		
Climate-related risks and opportunities	GRI 102-1-a, GRI 201-2-a-i, GRI 201-2-a-ii, GRI 201-2-a-iv	Addressing Climate Change
Business Model and Value Chain	GRI 102-1-a	Addressing Climate Change
Strategy and Decision-Making	GRI 102-1-a	Addressing Climate Change
Financial position, financial performance, and cash flow Cash Flows	GRI 102-1-h	Addressing Climate Change
Climate Resilience	GRI 102-2	Addressing Climate Change
Risk Management		
Risk Management	GRI 201-2-a-iv	The company has not yet conducted an in-depth climate scenario analysis and quantitative financial impact assessment
Indicators and Targets		
Greenhouse Gas Emissions	GRI 102-5-a, GRI 102-6-a,GRI 102-7-a, GRI 305-1,GRI 305-2, GRI 305-3	Addressing Climate Change
Climate-related transition risks	GRI 102-1-c	As the Company's business operations involve multiple complex aspects, the financial impacts of climate-related risks and opportunities are difficult to identify separately from overall financial data, quantitative information on financial impacts cannot be disclosed for the time being
Climate-related physical risks	GRI 102-1-c	
Climate-related opportunities	GRI 102-1-c	
Capital Allocation	GRI 102-1-c	
Internal carbon pricing	GRI 102-10	The Company does not formally formulate and implement internal carbon prices for the time being
Compensation	GRI 102-1-e	The Company does not consider incorporating relevant performance indicators into its remuneration policy for the time being
Industry indicators	GRI 102	Addressing Climate Change
Climate-related targets	GRI 102-1	Addressing Climate Change
Applicability of Cross-Sectoral and Sector-Specific Indicators Applicability	GRI 102	Addressing Climate Change

Feedback Form

Dear Reader:

Thank you very much for reading this report. We highly value your feedback and look forward to hearing your thoughts on this report. Your comments and suggestions serve as an important basis for us to continuously improve the quality of our corporate ESG disclosures and advance our ESG management and practices. We welcome and sincerely appreciate your valuable feedback!

1.Your overall rating of our ESG performance is:

☐ Excellent ☐ Good ☐ Average ☐ Below Average ☐ Poor

2.Your overall rating of this report is:

☐ Excellent ☐ Good ☐ Average ☐ Below Average ☐ Poor

3.How do you rate our performance in stakeholder communication?

☐ Excellent ☐ Good ☐ Average ☐ Below Average ☐ Poor

4.How would you rate our performance regarding product liability?

☐ Excellent ☐ Good ☐ Average ☐ Below Average ☐ Poor

5.How do you rate our performance in the areas of environment, safety, and occupational health?

☐ Excellent ☐ Good ☐ Average ☐ Below Average ☐ Poor

6.How do you rate our performance regarding employee accountability?

☐ Excellent ☐ Good ☐ Average ☐ Below Average ☐ Poor

7.How do you rate our performance in ESG?

☐ Excellent ☐ Good ☐ Average ☐ Below Average ☐ Poor

8.Do you have any comments or suggestions regarding our ESG performance and this report?

You can contact us via the following methods:

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