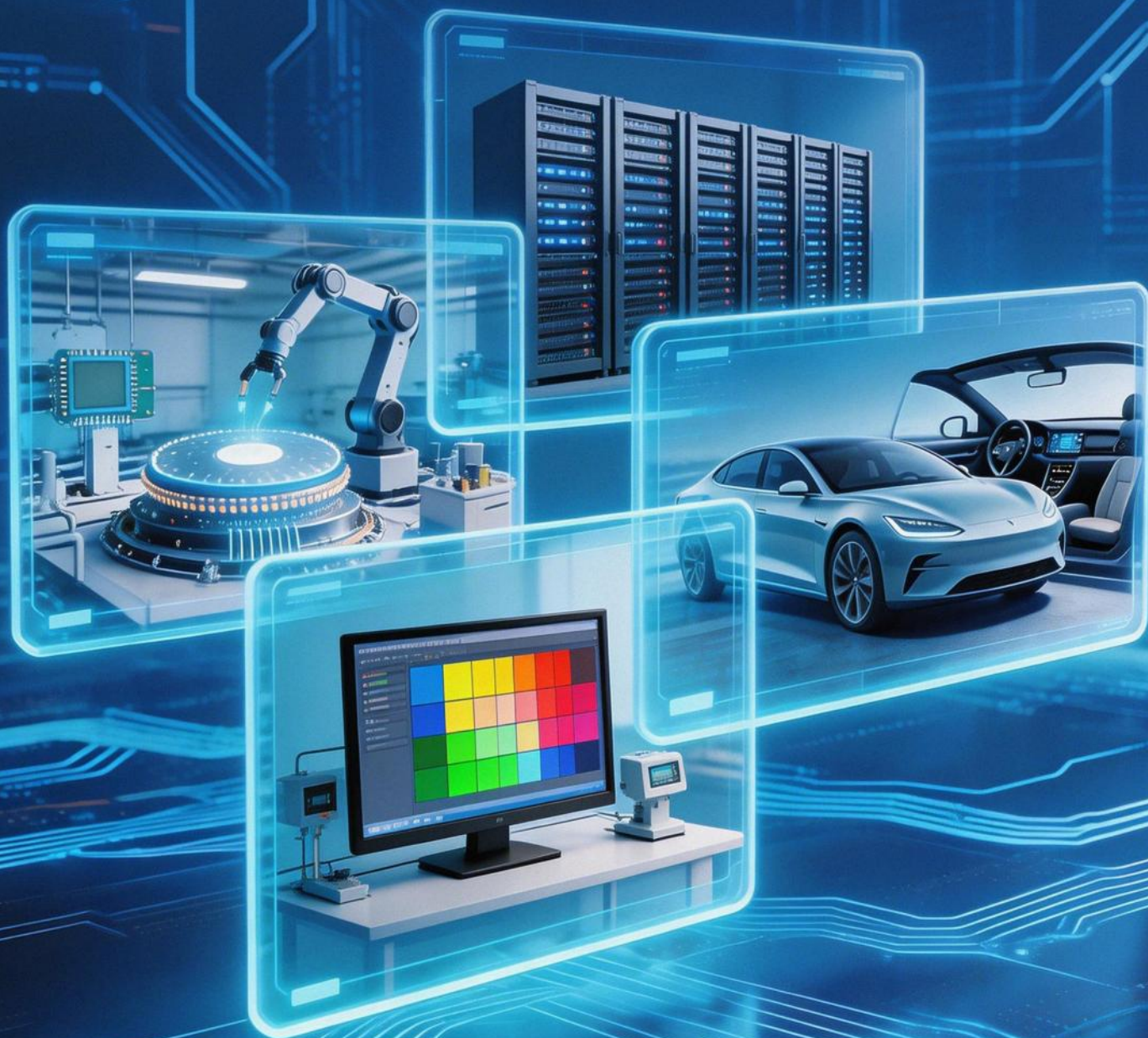


2025

SUSTAINABILITY REPORT

Huizhou Glorysky Electronics Co., Ltd.



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About the Report

This is the inaugural Sustainability Report issued by Huizhou Glorysky Electronics Co., Ltd. and its subsidiaries (hereinafter referred to as “Glorysky” or the “Company”). It aims to systematically disclose the Company’s sustainability practices and performance in 2025. Through this Report, we seek to fulfill our responsibility to communicate with stakeholders and to work together with all sectors of society toward a sustainable future.

Reporting Period

The reporting period is from January 1, 2025, to December 31, 2025. To enhance comparability and completeness, certain content in this Report appropriately traces back to prior years or extends beyond the above period.

Boundary and Scope

The non-financial information covered in this Report primarily relates to Huizhou Glorysky Electronics Co., Ltd. (the “Huidong Factory”) and Huai An Glorysky Electronics Co., Ltd. (the “Huai An Factory,” “Huai An Factory 1,” and “Huai An Factory 2”).

Company Name	Company Type	Address	Description of Titles
Huizhou Glorysky Electronics Co., Ltd.	Headquarters	Jinpai Hill Industrial Zone, Taiyang’ ao, Baihua Town, Huidong County, Huizhou City, Guangdong Province, China	Huidong Factory
Huai An Glorysky Electronics Co., Ltd.	Glorysky’s subsidiary	North of Xingsheng Road and west of Jinlun Road, Economic Development Zone, Lianshui County, Huai’ an City, Jiangsu Province, China (within Lianshui Xingang Electronics Industrial Park)	Huai An Factory 1
		North of Xinglong Road and east of Huaipu Road, Lianshui Xingang Electronics Industrial Park, Huai’ an City, Jiangsu Province, China	Huai An Factory 2

Preparation Basis

- The GRI Standards 2021 issued by the Global Reporting Initiative (GRI)
- UN Sustainable Development Goals (SDGs)

Report Commitment

This Report is prepared by Huizhou Glorysky Electronics Co., Ltd. The Company guarantees the authenticity of the information provided and warrants that it contains no false or misleading statements.

Data Source

All information and data cited in this Report are sourced from Glorysky’s official documents, statistical reports, and financial reports, as well as sustainability practice information compiled, consolidated, and reviewed by the Company’s functional departments and operating entities. In the event of any discrepancy with the Company’s annual report, the annual report shall prevail. Unless otherwise specified, monetary amounts in this Report are denominated in Renminbi (RMB).

Release Channel

This Report is published electronically in both Chinese and English on the Company’s official website: www.glorysky.com.cn.

Feedback

We welcome readers’ comments and suggestions on this Report. Please feel free to send your feedback via the following contact details.

Tel: 0752-8920668

Email: hr@glorysky.com.cn

Address: Jinpai Hill Industrial Zone, Taiyang’ ao, Baihua Town, Huidong County, Huizhou City, Guangdong Province, China

Postal code: 516300

Message from the Chairman

Seeing Profundity in the Subtle; Creating Eternity through Connection



Chairman of Glorysky
Zhang Yuanli

Dear colleagues, partners, investors and friends of Glorysky, our partners, investors, and friends who care about us, Human civilization is undergoing a profound transformation, driven by the dual engines of digital intelligence and the green transition. At Glorysky, we operate at the heart of this transformation, going far beyond mere production and devoting ourselves to the design and manufacturing of sophisticated, complex printed circuit boards (PCBs). PCBs serve as the “central nervous system” of intelligent vehicles, the lifeblood of efficient clean energy conversion, the backbone of reliable industrial internet operations, and the bridge for high-end communications that build our digital society. This Sustainability Report aims to show you how Glorysky translates the broad agenda of sustainable development into concrete actions across everything we do—from corporate governance and factory operations to technology R&D and supply chain collaboration.

Our Vision: Charting a Sustainable Future through Unwavering Focus.

Sustainable development is a long-term strategy that must be embedded in a company’s DNA. To this end, we have established a three-tier governance structure with clear roles and responsibilities—decision-making by the Board, coordination by management, and execution across departments—and have embedded sustainability goals into our core strategic planning and performance assessment system. With a spirit of relentless focus, we ensure our sustainability efforts feature top-level design while being deeply rooted in our business operations.

Our Foundation: Anchoring Steady Progress with Innovative Governance.

Trust is the most enduring bond in any partnership. We firmly believe that strong governance is the cornerstone for responding to uncertainty and achieving long-term stability. We continuously improve our modern corporate systems, strengthen Board diversity and independence, and enhance the transparency and quality of information disclosure. With a zero-tolerance approach, we have built a firewall against commercial bribery and unfair competition, and through a systematic risk management framework, we prudently address emerging challenges, including climate-related risks.

Our Commitment: Pioneering Low-Carbon Change with Pure Green Practices.

Under the vision of “Pure Green,” we are comprehensively advancing the low-carbon transformation of our production processes. We have invested in photovoltaic systems at our facilities to increase the share of clean energy. Using IoT technologies in our smart factories, we have achieved refined control and significant efficiency gains in energy and water use. On the process front, we are committed to developing and applying more environmentally friendly materials, reducing waste, and promoting circularity. We understand that true green manufacturing means creating a new development model that lives in harmony with the environment and is resilient over the long term.

Our Responsibility: Fostering a Shared Ecosystem through Collective Dedication.

A company’s foundation lies in its people, and its future is tied to the social ecosystem in which it operates. Internally, we pool our strengths to build a safe, healthy, inclusive, and empowering workplace, protect employees’ legitimate rights and interests, and provide ample growth opportunities so that every member of Glorysky can grow together with the Company. Externally, we “give back” by extending our responsibility commitments across the supply chain. Through rigorous supplier onboarding criteria and ongoing collaborative improvement, we work with upstream and downstream partners to foster a business ecosystem grounded in integrity, fairness, and accountability.

Our Engine: Setting the Standard of Excellence via Tech Innovation.

Innovation is our fundamental approach to solving the challenges of sustainable development. We continue to make high-intensity R&D investments, focusing on leading-edge technologies such as high-density interconnect and high-frequency, high-speed materials to maintain product leadership, while dedicating a significant portion of our efforts to exploring green processes, emission-reduction technologies, and circular economy solutions. We believe that through technological advancements, we can deliver distinctive solutions to the environmental and energy-efficiency challenges facing the industry.

Looking ahead, the journey toward sustainable development is full of challenges, but it also holds boundless opportunities and hope. Taking this Report as an opportunity, Glorysky looks forward to engaging in deeper dialogue and cooperation with all our employees, global customers, supplier partners, investors, and the broader community.

About Glorysky

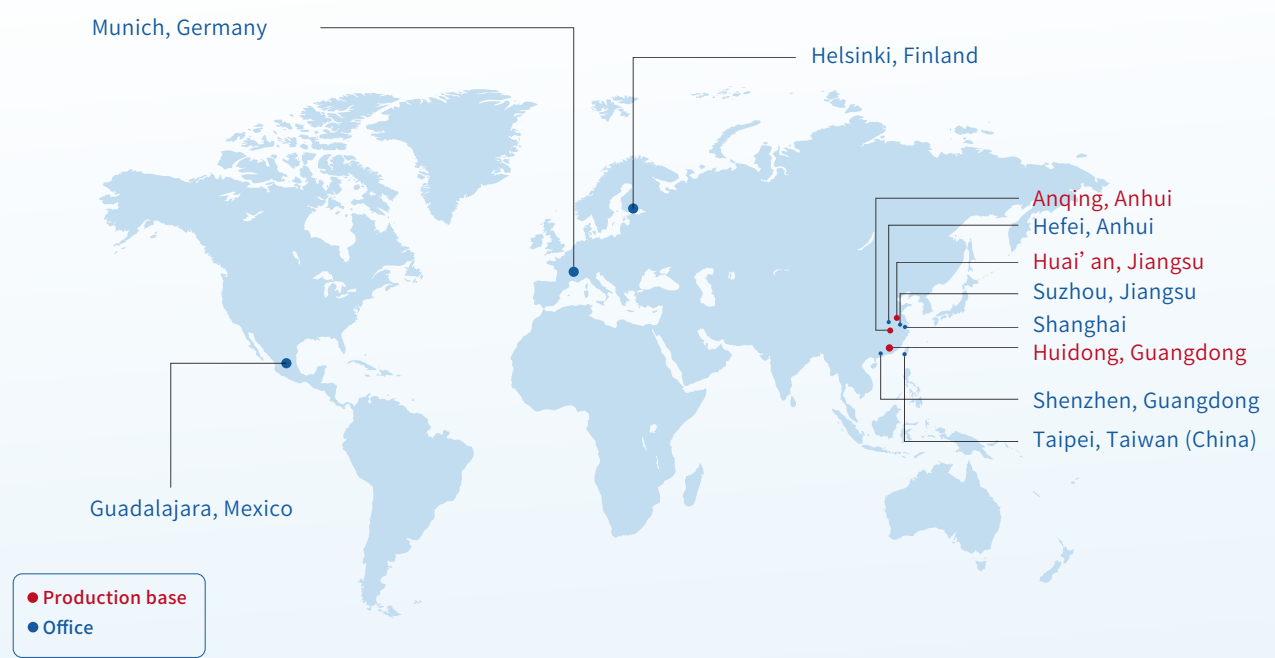
Company Overview

Founded in Huizhou in 2010, Glorysky has achieved over a decade of rapid growth. Today, the company operates three major manufacturing hubs in Huidong, Huai'an, forming a modern, multi-site integrated production system. Our products are extensively applied across diverse sectors, including AI, communications, industrial control, healthcare, automotive electronics, and LCD displays. Focusing on four core technical pillars—high layer count, high frequency, high speed, and high thermal conductivity—we possess the essential capabilities to align with global technological advancements and product trends.

Notably, Huai An Factory 2 utilizes state-of-the-art equipment and smart manufacturing systems to focus on high-performance applications like automotive electronics and AI servers, delivering highly reliable and competitive PCB solutions to global premium customers.

Driven by continuous innovation, Glorysky has earned prestigious national accolades, including "National High-Tech Enterprise," "National Intellectual Property Demonstration Enterprise," "National 'Little Giant' Enterprise," "MIIT 5G Factory." Additionally, we host a "Provincial Enterprise Technology Center" and a "Multilayer PCB Engineering Research Center." Looking ahead, aligned with the national strategy for technological advancement, Glorysky will further enhance its smart manufacturing and R&D prowess, capitalize on AI opportunities, and strive to become an industry leader.

The Company has established modern manufacturing bases in Huizhou and Huai'an, China, forming a strategic layout that reaches domestic markets while serving the globe. Through the layout of its overseas production bases, Glorysky will boost its rapid market responsiveness and strengthen service capabilities for international markets, providing global customers with more convenient and flexible delivery and technical support. This global footprint not only enhances the Company's supply chain resilience, but also lays a solid foundation for its ongoing international competitiveness and long-term sustainable development.



Brand History

2010

- Huizhou Glorysky Electronics Co., Ltd. commenced operations

2012

- The Huidong Factory obtained IATF 16949, ISO 9001, and ISO 14001 management system certifications

2016

- Certified as a National High-Tech Enterprise
- Designated as an Engineering Technology R&D Center

2013

- The dedicated production line for metal-core PCBs commenced operations

2017

- Designated as a Huizhou Municipal Enterprise Technology Center
- Awarded the title of "Engineering Research and Technology Center for Multilayer Printed Circuit Boards"

2018

- The Huai An Factory 1 commenced operations

2025

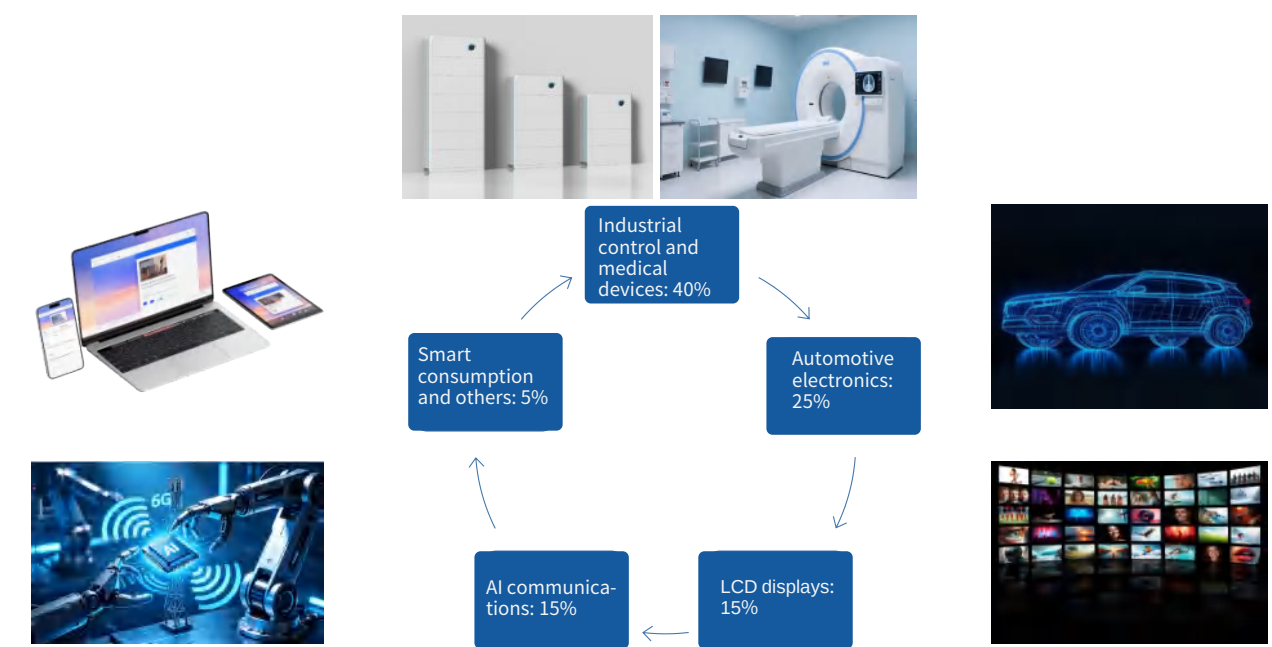
- Groundbreaking for the AI Building in 2025

2024

- The Huai An Factory 2 commenced operations

Corporate Business

Glorysky’s core business includes the R&D, production, and sales of printed circuit boards (PCBs). We are a specialized manufacturing enterprise with a complete product portfolio and a well-established technology system. Our products cover standardized categories such as single-sided, double-sided, and multilayer boards, and we also focus on specialty process products including metal-core boards, thick copper boards, high-density interconnect (HDI) boards, high-frequency/high-speed boards, LCD optoelectronic boards, and Mini LED backlight boards. We possess the ability to provide customers with diversified, customized circuit solutions ranging from conventional interconnects to applications in extreme environments.



Glorysky is well positioned to meet the diverse technical needs of strategic industries—including AI communications, industrial control and medical devices, automotive electronics, and LCD displays—ranging from conventional interconnect solutions to high-performance, high-reliability, and highly integrated products. We provide customers with closed-loop PCB technical support covering design collaboration, rapid prototyping, and mass production.



AI communications

Backed by strong technical capabilities and a robust materials R&D system, we provide PCB products for the AI industry chain, including server power supplies, storage modules, GPUs, accelerator cards, servo systems, and server motherboards.



Industrial control and medical devices

We focus on the R&D and manufacturing of PCBs for industrial control, embodied robots and medical electronics. Leveraging highly reliable, long-life, and high-safety process technologies, we provide premium PCB solutions for photovoltaic storage and charging, industrial automation, and medical devices, empowering the stable and reliable operation of high-end equipment through rigorous quality standards.



Automotive electronics

Keeping pace with market trends in new energy vehicles, we have made strategic investments in automotive electronics. Our products cover motor and electronic control systems, battery modules, passive safety systems, smart cockpits, automotive lighting, intelligent driving systems, radar, and more, and we have served multiple Tier 1 suppliers to globally recognized brands.



LCD/Displays

We operate dedicated LCD production lines and serve leading customers such as CSOT, AUO, Innolux, and LG Display. We also have the capability to manufacture extra-long metal-core PCBs to meet diverse display application needs.



Smart consumption and others

Keeping pace with the growth of the smart consumption industry, we are diversifying our product portfolio and rapidly expanding our business, focusing on areas such as computer touchscreens, smart home appliances, UAVs, and surveillance equipment, and specializing in the production of PCBs for various types of smart consumer electronics.

Corporate Culture

Glorysky is driven by the mission to create value for all stakeholders. We uphold the core values of putting customers first and encouraging innovation. Guided by the operating philosophy of achieving the ultimate with extraordinary focus, we foster a dedicated, enterprising team spirit. We stand firm on the fundamentals of quality and service, promote green production, pursue continuous improvement, and fulfill our corporate responsibilities.



Corporate Mission

Creating Value for Customers, Employees, Shareholders, and Society



Core Values

Encouraging Innovation
Business Philosophy



Business Philosophy

Achieving the Ultimate with
Extraordinary Focus



Corporate Spirit

Dedication, Teamwork
Enterprise, Contribution



Quality Policy

Quality First, Service as the Foundation
Clean Production, Continuous Improvement



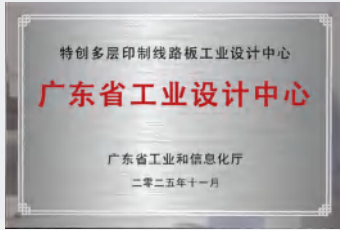
Environmental Policy

Promoting Green Production
Fulfilling Corporate Responsibility

Company Honors



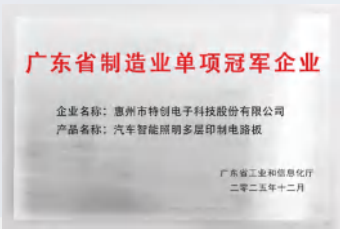
Provincial Green Factory
Department of Industry and Information
Technology of Guangdong Province



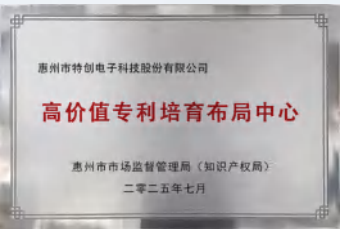
Guangdong Provincial Industrial Design Center
Department of Industry and Information
Technology of Guangdong Province



Benchmark Case of the 2025 Guangdong Top 500 Manufacturing Enterprises
Guangdong Manufacturers Association



**Guangdong Provincial-Level Manufacturing
Single-Item Champion Enterprise**
Department of Industry and Information
Technology of Guangdong Province



**High-Value Patent Cultivation
and Layout Center**
Huizhou Administration for Market Regulation

Association Memberships

Glorysky recognizes that industrial collaboration and knowledge sharing are essential to advancing sustainable industry development. To this end, we actively join and participate in multiple authoritative industry associations and professional organizations in China and abroad, to deepen exchanges with partners across the industry chain, jointly explore technology trends, standards development, and industry best practices, and drive the industry’s green transition and high-quality growth through technological innovation.

Company Name	Association Name
Huizhou Glorysky Electronics Co., Ltd.	Guangdong Printed Circuit Association (GPCA)
Huizhou Glorysky Electronics Co., Ltd.	China Printed Circuit Association (CPCA)
Huizhou Glorysky Electronics Co., Ltd.	Taiwan Printed Circuit Association (TPCA)
Huizhou Glorysky Electronics Co., Ltd.	Guangdong Electronics and Information Industry Association (GDEIA)
Huai An Glorysky Electronics Co., Ltd.	Jiangsu Association of Science & Technology Innovation (JASTI)
Huizhou Glorysky Electronics Co., Ltd.	Guangdong Manufacturers Association (GMA)

Driven by Focus, Built for Sustainability

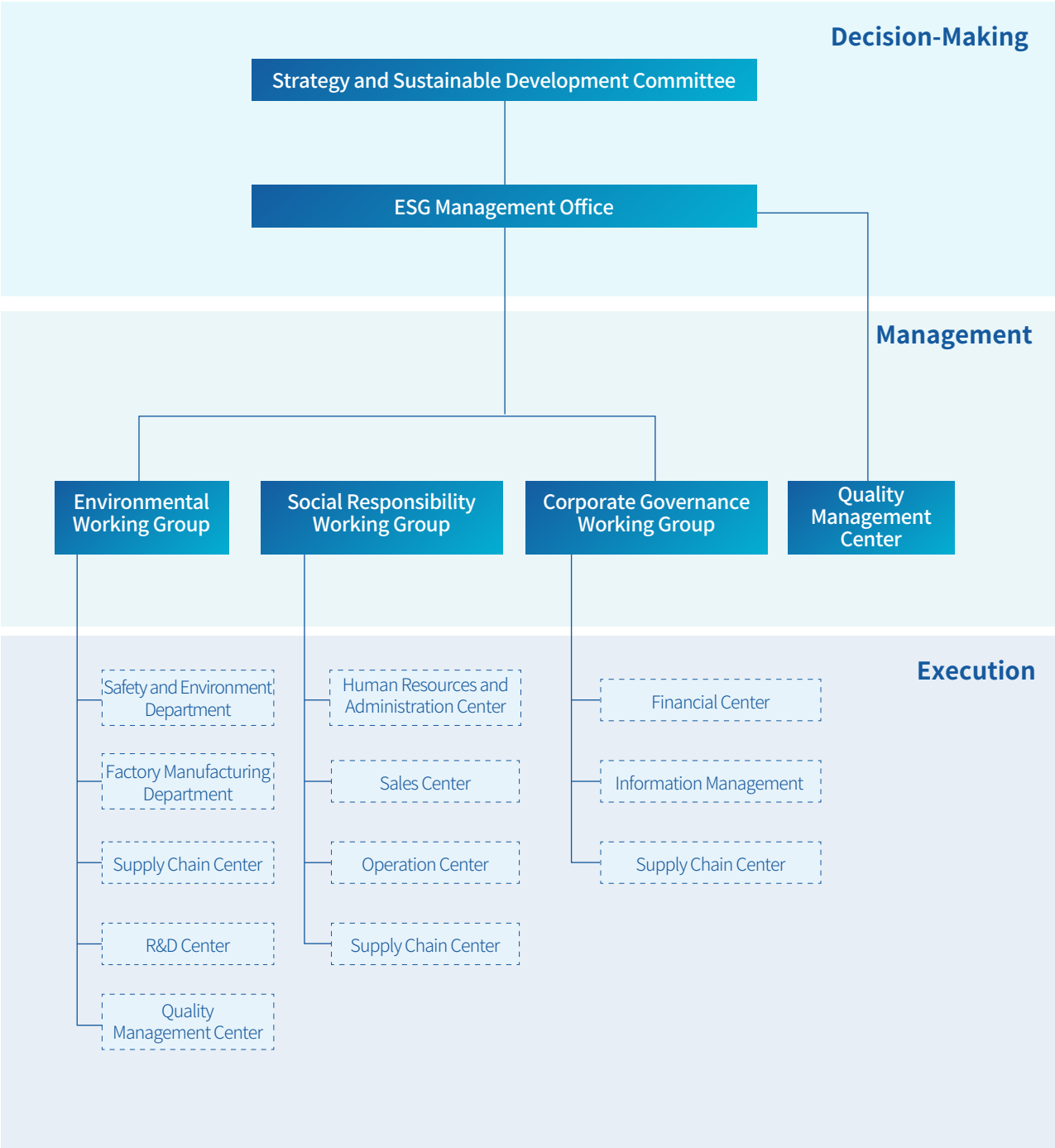
- Sustainable Development Management Architecture
- Stakeholder Engagement
- Materiality Assessment Analysis

01



Sustainable Development Management Architecture

Glorysky’s sustainability structure comprises three levels—decision-making, management, and execution—forming a closed loop from strategy to implementation:



Responsibilities of the Strategy and Sustainable Development Committee



- ESG strategy and system development: Coordinate the establishment of the Company’s ESG management system; review and assess key ESG risks and opportunities; and define the Company’s ESG vision, strategic approach, and core objectives.
- ESG performance monitoring and disclosure: Oversee the implementation and performance of the Company’s ESG strategy; review and approve the annual ESG report and relevant external disclosures.



- Planning and execution oversight: Take charge of and refine the Company’s ESG strategic plan; organize, lead, and oversee the implementation of ESG initiatives; and regularly report progress to the decision-making level while providing professional recommendations for improvement.
- Operational integration and risk management: Promote the integration of ESG requirements into core business processes; proactively identify and manage ESG risks and topics in operations; and lead the preparation of the ESG report and related disclosures.
- Task deployment and resource coordination: Break down annual ESG targets and work plans; efficiently coordinate and allocate internal resources; and establish cross-functional collaboration mechanisms to ensure ESG targets are achieved.



- Task execution and implementation: Implement specific ESG tasks assigned by management, ensuring all requirements are effectively implemented.
- Report preparation and management: Lead the overall preparation of the Sustainability/ESG Report, including information gathering, data compilation, and support for publication.
- System development and implementation: Participate in and drive the establishment and day-to-day operation of management systems, policies, and procedures related to key ESG topics (such as carbon management and supply chain responsibility).
- Performance data and analysis: Establish a tracking mechanism for annual ESG performance data; regularly collect, verify, and analyze data on key topics to support management and decision-making.

Stakeholder Engagement

Glorysky is committed to ensuring transparency in its sustainability management through diverse, systematic communication channels. We actively listen to and respond to the concerns of all stakeholders, working closely with our value chain partners to advance sustainable development. The Company has systematically identified eight key stakeholder groups. Based on each group’s core concerns and level of influence, we have established a structured engagement mechanism and adopted tailored communication approaches to enable targeted and efficient information exchange and value co-creation.

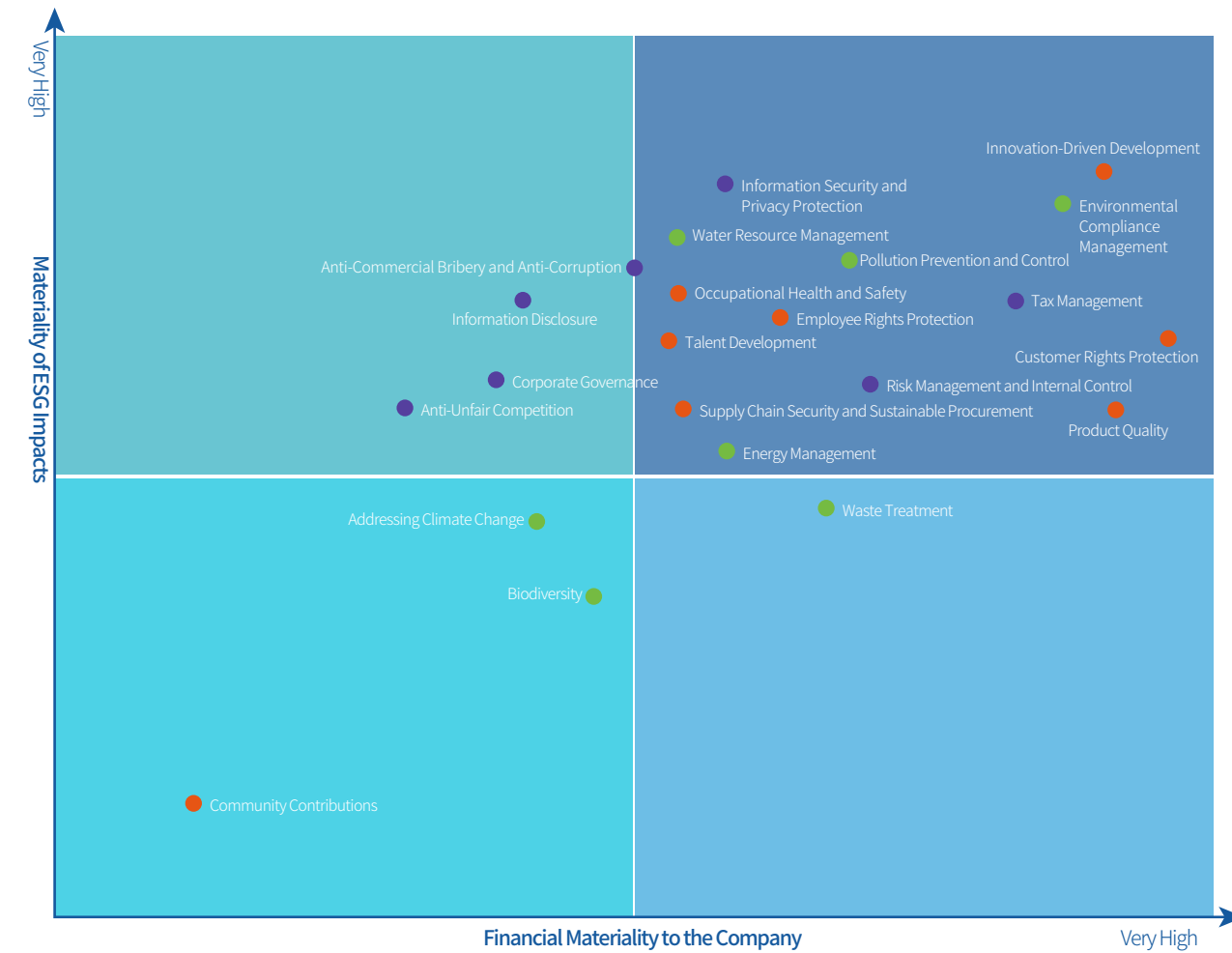
Stakeholders	Topics of Concern		Engagement Channels	Liaison Department
 Directors, supervisors, and senior executives	· Corporate governance · Information disclosure · Tax management	· Risk management and internal control · Anti-commercial bribery and anti-corruption · Anti-unfair competition	Meeting Notification Announcement	Board of Directors
 Customers	· Addressing climate change · Energy management · Innovation-driven developmen · Product quality	· Customer rights protection · Occupational health and safety · Information security and privacy protection	Phone call E-mail	Sales Center
 General employees	· Employee rights protection · Talent acquisition and retention · Talent development	· Compensation and benefits · Occupational health and safety	Phone call E-mail Employee representatives Questionnaire	Human Resources and Administration Center
 Suppliers and business partners	· Occupational health and safety · Supply chain security and sustainable procurement · Product quality	· Anti-commercial bribery and anti-corruption · Anti-unfair competition · Information security and privacy protection	Phone call E-mail	Supply Chain Center
 Governments and regulatory authorities	· Environmental compliance management · Addressing climate change · Energy management · Pollution prevention and control	· Water resource management · Tax management · Occupational health and safety	Meeting Notification Announcement	General Manager’s Office
 Community residents and charitable organizations	· Environmental compliance management	· Community contributions	Meeting Notification Announcement	General Manager’s Office
 Industry associations	· Innovation-driven development		Notification Announcement	General Manager’s Office
 Media and the public	· Biodiversity	· Information disclosure	Meeting Notification Announcement	General Manager’s Office

Material Topic Analysis

To systematically identify the sustainability topics most relevant to our operations and with the greatest impact on stakeholders, Glorysky conducted a quantitative analysis and matrix positioning of materiality topics through a combination of stakeholder surveys and internal assessments, based on the double materiality principle—considering both materiality to stakeholders and financial materiality to the Company.



2025 Double Materiality Analysis Matrix



Topics of Financial and Impact Materiality	Topics of Financial Materiality Only
Topics of Impact Materiality Only	Topics of Neither Financial nor Impact Materiality

Smart Governance, Stable Growth

- Corporate Governance
- Information Disclosure
- Tax Management
- Risk Management and Internal Control
- Bribery and Anti-Corruption
- Anti-Unfair Competition
- Information Security and Privacy Protection

02



Response to SDGs:

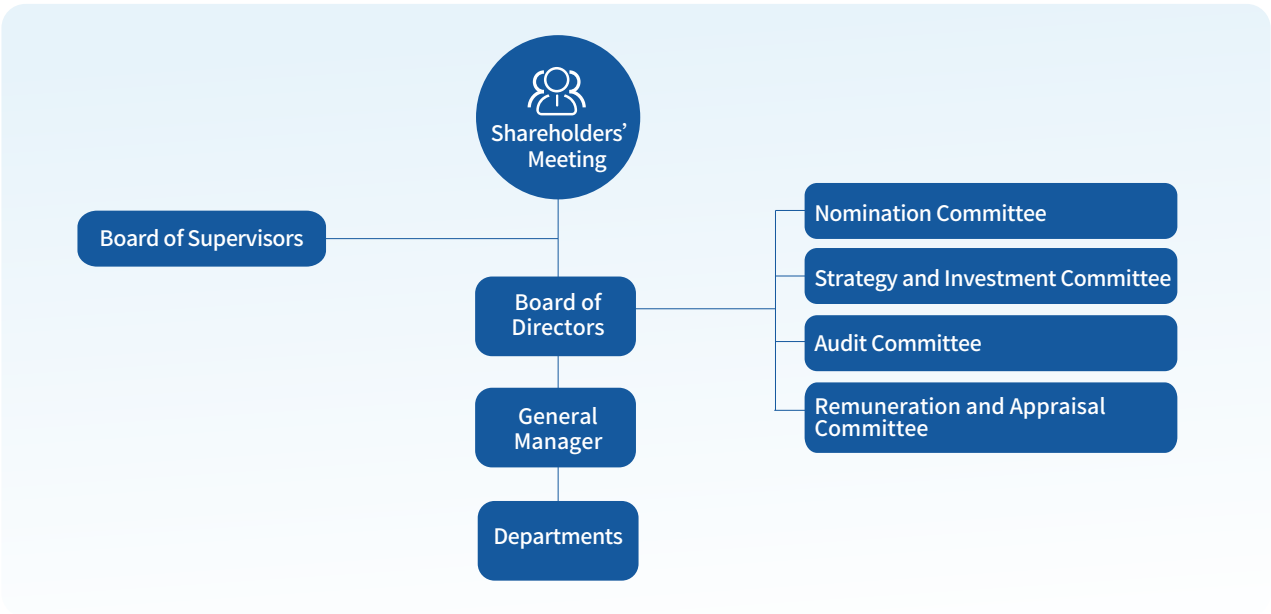
16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

Corporate Governance

Governance Structure and Operations

A robust, transparent, and effective corporate governance system is the cornerstone of Glorysky’s sustainable development and protection of stakeholder rights and interests. In strict compliance with the Company Law of the People’s Republic of China and other applicable laws and regulations, as well as our Articles of Association, we have established an integrated governance structure comprising the Shareholders’ Meeting, the Board of Directors, the Board of Supervisors, and the General Manager. This structure ensures clear rights and responsibilities, standardized operations, and effective checks and balances, providing robust support for the Company’s long-term, stable development.



The Company has established a modern corporate governance structure consisting of the Shareholders’ Meeting, the Board of Directors, the Board of Supervisors, and senior executives. Each body operates independently, makes reasonable decisions, and maintains effective checks and balances and oversight in accordance with the functions and powers conferred by laws, regulations, and the Company’s Articles of Association.

Shareholders’ Meeting: As the Company’s highest authority, it exercises statutory powers to decide on business policies and investment plans, elect directors and supervisors, and deliberate on major matters, ensuring that shareholders’ will is fully reflected.

Board of Directors: Accountable to the Shareholders’ Meeting, the Board of Directors is the Company’s decision-making body. It comprises five directors, including two independent directors. The Board has established four special committees: the Strategy and Development Committee, the Audit Committee, the Nomination Committee, and the Remuneration and Appraisal Committee. These committees provide professional support for the Board’s decision-making.



Board of Supervisors: As the Company’s supervisory body, it comprises three supervisors (including one employee representative supervisor) and is responsible for overseeing the conduct of directors and senior executives as well as the Company’s financial affairs, ensuring lawful and compliant operations.

Board Diversity and Professional Capacity Building

The Company places great emphasis on the Board’s composition and decision-making capability, and is committed to building a Board that is diverse in background, complementary in expertise, and rich in experience.

Member	Role	Profile
Zhang Yuanli	Executive Director, Chairman, General Manager	With nearly three decades of experience in the PCB industry, Zhang has gained comprehensive experience across technical, manufacturing, marketing, and management roles. He has deep insight into industry trends and corporate operations, serving as the formulator and core driver of the Company’s strategy.
Dong Enjia	Director	With long-standing experience in industrial technology and engineering management, Dong has deep insight into the Company’s manufacturing processes and technological development, providing critical support for the Company’s technology and operations decisions.
Zhao Huicai	Director, Deputy General Manager, Board Secretary	With extensive experience in finance and capital operations, Zhao is responsible for the Company’s financial management, information disclosure, and investor relations, ensuring compliant operations and transparent communications.
Chen Shirong	Independent Director	Chen is an associate professor at a university and also serves as Deputy Secretary-General of the Guangdong Printed Circuit Association and an independent director of several listed companies, providing independent and professional advice on industry technology development, standards formulation, and corporate governance.
Xie Cui	Independent Director	As a seasoned certified public accountant with over 30 years of experience in auditing and accounting firm management, Xie provides critical independent judgment on financial accounting, internal controls, and audit oversight for the Company.

Key Performance Indicator: Corporate Governance

Number of general meetings held	Number of matters considered at general meetings	Number of board meetings held
2 Times	12 Items	4 Times
Number of matters considered at board meetings	Number of supervisory board meetings held	Number of matters considered at supervisory board meetings
19 Items	2 Times	11 Items

Information Disclosure

Responsible information disclosure is a core pillar of strong corporate governance, embodying our commitment to shareholders and all stakeholders. We are dedicated to going beyond minimum compliance and to building a communication system guided by the principles of “transparency, fairness, interactivity, and a forward-looking approach.” This ensures that the Company’s strategy, operations, and financial performance—especially its ESG performance—are communicated to the market clearly, accurately, and promptly. By listening to all voices, we aim to build long-term, solid relationships of trust.

We have established and continue to refine a systematic information disclosure management system, ensuring that the flow, decision-making, and release of all material information are controlled, compliant, and efficient.

Governance structure and responsibility

The Board of Directors assumes ultimate responsibility for information disclosure. Under the leadership of the Board of Directors, the Board Secretary is fully responsible for coordinating and managing disclosure matters. We require all directors, supervisors, senior executives, and heads of relevant departments to understand and fulfill their disclosure responsibilities, working together to safeguard the truthfulness, accuracy, and completeness of disclosed information.

Disclosure principles and scope

We strictly adhere to the principle of fair disclosure to ensure that all stakeholders have simultaneous and equal access to material information. In addition to legally required disclosures—such as financial reports, material transactions, and corporate governance updates—we proactively include performance, progress toward targets, and management practices related to key sustainability topics in both periodic and ad hoc disclosures, responding to stakeholders’ growing demand for sustainability information.

Multi-channel official releases

We use our official website, official social media platforms, and other channels to communicate corporate value in multiple dimensions and formats, enhancing the accessibility of information.



Tax Management

During the reporting period, Glorysky remained committed to the fundamental principles of “paying taxes in accordance with the law and operating with integrity,” fully integrating tax compliance management into the Company’s overall risk management system. The Company strictly complies with national tax laws and regulations, completing all tax filings in a timely and accurate manner and paying taxes in full, thereby fulfilling its social responsibility as a key economic entity. Building on the tax management system and risk self-assessment mechanism described above, the Company has further strengthened tax information communication and coordinated management between the Group and the subsidiary. It has carried out special risk reviews in key areas such as export tax rebates and the additional deduction for R&D expenses, ensuring standardized, consistent, and traceable tax treatment.

The Company has long pursued a sustained and systematic approach to tax compliance management. In recognition of its strong tax compliance performance, Glorysky was rated as a Class A Enterprise for Tax-Paying Credit by the State Taxation Administration of China, marking national-level recognition of its tax management effectiveness and integrity-driven operations. Meanwhile, in terms of cross-border supply chain compliance and trade security, the Company has obtained Authorized Economic Operator (AEO) certification, significantly enhancing the operational efficiency and risk resilience of its global supply chain.

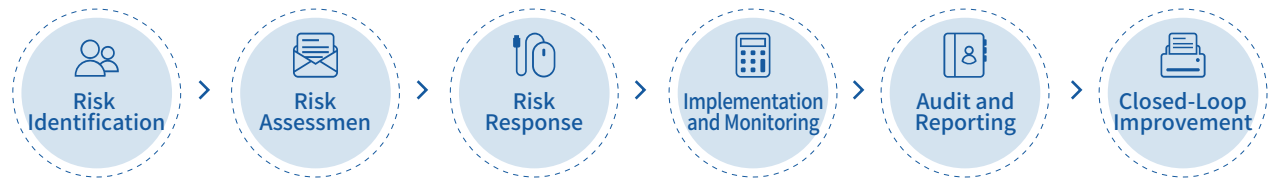


Risk Management and Internal Control

Risk Management

Glorysky regards risk management as the core foundation for achieving its strategic objectives and ensuring operational resilience. We are committed to building a systematic risk management system covering all business areas. Through ongoing internal and external environmental scanning and dynamic monitoring, we proactively identify risks that may affect the Company’s development, providing solid support for sound decision-making and steady operations.

Risk Management Process



Strengthening Internal Audit and Internal Control

The Audit Department, operating under the direction of the Board of Directors’ Audit Committee, serves as an independent and objective oversight and evaluation body within the internal control system, conducting regular and special audits in key areas such as finance, operations, compliance, and risk management. Audit work follows a closed-loop management approach: internal control deficiencies or potential risks identified are reported in a timely manner, with corrective actions tracked through to completion. This approach drives the integrated development of the three lines of defense—compliance, risk control, and internal control—safeguarding the Company’s sustainable development.



Anti-Commercial Bribery and Anti-Corruption

Business Ethics Management

Glorysky takes integrity and honesty as the foundation of its existence and the cornerstone of sustainable development. We firmly believe that an open and transparent business environment is key to fostering a fair market and earning enduring trust. To this end, the Company has established a comprehensive governance system encompassing cultural advocacy, institutional constraints, internal and external coordination, and rigorous oversight. We are resolutely committed to preventing and combating all forms of corruption, commercial bribery, and embezzlement, and to maintaining a healthy and compliant business ecosystem.

The Company holds every employee to the highest standards of business ethics and embeds the core values of “respect, integrity, fairness, and transparency” into all business activities.

Comprehensive code of ethics

We have formulated the Code of Business Conduct and Ethics, requiring employees to uphold integrity in business interactions and strictly comply with all applicable laws and regulations. The Code explicitly prohibits any form of bribery, corruption, extortion, or embezzlement, and requires that all business transactions be recorded accurately and completely in the Company’s books and records.

Clear conflict of interest management

The Company requires employees to avoid any conflict between personal and Company interests and has established a mandatory proactive disclosure and recusal mechanism for potential conflict scenarios (such as transactions with companies where the employee’s relatives are employed), ensuring objective and impartial business decisions.

Strict standards for gifts and hospitality

To prevent transfer of benefits, the Company has set clear, enforceable boundaries for business gifts and hospitality.

Commitment to confidentiality and fair competition

We are committed to safeguarding the intellectual property and trade secrets of the Company and our partners. We adhere to the principle of fairness in market competition, rejecting unethical practices such as defaming competitors or stealing trade secrets.

Supplier Integrity

Glorysky extends its integrity requirements across the supply chain and is committed to fostering a procurement environment characterized by uprightness and mutually beneficial cooperation.

Contractual constraints and shared commitment

We require all suppliers, contractors, and business partners to sign a legally binding Integrity Commitment Letter, which explicitly requires compliance with applicable anti-bribery and anti-corruption laws and regulations in their business dealings with Glorysky, and a shared commitment to an honest and ethical business environment.

Transparent procurement process

The Company has established an open, fair, and impartial mechanism for supplier onboarding and evaluation. Procurement of critical materials follows the principle of competition, and digital systems are used to enhance process transparency, ensuring that procurement decisions are based on business value and preventing under-the-table dealings and improper interference.

Collaborative development and accountability transmission

Beyond imposing requirements on suppliers’ conduct, we communicate our integrity expectations to partners and encourage them to establish their own compliance systems. In the event of serious violations of the integrity commitment, the Company will terminate the business relationship and reserves the right to pursue legal liability.

Internal Integrity and Whistleblowing Management

Through an integrated internal mechanism of “policies, education, oversight, and punishment,” the Company embeds integrity requirements into every aspect of its operations.

Robust policy safeguards

The Company has issued the Procedures for the Management of Anti-Corruption, Anti-Commercial Bribery, and Anti-Embezzlement. This policy clearly defines acts of corruption, commercial bribery, and embezzlement, and establishes specific quantitative thresholds for identification (such as amount and time limits for using embezzled funds for illegal activities, profit-making activities, or failing to return funds beyond a specified period). These rules draw an unmistakable “red line” of conduct for all employees.

Ongoing education and culture building

Integrity awareness begins with education. All new employees are required to complete business ethics and anti-corruption training as part of onboarding. The company regularly organizes specialized awareness promotion and education sessions for employees in key roles such as procurement, sales, and finance, and continuously promotes an integrity culture through multiple internal channels, fostering an environment where employees are disinclined to engage in corruption.

Safe and accessible reporting and protection mechanisms

The Company believes in the power of internal oversight and has established multiple reporting channels, including a dedicated email address, a hotline, and physical suggestion boxes. It has also formulated the Employee Complaint Management Procedure, which explicitly commits to strict confidentiality and security protection for both named and anonymous whistleblowers, and prohibits any form of retaliation. Whistleblowers whose reports are substantiated will receive rewards.
Reporting email: gscw@glorysky.com.cn/audit@glorysky.com.cn
Reporting hotline: 0752-8920668

Rigorous investigation and “zero-tolerance” accountability

The Company has designated its audit and discipline inspection departments to receive and investigate all reports of misconduct. Once substantiated, disciplinary actions—including warnings, demotion, and termination of employment—will be taken depending on the severity of the case. If the conduct is suspected to constitute a crime, the case will be unequivocally referred to judicial authorities, reflecting the Company’s unwavering “zero-tolerance” stance toward corruption.

Case Study

Employee Anti-Corruption Training

Glorysky places strong emphasis on fostering and transmitting a culture of integrity, making anti-corruption training a mandatory requirement for employees in key roles. In 2025, the Company organized a specialized anti-corruption training session for employees in key positions such as procurement, sales, finance, and management, under the theme of “Upholding Professional Integrity and Safeguarding the Company’s Interests.” The training not only provided an in-depth interpretation of the specific provisions and “red-line” standards set out in the Company’s Anti-Corruption, Anti-Commercial Bribery, and Anti-Embezzlement Control Guidelines, but also drew on typical judicial cases from the industry to explain the legal consequences and personal career risks associated with commercial bribery and occupational embezzlement. To ensure the effectiveness of the training, the session included interactive Q&As and scenario-based testing. It also reiterated and demonstrated the Company’s diverse and confidential internal reporting channels.



Key Performance Indicator: Anti-Commercial Bribery and Anti-Corruption



Coverage of directors receiving anti-corruption training

100%

Average training hours per director on anti-corruption training

2h

Coverage of employees receiving anti-corruption training

100%

Anti-Unfair Competition

Glorysky believes that fair and orderly market competition is the prerequisite for the healthy development of the industry and the Company’s sustainable commercial success. The Company strictly complies with applicable laws and regulations, including the Anti-Unfair Competition Law of the People’s Republic of China, and resolutely opposes and prevents all forms of unfair competition, such as commercial disparagement, misappropriation of trade secrets, false advertising, and monopoly agreements. We are committed to building long-term competitive advantages based on leading technology, reliable quality, and superior services.



Governance structure

The Human Resources Department centrally oversees the Company’s anti-unfair competition functions. The company explicitly prohibits any form of collusion, actions that undermine fair trade, false advertising, and other illegal or non-compliant acts of unfair competition. The Company requires all employees and business partners to understand and comply with the fundamental principles of fair competition, engage in responsible marketing practices, and uphold a corporate image of integrity and impartiality.

In supply chain management, the Company has continued to strengthen oversight of suppliers and tighten assessment requirements. Leveraging the supply chain management system, the Company exercises end-to-end control over the procurement process. For major projects, a bid bond mechanism has been introduced to ensure that suppliers’ quotations are true and valid, thereby effectively preventing malicious low-price bidding. In addition, the Company flexibly adopts various procurement methods, including setting a regulated maximum bidding price, to further reduce the risk of malicious low-price competition and ensure fairness, impartiality, and transparency across all stages of procurement.



Measures implemented

To ensure that compliance principles are deeply ingrained, the Company has established a regular anti-unfair competition training mechanism. Specialized training sessions are held periodically for key roles such as marketing, sales, procurement, and management. Through legal interpretation, case analyses, and scenario simulations, the training sessions strengthen employees’ awareness of business ethics red lines and their ability to prevent risks. Upholding the core principles of fair trading, advertising, and competition, the Company does not engage in any form of unfair competition (such as collusion, conspiracy, or mutual back-scratching). It actively safeguards the legitimate rights and interests of other market participants and is committed to creating a favorable market environment with sound conditions for fair competition.



Information Security and Privacy Protection

Information Security Management System

Glorysky is committed to establishing and continuously improving a systematic information security management and privacy protection system. The Company strictly complies with national laws and regulations, including the Cybersecurity Law of the People’s Republic of China, the Data Security Law of the People’s Republic of China, and the Personal Information Protection Law of the People’s Republic of China, as well as relevant international standards, ensuring that the information assets of the Company, its customers, and its employees are fully protected.

To systematically manage information security risks, Glorysky has established a complete, standardized, and continuously improving information security management system.



ISO 27001 Certificate

Policy framework and organizational support:

The Company has established the Information Security Operation Control Procedure as its core management policy, clearly defining the purpose, scope, responsibilities, and detailed processes for information security management.

Systematic operational controls

Our management system covers the full lifecycle of information systems. Core control measures include:

- **Change management:** A formal change management procedure for systems and applications has been established. All change requests are reviewed, approved, tested, and documented to ensure changes are secure and controlled, and contingency plans are in place in the event of change failure.
- **Separation of environments:** A strict physical or logical separation is maintained between development, testing, and operational environments to prevent unauthorized access or changes, thereby ensuring the stability and security of production systems.
- **Malware prevention:** In accordance with the Virus Management Policy, company-approved antivirus software is deployed and maintained on all workstations, file servers, and email gateways. Users are prohibited from disabling or bypassing protections, and automatic updates are enforced.
- **Backup and recovery:** A tiered backup strategy has been developed and implemented, with regular backups of information, software, and system images. For core data, real-time backup and off-site multi-replica backup are used, and recovery procedures are regularly tested to ensure business continuity.
- **Logging and monitoring:** Comprehensive logs of user activities, exceptions, errors, and information security incidents are recorded, including user IDs, system activities, access attempts, and configuration changes.
- **Capacity management:** Future capacity and performance requirements of information systems are forecasted. Resource usage is monitored to identify and avoid service bottlenecks. A capacity plan is developed to ensure adequate processing and storage capacity.
- **Audits and continuous improvement:** The Company conducts regular internal and external audits of its information security management system.

Information Security Protection

Through layered security technologies and management measures, Glorysky has established a comprehensive information security protection network.

Network perimeter security

Next-generation firewalls and intrusion detection/prevention systems are deployed at key network nodes. Policies are regularly optimized, and equipment is upgraded on a periodic basis.

Endpoint and device security

Standardized configuration management is implemented for all client computers. Approved antivirus software (including EDR endpoint protection) and security patches are uniformly installed, and unnecessary USB storage interfaces are disabled. A strict password policy is enforced, requiring regular password changes and compliance with the minimum length and complexity requirements, and prohibiting password sharing. Access to the company network from mobile devices is controlled, passcode protection is required, and in principle, storage of important data on mobile devices is prohibited. IT assets (such as servers, computers, and network equipment) are managed throughout their full lifecycle from requisition and installation to use, maintenance, and disposal, thereby ensuring asset security.

Physical and environmental security

Strict access controls are implemented for the core server room, and unauthorized personnel are prohibited from entering. The server room is equipped with dedicated cabinets, uninterruptible power supplies, air conditioning, and fire-protection systems. Environmental conditions are monitored, and the room is cleaned regularly to ensure the safe and stable operation of hardware equipment.

Case Study

Deploying a Green and Secure Data Center

To ensure the continuous operation of its core business and safeguard information security, Glorysky has built a next-generation high-standard server room. The server room features an N+X redundant power supply, a fully enclosed environment, and an intelligent joint defense surveillance system to meet stringent security requirements. Modular design, redundancy for critical components, and intelligent temperature control ensure highly stable system operations. A unified intelligent monitoring platform is in place to support both on-site and remote management, and it automatically notifies administrators by phone call or SMS in the event of anomalies. In addition, technologies such as enclosed aisles, in-row cooling, and free cooling deliver overall energy savings of 25%–40%, achieving an integrated balance of security, stability, efficiency, and sustainability.



Privacy and Security Protection

Customer Privacy Protection

Glorysky recognizes that customer trust is invaluable and applies strict lifecycle management to customer privacy data.

• Management framework

A dedicated Customer Privacy Protection Management Policy has been established, along with a Customer Privacy Protection Leading Group. Responsibilities are clearly defined for departments including data management, business operations, IT, security, legal affairs, and customer service.

• Lawful and compliant collection

Following the principles of “minimum necessity” and “informed consent,” we clearly inform customers of the purpose, methods, and scope of data collection before obtaining their personal information, and secure their explicit authorization. Separate consent is obtained for sensitive personal information.

• Classification, grading, and secure storage

Customer privacy data is classified (such as basic information, sensitive information, and transaction information) and graded (from core sensitive to general). Differentiated security measures are applied based on the grade. In particular, sensitive information (such as bank account and biometric information) is protected through encrypted storage (such as using the AES-256 algorithm), access controls, and operational audits.

• Controlled use and restricted sharing

Customer privacy data is used only within the authorized scope. For internal use, the data is de-identified. In principle, sharing with third parties is prohibited. If sharing is truly necessary, we will re-obtain customer authorization, sign a strict confidentiality agreement with the third party, and anonymize the data.

• Protection of rights

Processes and channels have been established for customers to inquire about, correct, delete, and withdraw authorization for their private data, actively responding to and protecting their legitimate rights and interests.

• Secure disposal

A customer privacy data destruction process has been established. Data that is no longer needed and legally permitted to be destroyed is irreversibly and completely destroyed, with records kept for archiving.

Employee Privacy Protection

Glorysky respects and protects the personal privacy of every employee, ensuring the security and lawful use of employees’ personal information.

• Policy safeguards

The Company’ s Privacy Management System and Personal Information Security Policy set out clear requirements for protecting employee privacy.

• Minimized collection

Employee personal information is collected only in necessary, lawful scenarios such as onboarding, in-service management, and offboarding, and only information directly related to the performance of the labor contract is collected. The purpose of processing such information is clearly communicated.

• Strict confidentiality and restricted access

Sensitive personal information of employees (such as compensation and benefits, health status, and bank account details) is encrypted and subject to strict access controls. Access is granted only to authorized personnel who need the information to perform essential job duties. Disclosure or use for non-work purposes is strictly prohibited.

• Offboarding management

When an employee leaves, the Human Resources Department and the Information Management Department work together to complete the handover and, in accordance with applicable laws and regulations, process or delete the employee’ s personal information. All system access permissions are simultaneously revoked to ensure secure, closed-loop management of the departing employee’ s information.

• Awareness and accountability

Through internal training, employees are clearly informed of the rules governing the protection of their personal information. At the same time, employees are required not to inquire about or disseminate others’ personal information, fostering a workplace culture that respects privacy.

Case Study

Information Security Training

Information security training at Glorysky is built around the core principle of “awareness first, company-wide participation.” It systematically explains the definition of information assets and the three fundamental objectives of confidentiality, integrity, and availability. Grounded in practical work scenarios, the training covers key standards such as asset classification, access control, malware prevention, and password and email security. Through case studies (such as ransomware attacks) and hands-on guidance, the training translates security concepts into everyday behavioral habits, comprehensively strengthening employees’ risk prevention capabilities and building a robust human line of defense for information security.



Pure Green, Pioneering Low-Carbon Change

- Addressing Climate Change
- Energy Management
- Water Resource Management
- Environmental Compliance Management
- Pollution Prevention and Control
- Biodiversity

03

Response to SDGs:





Addressing Climate Change

In response to the challenges of global climate change and China’s national “dual carbon” strategy, Glorysky has incorporated climate action into its core strategy. Based on its industry and business characteristics, the Company has built a full-chain system across five dimensions: organizational support, strategic planning, risk management and control, goal guidance, and data support. Through a range of management practices, Glorysky is advancing its green and low-carbon transition, demonstrating its responsibility and commitment to addressing climate risks and safeguarding sustainable development.

Governance and Strategy

Governance structure

The Company has established a climate governance system with the Board of Directors as the highest decision-making body and has formulated the Greenhouse Gas (GHG) Inventory Procedure. The Chairman serves as Chair of the Strategy and Sustainable Development Committee, leading the review and approval of climate governance strategies, emissions reduction targets, and key policies, and overseeing implementation effectiveness while ensuring cross-departmental coordination and resource allocation. The ESG Management Office is responsible for deployment and implementation, integrating climate requirements into all business processes, refining pathways, coordinating progress, and reporting on progress and risks. As the dedicated coordinating department, the Production Department is responsible for operating the ISO 14064 system, conducting emissions source identification, and executing the GHG inventory. Team members across departments implement emissions reduction measures and collect and report data, forming an efficient collaborative management chain of “top-level decision-making—coordinated advancement—frontline execution.”

Climate strategy

Operating at the core of “dual carbon”-related sectors within the PCB industry, including industrial control and new energy as well as automotive electronics, Glorysky has developed a climate change strategy framework based on the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). The Company systematically identifies climate-related risks and opportunities, defines their potential impacts on business operations and financial performance, and implements targeted response measures. Through these efforts, it aims to strengthen climate resilience, drive low-carbon transformation, and achieve sustainable value growth.

Risk Type		Risk Item	Probability	Impact Severity	Impact Period	Potential Impact		Response Measures
						Financial Impact	Business Impact	
Physical risk	Acute risk	Extreme weather (heavy rain, strong winds) affecting operations, equipment, and personnel safety	Low	High	Short-term	Increased costs for raw materials and for product storage and transportation	Threat to production operations, equipment, and personnel safety	1. Establish an extreme weather risk assessment and early warning mechanism; 2. Conduct inspections of production bases and develop emergency response plans
Physical risk	Chronic risk	Gradual climate changes such as rising sea levels and droughts affecting production operations	Moderate	Moderate	Long-term	Increased investment in disaster-resilient upgrades to production facilities	Production continuity affected by rising sea levels, droughts, and other disasters	1. Enhance protective standards for production base facilities to improve disaster resilience; 2. Establish a core material reserve mechanism to strengthen supply chain resilience
Transition risk	Policy and regulatory risk	Stricter and continuously updated “dual carbon” and environmental protection regulations	Moderate	High	Long-term	Increased operating costs and investment in low-carbon equipment	Upgraded environmental compliance requirements	1. Monitor “dual carbon” policies and industry standards; 2. Conduct regular self-inspections to ensure production bases comply with regional environmental regulations
Transition risk	Technical risk	Technology upgrade risks arising from the iteration of low-carbon processes and clean production technologies	Moderate	Moderate	Long-term	Increased R&D and equipment modification costs for low-carbon processes	Increased pressure to replace traditional production technologies	1. Develop and roll out energy-saving processes and technologies; 2. Work with industry bodies to track technology trends and reduce iteration risks
Transition risk	Market risk	Rising demand for low-carbon products from downstream customers and changing market competition patterns	Moderate	Moderate	Long-term	Fluctuations in product recognition affecting revenue	Pressure on the competitiveness of existing products	1. Increase R&D for green PCB products and launch low-carbon, environmentally friendly offerings; 2. Deepen collaboration with new energy/automotive electronics customers to proactively position in niche markets
Transition risk	Reputational risk	Poor environmental performance or negative information potentially damaging brand reputation	Moderate	Moderate	Short-term	Damaged brand reputation, loss of orders, and decline in revenue	Reduced stakeholder trust	1. Enhance ESG information transparency; 2. Establish a public opinion response mechanism to address environmental concerns

Opportunity Type		Opportunity Item	Probability	Impact Severity	Impact Period	Potential Impact		Response Measures
						Financial Impact	Business Impact	
Market opportunity	Market expansion	The “dual carbon” policy drives increasing demand for low-carbon PCB products in sectors such as industrial control and new energy and automotive electronics	Moderate	High	Long-term	Increased revenue scale and product profit margins	Expansion of low-carbon market share	1. Expand market share by leveraging the Company’s existing business footprint; 2. Accurately match customers’ low-carbon needs and optimize the green product mix
	Product and service upgrades	Increasing downstream requirements for the low-carbon and environmental attributes of PCBs provide scope for the development and promotion of green products	Moderate	High	Long-term	Increased revenue from green product premiums and higher returns from commercialization of R&D results	Precise alignment with customer needs and higher customer satisfaction	1. Increase green R&D investment to develop low-carbon, environmentally friendly PCBs; 2. Enhance product competitiveness through low-carbon attributes and strengthen market promotion
	Energy optimization	Application of energy-saving technologies and promotion of renewable energy help reduce energy consumption and improve energy efficiency	High	Moderate	Long-term	Reduced energy costs	Improved stability of energy supply and reduced carbon emissions from production	1. Roll out energy-saving technologies such as high-efficiency server rooms and heat recovery across production bases; 2. Increase the share of renewable energy (such as distributed photovoltaics) used at factory sites to optimize the energy mix

Climate Risk and Opportunity Identification

The Company continues to strengthen full-process management of climate change topics and closely monitors the potential impacts of climate change on its operations. It has systematically identified sources of GHG emissions across its core production and operational processes, anticipated climate risks that may arise over the short, medium, and long term, and developed targeted control measures accordingly, thereby steadily enhancing its climate resilience.

The Company’s primary production and operational activities that generate GHG emissions include:

- Direct emissions from the use of energy sources such as natural gas and fuel oil, as well as from domestic wastewater and refrigerant fugitive emissions
- Indirect emissions from electricity consumption
- Indirect emissions from supply chain activities such as procurement of raw and auxiliary materials, product transportation, and waste treatment

Taking into account its business characteristics, internal and external development environment, and industry practices, the Company has established a full-process management mechanism for climate change impacts, risks, and opportunities, covering identification, analysis, assessment, and response.

Identification

Based on the TCFD framework and industry practices, and in light of the Company’s business footprint and annual GHG verification, we identify climate-related risks and opportunities relevant to our core operations and compile a dedicated assessment list.

Analysis

Using quantitative methods, we assess the materiality of climate-related risks and opportunities, define the dimensions of their impacts on our operations, and develop the Company’s climate risk and opportunity matrix.

Assessment

Using scenario analysis tools, we quantify the potential impacts of key risks and opportunities on our operations under different scenarios, identify priority areas for attention, and support climate resilience enhancement and strategic decision-making.

Response

The Low-Carbon Transition Working Group works with business departments, with climate resilience enhancement at the core, to develop targeted measures for high-priority risks and opportunities and to drive implementation and full-process tracking.

Emissions Reduction Targets

Guided by sustainable development, the Company has established a carbon intensity-related management mechanism. Based on actual operating conditions at each production base, it breaks down carbon emissions control indicators, manages the implementation pace, and rolls out control measures in phases, steadily advancing its green and low-carbon transition.

GHG Accounting

The Company continues to strengthen full-process carbon emissions management and advances energy conservation and emissions reduction through multiple measures, ensuring carbon reduction initiatives are effectively implemented. Meanwhile, in strict accordance with ISO 14064-1:2018, the Company systematically conducts annual GHG inventories to establish a comprehensive emissions baseline and clarify emission sources, providing a solid data foundation for the scientific development of carbon reduction strategies and the steady advancement of decarbonization efforts.

Key Performance Indicator: GHG Emissions

Category	Unit	Huidong Factory	Huai An Factory 1	Huai An Factory 2
Total GHG emissions	tCO2e	17967.68	27118.62	32357.20
Scope 1: Direct GHG emissions	tCO2e	213.51	1401.50	2874.20
Scope 2: Indirect GHG emissions	tCO2e	17754.17	25717.12	29483.00

Notes:1. The scope of the 2025 GHG data statistics includes Huidong Factory、Huai An Factory 1、Huai An Factory 2. The calculation methods and emission factors are primarily based on standards and references including Greenhouse gases—Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals (ISO 14064-1:2018), the Sixth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC) in 2021, and the Announcement of the Ministry of Ecology and Environment and the National Bureau of Statistics on the Release of the 2025 Carbon Dioxide Emission Factors for Electricity, among others.



Huizhou Techuang Electronics
GHG Verification Certificate



Huaian Techuang Electronics
GHG Verification Certificate

Energy Management

Glorysky regards energy management as a key lever for its low-carbon transition and has established a standardized energy management system at its Huizhou production base, setting a benchmark for best practice. The Company continues to optimize its energy mix and increase the share of clean energy. It relies on smart factory initiatives to implement energy-saving technical renovation, effectively reducing energy consumption per unit of output value. It promotes energy conservation and carbon reduction through concrete action, putting the green, energy-efficient development philosophy into practice.

Energy Management System

The Company has established and continuously improved its energy management system. The Huidong and Huaian Factory has obtained ISO 50001:2018 certification. Core documents such as the Energy Performance Indicators and Baseline Control Procedure and the Energy Review Control Procedure have been developed to clarify management requirements. Organizationally, the management representative coordinates overall review and approval, the equipment department takes the lead in establishing energy baselines, identifying performance indicators, and determining energy use variables, and the system department supports energy reviews and system maintenance, while all departments implement their respective control responsibilities. Through annual energy reviews, dynamic identification of energy use variables throughout the production process, and standardized energy data measurement and statistics, the Company integrates energy management into every stage of production while simultaneously advancing energy-saving technical renovation and process optimization.

The Company has introduced a smart energy management system to support data collection and routine monitoring. Combining internal audits and management reviews, it regularly evaluates progress toward energy targets, drives continuous improvement, and ensures compliance with regulatory requirements and the Company’s energy policy.



ISO 50001 Energy Management System
Certification for the Huidong Factory



ISO 50001 Energy Management System
Certification for the Huai An Factory

Energy Use

To strengthen energy conservation management, the Company sets differentiated control targets—such as energy consumption per unit of output value and electricity use efficiency—tailored to the characteristics of the production bases. It regularly tracks the achievement of energy consumption goals from the previous quarter, conducts energy use reviews on a monthly basis, and advances key tasks for the year, including energy-saving technical renovation and energy use process optimization. In day-to-day operations, the Company leverages real-time data from the smart energy management system to enable precise control and continuously optimize its energy mix.

Key Performance Indicator: Energy Statistical Data

Category	Unit	Huidong Factory	Huai An Factory 1	Huai An Factory 2
Purchased electricity	kWh	58494194	49677322	32269172
Natural gas	m ³	0	154606	309277

Clean Energy Utilization

The Company continues to advance the low-carbon optimization of its energy mix, focusing on the implementation of clean energy applications. Leveraging the photovoltaic project at the Huai An Factory, we have reached a cumulative installed capacity of 5.05 MW, effectively increasing the share of clean energy in production and steadily advancing the low-carbon transition and upgrading of our overall energy mix.

Case Study

Photovoltaic Project at the Huai An Factory 1 and the Huai An Factory 2

The Company has implemented a 5.05 MW rooftop distributed photovoltaic project at the Huai An Factory 1 and the Huai An Factory 2. The project consumes green electricity under a “self-consumption and surplus feed-in-grid” model. This initiative effectively increases the share of clean energy in the Company’s energy mix, reduces carbon emissions from production, and achieves synergies between environmental and economic benefits, thereby supporting the advancement of the “dual carbon” goals.



Energy Efficiency Improvements

Glorysky thoroughly practices the concept of green production. Starting with comprehensive energy audits, it accurately maps the energy consumption characteristics of equipment throughout the production process, focusing on key scenarios such as electricity, thermal energy, and water resources. Through the dual approach of “energy-saving technical renovation + equipment upgrades,” the Company systematically improves both the energy mix and energy efficiency.



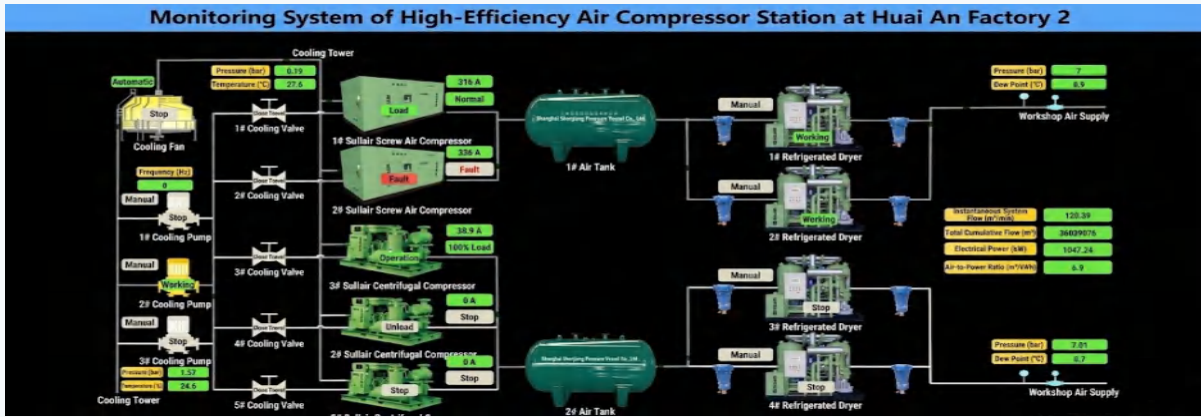
Regarding equipment upgrades, the Company has adopted high-efficiency equipment such as magnetic bearing chillers, two-stage compression air compressors with first-class energy efficiency, and LED lighting, significantly improving energy efficiency. In terms of energy-saving technical renovations, the Company has implemented projects including optimization of air handling units, variable frequency retrofits for power equipment, heat recovery, energy saving for process hot water, water recycling, workstation air-supply optimization, and free cooling in winter. These initiatives cover key links across production and operations, effectively reducing energy consumption per unit of output value and carbon intensity, and providing a solid practical foundation for achieving the “dual carbon” goals.

Case Study

Waste Heat Recovery from Air Compressors

In 2025, the Company carried out an energy-saving renovation project for its air compressors and waste heat recovery system. To address issues such as high energy consumption, frequent failures, and extensive management at the original air compressor station, we customized a complete air compressor system with ultra-first-class energy efficiency, supplemented with auxiliary energy-saving equipment and a digital energy management system. At the same time, we optimized the heat pump system for on-site heat supply, building a digital and intelligent air compressor station.

The project has delivered strong results. Energy consumption per unit at the air compressor station has decreased by 15%–30%, saving more than RMB 1.16 million per year in electricity and maintenance costs. The heating system has achieved an energy saving rate of 50%, reducing annual heating expenses by RMB 236,000. These improvements have substantially reduced production energy consumption, enhanced energy utilization efficiency, and supported the Company’s low-carbon development.



Case Study

High-Efficiency Cold Thermal Energy Storage System

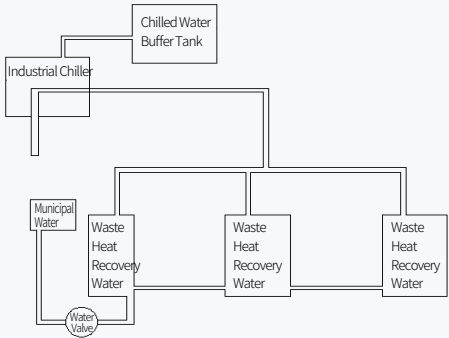
The Company, in collaboration with China Southern Power Grid Company Limited, implemented a safe and efficient cold thermal energy storage project. A dual-department spot-check mechanism for electrical control cabinets and cables was established to prevent electrical overheating risks. A water thermal storage system was adopted, equipped with a full-process safety control and protection strategy. The project saved RMB 3.2752 million in electricity costs annually, with a cost saving rate of 51.79%, balancing production safety with cost reduction and efficiency improvement.



Case Study

Waste Heat Recovery Technology for Chillers

In PCB manufacturing, the internal temperature of process chillers reaches 130 ° C during operation. Conventional water-cooled heat dissipation directly discharges the waste heat, wasting energy and increasing the cooling load. Meanwhile, large PCB enterprises face unstable domestic hot water supply for employees and high energy consumption. Traditional electric heating and solar thermal systems struggle to meet the stable 24-hour demand for around 1,200 people, often resulting in insufficient supply during winter. Piping optimization and thermal energy recirculation retrofitting are therefore carried out. The ordinary 304 pipes are upgraded to 314 stainless steel corrosion-resistant pipes to safeguard water quality; the “waste heat discharge–re-cooling” pattern is broken by directly using the waste heat to heat municipal water, producing 65–75 ° C hot water for employee showers; and a dual-pipe tempering system together with insulation measures is installed to reduce heat loss.



Water Resource Management

Glorysky views efficient use and sustainable management of water resources as a key lever for green development, and has established a systematic management system covering the entire production and operation process. The Company has identified core water-use scenarios for both production and daily living, taking municipal water as its primary water source. By refining policies, promoting water recycling technologies, and setting control targets, the Company has achieved the economical use, recycling, and precise control of water resources, effectively reducing water consumption per unit of output value.

Water Resource Management Policy

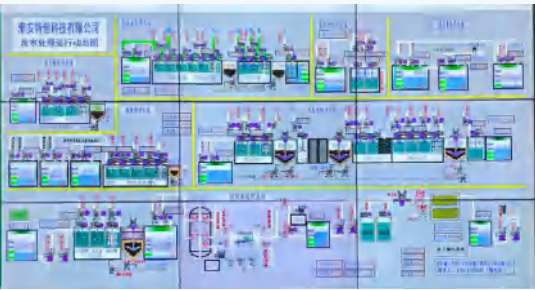
The Company has established a water resource management system centered on the Water Resource Management Procedure, following the principles of “conservation first, recycling, and compliant discharge,” with clear organizational roles and responsibilities. The Energy Conservation and Emission Reduction Leading Group provides overall coordination. The General Affairs Department is responsible for the operation and maintenance of wastewater treatment facilities, water quality monitoring, and management of stormwater and sewage pipelines. Business units develop annual water resource management plans and assume primary responsibility for tracking production water use and ensuring compliant wastewater discharge.

For production water, the Company promotes source reduction and water recycling. Regular inspections are conducted to identify and address leaks. Reclaimed concentrate from the purified water preparation system is reused for spray tower operations in exhaust gas treatment. High-concentration liquid waste is collected and treated separately. For domestic water, the Company strengthens facility maintenance and usage control, strictly prohibiting waste. The Company strictly implements stormwater and sewage separation, retains pipeline flow diagrams for documentation, assigns dedicated personnel to oversee segregated collection, and employs an online monitoring system with comprehensive recordkeeping. Water conservation indicators are incorporated into performance assessments and linked to rewards and penalties, ensuring that management measures are effectively implemented.

Case Study

Intelligent Water Management System

The Huai An Factory 2 has deployed a fully covered intelligent water management system to enable real-time monitoring across the entire process—from municipal water supply to purified water production. The system integrates the water supply and purified water production units, collects operating data such as flow, pressure, and water level, monitors water quality indicators such as pH and conductivity, and generates visualized records to support water use optimization.



Water Resource Management Objectives

With a focus on efficient water conservation, the Company has set control targets including the water recycling rate and the recovery and reuse of concentrate. By advancing the recovery and reuse of concentrate, the treatment and recycling of reclaimed water, and precise control enabled by the intelligent system, the Company continuously improves water resource utilization efficiency. The recovery of concentrate has achieved stable, large-scale reuse, and the water recycling rate has reached target levels, effectively reducing freshwater consumption and strengthening the foundation for sustainable water resource utilization.

Key Performance Indicator: Water Resource Utilization

Category	Unit	Huidong Factory	Huai An Factory 1	Huai An Factory 2
Total water withdrawal	m3	341920	430860	296026
Total recycled water volume	m3	93770	23732	/

Environmental Compliance Management

Glorysky has established its environmental management system within the framework of ISO 14001:2015, adhering to the policy of “compliance with laws and regulations, pollution prevention, energy conservation and waste reduction, and continuous improvement,” covering the full production process. The Company integrates compliance requirements into key environmental aspects, standardizes controls, monitoring, and assessments to ensure compliance with applicable laws and standards, mitigate environmental risks, and deliver on its commitment to sustainable development. During the reporting period, the Company did not record any environmental accidents or violations of environmental laws and regulations, and no major non-compliance was found in environmental inspections.

Environmental Management System

The Company has established an environmental management system with ISO 14001:2015 at its core, and an organizational structure of “coordination–implementation–oversight.” Led by the Energy Conservation and Emission Reduction Leading Group and implemented through cross-department collaboration, environmental management is deeply embedded in production and operations. The Company continuously carries out system maintenance and conducts annual certification. All of its production bases have obtained environmental management system certification. Guided by the principles of “compliance with laws and regulations, pollution prevention, energy conservation and waste reduction, and continuous improvement,” the Company has established a full-process policy system and developed policies such as the Management Manual, the Monitoring Form for the Achievement of Environmental Objectives and Indicators, and the Hazardous Waste Management Plan, which govern key areas including stormwater and sewage separation, hazardous waste management, operation and maintenance of exhaust gas treatment facilities, and online monitoring. The Company has also established an assessment mechanism, breaking down water conservation, emission reduction, and compliant discharge targets to departments and teams. Monthly monitoring is conducted, with results linked to rewards and penalties. The Company strictly complies with national and local emission standards and implements pollutant discharge permit requirements, ensuring that environmental practices across all processes are legal, compliant, and effectively controlled.



Identification and Assessment of Environmental Aspects

The Company identifies and assesses environmental aspects across its internal and external operating environment and throughout the production process. During business planning and strategic adjustments, and in response to changes in environmental conditions and stakeholder needs, the Company uses tools such as PEST and SWOT to systematically identify environmental aspects from both internal and external perspectives. By calculating risk coefficients based on severity and frequency of occurrence, the Company determines risk levels and adopts measures such as avoidance, mitigation, or acceptance. This approach covers risks and opportunities across multiple dimensions, including environment, operations, quality, regulatory compliance, and occupational health and safety, enabling comprehensive control and continuous improvement.

Environmental Emergency Management and Risk Prevention and Control

The Company has developed Emergency Response Plans for Environmental Incidents. These plans cover multiple key scenarios and have been filed with the environmental authorities. At the hardware level, the Company is equipped with accident pools, emergency exhaust gas treatment facilities, and emergency storage areas for hazardous chemicals. It maintains adequate stocks of emergency supplies such as chemical protective suits, and updates them regularly. In terms of response mechanisms, the Company has established a four-tier disposal process, with clearly defined responsibilities for each role. At least one emergency drill is conducted each year to continuously improve emergency response capabilities. For environmental risk prevention and control, the Company focuses on source control and process monitoring. It conducts routine inspections of water-using equipment, pipeline networks, and environmental protection facilities. On the process side, it optimizes production workflows and uses low-VOC raw and auxiliary materials. Meanwhile, multi-parameter online monitoring equipment has been installed to enable real-time risk early warning. For environmental incidents, the Company strictly follows the principles of “rapid response, scientific handling, and closed-loop corrective action.” Incidents are reported immediately and contingency plans are activated to contain impacts. Afterward, the Company conducts in-depth root cause analyses and implements corrective measures. All hazardous waste is transferred to qualified service providers for proper disposal, and any form of non-compliant discharge is strictly prohibited.

Case Study

Chlorine Gas Leak Emergency Rescue Drill

In August 2025, the Safety and Environment Department of Glorysky organized a chlorine gas leak emergency rescue drill involving multiple departments and partner organizations. The drill focused on core elements including chlorine gas protection and rescue training, hands-on practice of emergency response procedures, cardiopulmonary resuscitation (CPR), and proper use of protective equipment. It simulated a scenario in which a chlorine gas leak at the etching line caused personnel poisoning. The drill ran through all critical stages in a standardized manner, including incident reporting, emergency plan activation, personnel evacuation, on-site response, and casualty rescue. Specialized training on the use of positive-pressure self-contained breathing apparatus (SCBA) was conducted concurrently. The drill delivered strong overall results, efficiently validating the feasibility of the emergency response plan and effectively improving employees’ practical skills and coordination in emergency response.



Environmental Training

The Company has established a targeted environmental training system, providing specialized training for all staff of the environmental protection function and team leaders from waste-generating departments. The training focuses on key topics such as operation and maintenance of exhaust gas treatment facilities, compliant management of hazardous waste, and environmental laws and regulations, balancing theory with hands-on practice. Through a combination of classroom instruction and practical drills, supported by in-class Q&A and assessments, the Company ensures employees thoroughly master environmental protection techniques and management requirements, thereby strengthening the foundation for effective implementation of environmental management and translating environmental responsibilities into action.

Case Study

Environmental Training

In September, Glorysky conducted a specialized environmental training program focusing on two key areas: waste segregation and collection, and wastewater discharge management. The training clarified the requirements and operating procedures for segregated storage of hazardous waste and general solid waste, shared typical cases of environmental non-compliance, and standardized the processes and precautions for discharging various types of wastewater, further strengthening employees’ environmental compliance awareness.



Pollution Prevention and Control

Focusing on three major pollution scenarios—wastewater, exhaust gas, and noise—Glorysky has established a full-chain prevention and control system covering “source control + process treatment + end-of-pipe compliance.” Through measures such as source reduction, segregated treatment, and centralized purification, the Company ensures compliant pollutant discharges, continuously reduces environmental impacts, and strengthens the foundation for green operations.

Wastewater, Exhaust Gas, and Noise Management

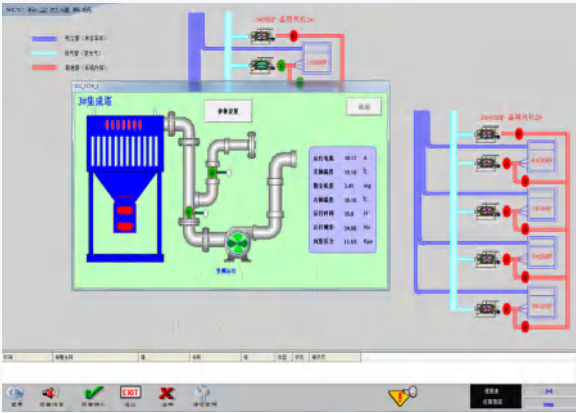
The Company has always regarded compliant pollutant management as a core priority of its environmental management. A full-process control system has been established for the three main categories of pollutants generated in production and operations—wastewater, exhaust gas, and noise. The Company strictly complies with national and local environmental laws and regulations, including the Integrated Emission Standard of Air Pollutants (DB32/4041-2021) and the Emission Standard for Industrial Enterprises Noise at Boundary (GB12348-2008). Compliant discharges are ensured through a dual approach of online monitoring and periodic testing: key indicators for wastewater and exhaust gas are monitored in real time, while noise at boundary is monitored regularly. In addition, qualified third-party agencies are engaged to conduct periodic testing as required, ensuring that all pollutant discharges consistently meet applicable standards and that environmental impacts are continuously reduced.

Pollution Type	Emission Type	Emission Sources	Treatment Facilities	Control Effectiveness
Wastewater	Various types of production wastewater (organic, nickel-containing, cyanide-containing, complexing, etc.) and domestic sewage	Washing steps, electroless plating, etching, and other production processes, as well as office and living areas	Segregated pretreatment (decomplexation, gold recovery, etc.), integrated wastewater treatment system (acid precipitation, biochemical treatment, sedimentation), and water recycling system	Wastewater discharges comply with the Emission Standard of Pollutants for Electroplating (GB21900-2008). The water recycling rate reaches 88%, saving 100 tons of water per day.
Exhaust gas	Various types of process exhaust gases (sulfuric acid mist, VOCs, hydrogen chloride, dust, etc.) and odorous gases	Production processes such as pickling, electroplating, coating, and baking, as well as hazardous waste warehouses and the wastewater treatment station	Source sealing, centralized collection, and segregated purification (alkali/acid scrubbers, activated carbon adsorption, baghouse dust collectors, etc.)	Emissions comply with standards such as the Integrated Emission Standard of Air Pollutants (DB32/4041-2021), and fugitive emissions are effectively controlled.
Noise	Noise from equipment operation	Fans, water pumps, air compressors, production equipment, drive motors, etc.	Measures including replacement with low-noise equipment, installation of vibration-damping bases, adoption of silencers, soundproofing design for factory buildings, and optimization of equipment layout	(GB12348-2008) Noise at boundary complies with the Emission Standard for Industrial Enterprises Noise at Boundary (GB12348-2008).

Case Study

Central Dust Collector Monitoring System

The Central Dust Collector Monitoring System project deploys multiple types of high-precision industrial sensors, including those for pressure, temperature, flow rate, and dust concentration, to collect real-time data on equipment operating status and environmental parameters. Using edge computing for data preprocessing, the system supports remote start/stop and coordinated control of multiple units, and generates environmental compliance reports aligned with EPA and ISO 14001 requirements. As a result, the risk of dust emission exceeding the standard is reduced by 30%, equipment failure rates have been effectively reduced, and annual maintenance costs have decreased by more than RMB 200,000. The project delivers both environmental and economic benefits and provides a replicable model for intelligent management of dust pollution in the electronics manufacturing industry.



Waste Management

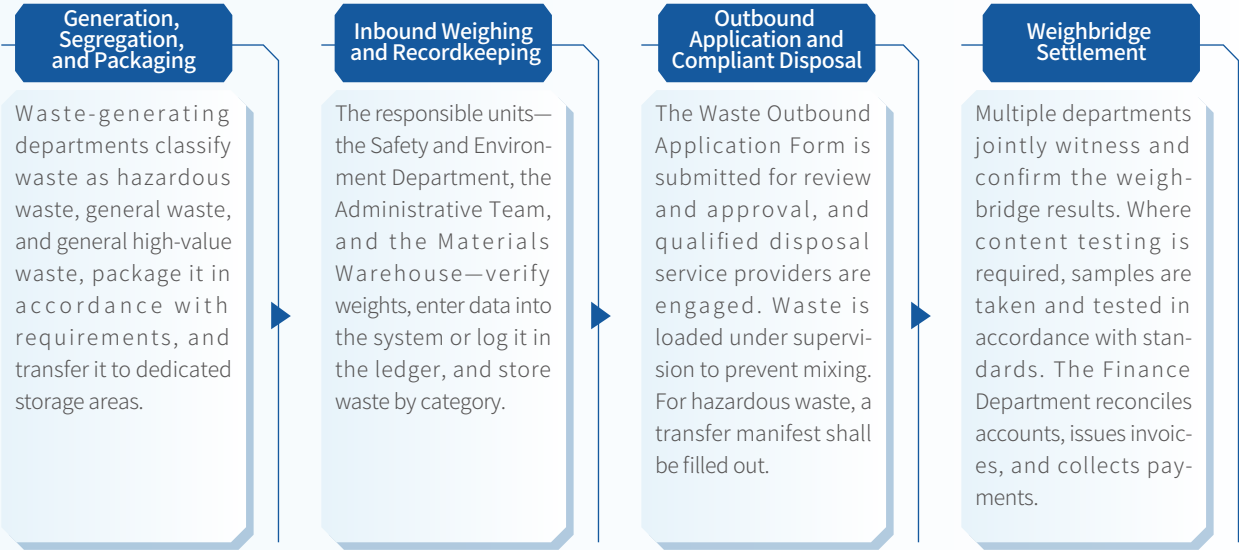
Glorysky has established a full-lifecycle waste management system guided by the principles of “reduction, resource recovery, and harmless disposal.” By improving policies and clearly defining responsibilities, the Company standardizes the full process of segregation, collection, storage, and transfer based on a waste flow map. Combined with accurate measurement and dynamic tracking, it ensures compliant waste disposal and efficient utilization, reduces environmental impacts, and delivers on its commitment to green and sustainable development.

Waste Management System

The Company has established a waste management system characterized by “segregated control, clear responsibilities, and compliant disposal.” In accordance with the National Catalogue of hazardous waste and general waste, with corresponding lists and codes defined for each category. Through cross-departmental coordination, the Company clarifies control responsibilities at each stage by waste type, and advances full-process management, including segregation, storage, and disposal, in an orderly manner.

The Company has defined packaging standards and dedicated storage locations for each waste type. Hazardous waste is stored in sealed packaging, while general waste is subject to segregated storage, with mixing strictly prohibited. A comprehensive record-keeping system has been established to ensure full-lifecycle traceability and compliant disposal of waste.

Waste Control Process



Key Performance Indicator: Waste Data

Category	Unit	Huidong Factory	Huai An Factory 1	Huai An Factory 2
Weighbridge Settlement	ton	7834.24	6170.15	3637.18
Total amount of hazardous waste	ton	6721.09	6170.15	3383.40
Total amount of general solid waste	ton	1113.15	/	253.78



Green Innovation and

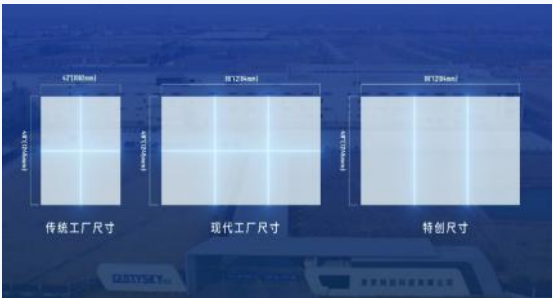
To deepen circular economy practices and advance the green and low-carbon transition, the Company promotes green innovation across multiple stages to comprehensively enhance material utilization efficiency. In the transportation stage, the Company optimizes scheduling plans and rationally plans routes and shipment batches, simultaneously reducing carbon emissions and transportation costs. On the production side, through process iteration and workflow upgrades, the Company reduces raw material losses and improves the utilization rate of core materials. In resource circularity, the Company has established a segregated collection and recycling mechanism, promotes reusable packaging, and facilitates the resource regeneration of waste materials as well as the specialized recovery of high-value waste. These initiatives have effectively reduced resource and energy consumption as well as pollutant emissions, enhancing both environmental and economic benefits and laying a solid foundation for sustainable development.



Case Study

Precision PCB Depaneling to Improve Material Utilization

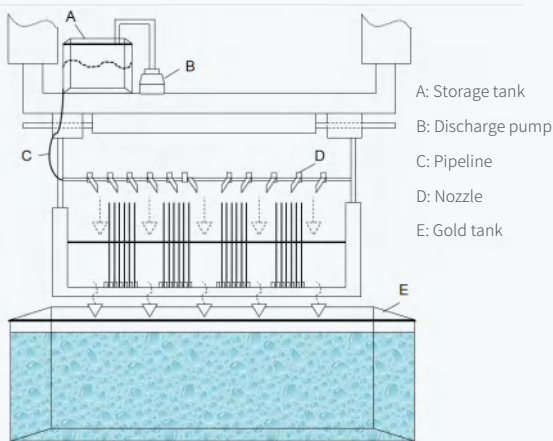
In the PCB depaneling stage, the Company has implemented a “precision depaneling + categorized management” model to improve resource efficiency and reduce material waste. By optimizing process parameters and deploying high-precision equipment, the Company precisely controls depaneling dimensions to minimize edge and corner waste during production. The small amount of waste generated is segregated by type, stored in dedicated areas, and subsequently disposed of in compliance with requirements. This model has significantly improved material utilization in the depaneling stage and effectively reduced resource consumption.



Case Study

Spray Gold Solution Recovery Device for PCB Immersion Gold Gantry Lines

In the immersion gold process, a spray rinse is added after gold plating. This is achieved by installing a small pure water storage tank above the overhead hoist, and pure water is pumped into the storage tank through pipes. This installation is integrated with the control system of the immersion gold line. When the line travels to the chemical gold tank and lifts the rack after gold deposition, the system controls a booster pump to spray the pure water from the storage tank onto the boards. The pure water carries the residual gold solution on the board surface back into the gold tank, thereby recovering the residual gold solution (gold salt consumption reduced by approximately 10%-15%). In addition, the original gold tank operated at a relatively high temperature, and evaporation combined with the drag-out from the board racks caused significant water loss.

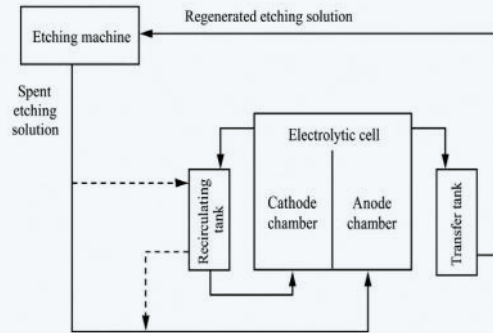


Previously, at fixed intervals, an operator had to manually add several liters of pure water into the gold tank—a task that has now been replaced by this modified device. After the device is put into operation, it also eliminates the risk of operators forgetting to add pure water, which could otherwise cause the liquid level to drop too low and result in skip plating. This can truly deliver multiple benefits.

Case Study

Process Innovation for Metal Recovery from Etching Solutions

In view of the characteristics of PCB acidic etching solution containing copper, gold, and other metals, the Company adheres to the circular economy philosophy and carries out metal resource recovery. The electrolytic reaction and the etching reaction are inverse reactions of each other. After the spent etching solution undergoes electrolysis, the total copper ion concentration decreases, the ORP value rises, and the etching rate improves. Through continuous circulation between the electrolytic cell and the etching machine, the dissolved metallic copper in the etching machine is recovered in the form of electrolytic copper in the electrolytic cell, while the concentrations of other components in the etching chemical remain unchanged, thereby regenerating the etching solution.

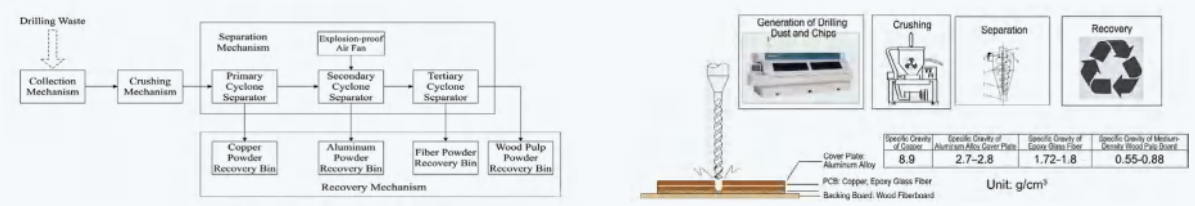


The waste solution is treated to precipitate copper powder for recovery and reuse; the regenerated solution is replenished with acid and returned to the tank for reuse. This is supported by exhaust gas purification to ensure compliant emissions. The process enables the recycling of the etching solution, delivering both environmental and economic benefits.

Case Study

Drilling Copper Powder Recovery System

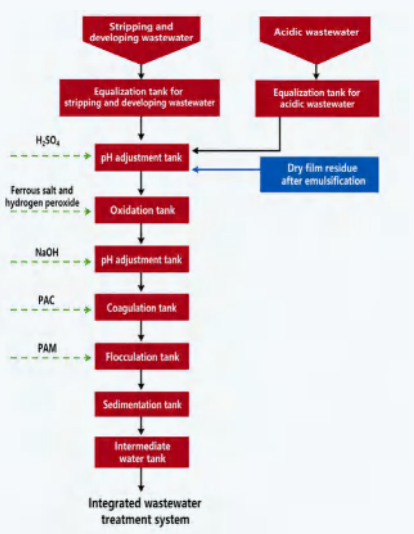
Resource and environmental constraints in the PCB industry are becoming increasingly prominent. Traditional production has paid insufficient attention to mechanical processing waste, and the mixed waste generated during drilling—such as copper, aluminum, epoxy glass fiber, and wood pulp powder—has long been neglected, resulting in both resource waste and environmental pressure. Committed to green, low-carbon development and the circular economy, the Company has innovatively developed a drilling copper powder air-separation recovery system. Through crushing pretreatment and three-stage air classification and separation technology, the system achieves efficient separation of copper powder, aluminum powder, epoxy glass fiber powder, and wood pulp powder based on differences in specific gravity. In the second-stage air separation, a low-temperature non-combustion-supporting gas is introduced to address the flammability and explosion risks of aluminum powder, thereby enhancing safety and environmental performance. The system can significantly improve the recovery rate and purity of high-value copper powder, realize the resource recovery and high-value utilization of waste, and substantially reduce solid waste discharge and the consumption of virgin resources. It delivers environmental benefits, economic benefits, and operational safety, effectively contributing to the Company’s ESG performance improvement and the industry’s green, low-carbon transition.



Case Study

Synergistic Emulsification Technology Combining Alkaline Solution with Stripping and Developing Wastewater

Dry film residue is a typical hazardous waste in the PCB industry. The conventional off-site disposal model suffers from high costs and significant environmental risks during storage and transportation, and falls short of the requirements for green, low-carbon, ESG-oriented sustainable development. Company has innovatively adopted a synergistic emulsification technology that combines an alkaline solution with stripping and developing wastewater. By converting solid dry film residue into a liquid phase, this technology achieves a source reduction of hazardous waste by over 70%, significantly lowering the volume of hazardous waste generated and easing the pressure on off-site disposal. The technology enables resource recycling through synergistic wastewater treatment, effectively reducing the environmental burden and improving operational efficiency, while substantially cutting the enterprise’s hazardous waste disposal costs, with outstanding economic and environmental benefits. The project features a reasonable overall investment and an excellent return on investment. It has successfully established a sustainable development path of “hazardous waste reduction—resource recycling—benefit enhancement,” providing a replicable and scalable practical solution for hazardous waste reduction and resource recovery in the PCB industry.



Biodiversity

Compliance and Spatial Management for Biodiversity Conservation

Glorysky considers biodiversity conservation a core pillar of its ecological responsibility. With reference to the relevant principles of the Convention on Biological Diversity, and in compliance with the ecological and environmental protection laws and regulations of the locations where we operate. During production deployment and project planning, it proactively avoids sensitive areas such as nature reserves and habitats for ecosystem conservation, ensuring that the construction and operation of its facilities do not encroach on the living spaces of wildlife. The Company also implements the environmental protection principle of “three simultaneousities,” deploying supporting ecological protection measures throughout the project lifecycle to prevent, at the source, disruptions to surrounding habitats from production activities and to build a robust front line of defense for biodiversity conservation.

Biodiversity Conservation Practices

To dynamically safeguard regional ecological balance, the Company reduces the risk of pollutant releases in day-to-day operations by optimizing pollution control processes and strengthening eco-friendly management with its facilities. In doing so, the Company ensures its operations do not adversely affect regional biodiversity, contributing to safeguarding ecosystem stability and the habitats of natural species.

Case Study

Glorysky 2025 Arbor Day Tree-Planting Event—Greening the Earth, Innovating for the Future

On Arbor Day, March 12, 2025, the Company organized a themed tree-planting event for employees. Everyone took up shovels to prepare the soil, supported saplings in place, and watered them, putting into action the philosophy of “Greening the Earth, Innovating for the Future” and demonstrating the Company’s commitment to green and low-carbon development.



Empowering People, Building Harmony

- Employee Rights Protection
- Talent Acquisition and Retention
- Talent Development
- Compensation and Benefits
- Occupational Health and Safety

04

Response to SDGs:



Employee Rights Protection

Glorysky strictly complies with international human rights principles and the labor-related laws and regulations applicable in its operating regions, and upholds the requirements of the United Nations Universal Declaration of Human Rights, the Responsible Business Alliance (RBA) Code of Conduct, and the Labor Law of the People’s Republic of China. Guided by its social responsibility policy—“people-oriented and law-abiding; continuous improvement and giving back to society”—the Company has established a compliant employment management system centered on the Social Responsibility Management Manual, extending human rights protection across its supply chain. Glorysky maintains zero tolerance for child labor and forced labor and is committed to fostering a fair, equitable, and inclusive workplace.

To ensure the effective operation of its social responsibility system, Glorysky follows the Internal Audit Control Procedure and the Management Review Control Procedure, integrating RBA standards and social responsibility management requirements into routine internal audits. Through centralized and rolling audits, the Company comprehensively assesses system compliance and operational effectiveness, promptly rectifies any identified issues, and optimizes policies and resource allocation through annual management reviews, forming a closed-loop mechanism of “Audit – Findings – Corrective Actions – Review – Optimization.”

Since 2024, the Huidong Factory has obtained RBA VAP certification, with an independent third-party audit validating the Company’s management practices in labor rights, occupational health and safety, environmental protection, and business ethics. In 2025, Glorysky continued to benchmark against RBA standards to strengthen its employee rights protection system. By improving policies, reinforcing implementation, and enhancing transparency, it set a model for standardized and responsible operations across its production sites.



Huidong Factory’s RBA-VAP Certificate

To strengthen responsibility awareness and understanding of rights across the workforce, Glorysky has established a comprehensive, multi-format social responsibility training system. Through new employee onboarding, annual topic-focused training, employee handbook briefings, and internal communications, we systematically promote CSR, RBA standards, employee rights, labor laws, and management requirements, ensuring that both management and frontline employees fully understand and comply. During the reporting period, the coverage rate of social responsibility-related training reached 100%.

Case Study

Training on Social Responsibility and Environmental Management

On June 5, 2025, the Company organized dedicated training on social responsibility and environmental management to further strengthen employees’ understanding of sustainability topics and their ability to apply this knowledge in practice.



Prohibiting Child Labor and Protecting Minor Workers

The Company strictly implements the Operational Guidelines for the Prevention and Remediation of Child Labor, adopting a zero-tolerance approach to child labor. Comprehensive preventive measures are in place, including onboarding identity verification, routine inspections, and employee reporting mechanisms. If child labor is identified, remediation measures are immediately activated, including escorting the individual home, paying all wages in full, providing medical support, and offering educational assistance. For minor workers aged 16–18, targeted protections are implemented in strict accordance with the Regulations on Special Protection for Minors. They are not assigned to night shifts, overtime, or toxic and hazardous work. Occupational health physical examinations are conducted as required—before placement, after one year of employment, and before they reach the age of 18. Dedicated records are maintained and filed with the labor authorities. During the reporting period, the Company did not record any incidents of child labor.

Prohibiting Forced Labor

Glorysky has issued the Operational Guidelines for Non-coercive Work Practices, strictly prohibiting all forms of forced labor, debt bondage, and disguised forced labor. The Company does not retain employees’ personal documents, such as ID cards or passports, nor does it charge unreasonable fees, including deposits or registration fees. Employees’ freedom of movement and right to rest are fully safeguarded; overtime is strictly voluntary and managed transparently. Multiple grievance channels and a whistleblower protection mechanism are in place, and no forced labor incidents were recorded during the reporting period.

Anti-Discrimination

Glorysky strictly implements the Control Guidelines for Preventing Discrimination and Harassment, prohibiting any form of discrimination based on gender, age, religion, disability, marital status, pregnancy, or any other factor throughout the employee lifecycle, including recruitment, compensation, training, and promotion. The Company upholds equal pay for equal work between male and female employees and provides appropriate job adjustments for female employees during pregnancy and breastfeeding, exempting them from night shifts and hazardous duties. Reasonable job accommodations, accessibility upgrades, and tailored training are provided to employees with disabilities to ensure equal employment rights. No incidents of discrimination or harassment occurred during the reporting period.

Case Study

Supporting Employees with Disabilities and Extending Festival Care

On the eve of the 2025 Mid-Autumn Festival, company leaders from Glorysky visited the families of employees with disabilities to offer holiday greetings and support. They spoke warmly with employees about their work and daily lives, conveying the Company’s care and putting people-oriented practices into action.



Management on Labor Relations

The Company fully respects employees’ freedom of association and collective bargaining rights. Underpinned by policies such as the Control Guidelines for the Freedom of Association and Collective Bargaining and the Control Guidelines for Employee Complaints, the Company has built an end-to-end labor relations management system featuring “democratic consultation, multi-channel communication, and rights protection.”

Democratic Management and Collective Bargaining

The Company is comprehensively advancing democratic management across its operations. Huai An Factory 1 and Huai An Factory 2 have established trade union organizations, while the Huidong Factory has set up an employee representative congress in a standardized manner. The trade union and the employee representative congress carry out regular communication and consultation, holding quarterly meetings to fully engage management on topics employees care about, including occupational health and safety, compensation and benefits, and the working environment. For major matters affecting employees’ vital interests, democratic procedures are strictly followed, and employees’ views are widely solicited and incorporated. During the reporting period, the Company’s collective bargaining agreement coverage reached 100%, ensuring that employees’ rights to information, participation, and oversight were fully protected.



Diverse Communication Channels

The Company has established a three-dimensional communication platform integrating online and offline channels to ensure employee concerns are conveyed efficiently:

Channel Type	Specific Methods	Applicable Scenarios
Online channels	DingTalk, SMS, email, QQ, WeChat, telephone	Immediate feedback, anonymous reporting
Offline channels	Suggestion boxes, employee representative congress, trade union meetings, departmental meetings	In-depth communication, collective bargaining
Special surveys	Employee satisfaction surveys, exit interviews, individual interviews	Systematic feedback collection

The Company is committed to keeping all feedback strictly confidential, rigorously implementing its whistleblower protection system, prohibiting any form of retaliation, and ensuring that employee concerns are addressed fairly and efficiently.



Face-to-Face Meeting Among Leaders

Employee Satisfaction Management

In accordance with the Operational Guidelines for Employee Satisfaction Measurement, Glo-rsky conducts a full-coverage employee satisfaction survey every six months, covering eight key dimensions, including the working environment, compensation and benefits, and career development. In-depth feedback is further collected through exit interviews and themed discussion sessions. Based on the survey results, the Company develops and implements improvement plans, forming a closed-loop management process of “Survey – Analysis – Improvement – Verification” to continuously enhance employee experiences. During the reporting period, employee satisfaction reached 89.99% at the Huidong Factory and 92.23% at Huai An Factory.

Talent Acquisition and Retention

Glorysky adheres to the recruitment principles of “openness, equality, fair competition, and merit-based selection.” The Company continuously improves its human resources management system and conducts recruitment in strict accordance with the Recruitment and Hiring Operational Guidelines and the Control Guidelines for Preventing Discrimination and Harassment. By preventing discrimination at the source, it fosters a fair, inclusive, stable, and vibrant workplace.

The Company has built a multi-channel recruitment network that combines online and offline channels while coordinating internal and external resources. Differentiated recruitment strategies are tailored to the positions: For non-frontline positions, we focus on campus recruitment, leading job platforms, and headhunting, emphasizing professional capabilities and growth potential; for frontline positions, we primarily leverage internal referrals, offline job fairs, and regional platforms to efficiently meet production staffing needs.

Online Recruitment

We collaborate with leading platforms such as BOSS Zhipin, 51job.com, and Liepin, as well as industry-focused platforms like www.pcbjob.com and regional platforms such as zp.lianshuitong.com, to attract technical and management professionals and local workers.

Offline Recruitment

We participate periodically in government-organized offline job fairs to ensure a stable pipeline of front-line skilled talent.

Campus Recruitment

Dedicated recruitment talks were held at universities such as Anhui University of Science & Technology and Guangxi University. In 2025, over 20 new graduates were hired to strengthen the R&D and management talent pipeline.

Internal Referrals

Through the “Internal Referral Program” and the open recruitment system, we promote lateral talent mobility and internal promotions.

High-End Talent Acquisition

We collaborate with professional headhunting firms to recruit core technical specialists and key management talent for targeted roles.

Case Study

Strengthening Campus Recruitment to Build a Robust Talent Pipeline—Exclusive Job Fair at Xuzhou Institute of Technology

On March 21, 2026, Glorysky’s campus recruitment team visited Xuzhou University of Technology to host a dedicated recruitment talk attracting more than 100 students. The session featured presentations and interactive discussions on the Company’s development, business layout, talent training system, and job needs. It helped students gain a clear understanding of industry trends and career development pathways, providing practical guidance for their job search planning.



As of the end of the reporting period, the Company upheld a philosophy of diversified and inclusive development, employing 2,364 people in total, including 1,482 male employees and 882 female employees. Among them, 110 employees were from ethnic minority groups, representing 4.65% of the workforce.

Category	Unit	Huidong Factory	Huai An Factory 1	Huai An Factory 2
Total number of employees	Persons	971	711	682
Specifically: by gender				
Number of male employees	Persons	624	408	450
Number of female employees	Persons	347	303	232
Specifically: by age				
Number of employees under 30	Persons	288	217	304
Number of employees aged 30–50	Persons	613	471	373
Number of employees aged over 50	Persons	70	23	5
Specifically: by region				
Number of employees in China (including Hong Kong, Macao and Taiwan)	Persons	971	711	682
Number of employees overseas	Persons	0	0	0

The Company places great importance on building a diverse management team and continues to enhance women’s participation and voice in management. During the reporting period, the Company had 13 female senior executives, including 10 at the Huidong Factory and 3 at the Huai An Factory.

Category	Unit	Huidong Factory	Huai An Factory
Total number of senior executives (director and manager levels)	Persons	49	16
Number of female senior executives	Persons	10	3
Percentage of female senior executives	%	20.41	18.75

Talent Development

Glorysky upholds a talent philosophy of “focusing on both integrity and competence, with merit-based selection” and has built a comprehensive talent development system that covers all employees, is tiered and categorized, and integrates online and offline learning. Through systematic training, diverse career development pathways, and personalized growth plans, we empower employee growth and provide strong talent support for the Company’s strategic development.

Employee Training

The Company has established a “tiered, categorized, dual-track” training system. Company-wide training programs are uniformly organized to strengthen foundational capabilities; an internal lecturer team ensures knowledge transfer; and the reserve cadre program helps train future management talent. Through these measures, a comprehensive, multi-level talent training framework has been created.

Training Management System

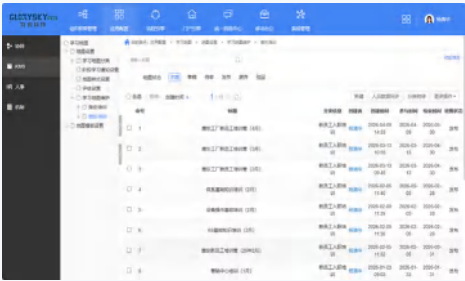
The Human Resources and Administration Center of the Company coordinates monthly company-wide training and has implemented a tiered and categorized training system covering six modules: foundational knowledge, safety management, R&D processes, quality management, system certification, and others. Training content is tailored to specific roles, achieving full coverage, targeted empowerment, and needs-based delivery.

Training Module	Core Content	Target Audience
Fundamental knowledge	Corporate culture, employee handbook, 6S management, system standards, PCB fundamentals, safety and information security awareness	New hires and all employees
Safety management	Fire safety, work safety, chemical management, occupational health	Supervisors and above, and personnel in key positions
R&D processes	Lamination processes, HDI technology, high-speed materials, alignment systems	Personnel in production, quality, engineering, and process roles
Quality management	Control of nonconforming products, IPC standards, QC methods, abnormality management, automotive PCB standards	Production supervisors and above, and personnel in quality, engineering and process roles
System certification	Six Sigma、APQP、FMEA、SPC、MSA、PPAP、VDA、IATF 16949、ISO13485	Designated personnel and engineers from all departments

Case Study

Developing a Digital Learning Platform to Enhance Employee Capabilities

The Company has built the Landray internal learning platform to enable full-process digital management of training notifications, online learning, check-ins, assessments, and the archiving of learning records. Each month, targeted, standardized courses covering onboarding, position-specific skills, quality management, process engineering, and safety awareness are delivered to employees, ensuring 1–2 hours of structured learning time per person and supporting comprehensive professional capability enhancement. Going forward, the Company will continue to expand course resources and further optimize the learning experience and training delivery efficiency.



Internal Lecturer Team Development

In accordance with the Internal Lecturer Operational Guidelines, the Company has established a dual-track faculty system of “Lecturers + Certified Lecturers” to advance its knowledge transfer goal of “Glorysky—Dedicated to Cultivating Its Own Talent.” Managers and above, as well as senior engineers, are automatically included in the lecturer team, while employees with strong technical expertise, presentation skills, and course development capabilities are also selected to strengthen the faculty. Through a structured training pathway of “Lecturer Training Camp, Centralized Trial Teaching, Qualification Certification, and Rating & Promotion,” the Company has built a professional lecturer pipeline. Lecturers are classified into three levels: junior, intermediate, and senior, with promotion based on teaching hours, trainee satisfaction, and courseware development achievements. Certified Lecturers focus on standardized course delivery and follow the same three-level progression system. Lecturers are eligible for differentiated teaching allowances, courseware development support, and annual recognition awards.

Management Trainee Program

As a cornerstone of the Company’s talent pipeline construction, the 2025 Management Trainee Program is structured around the core stages of “Rapid Integration, Professional Specialization, Practical Empowerment, and Probationary Assessment.” Through six months of systematic training, the program accelerates the transition of new hires into qualified management and technical professionals. The program is implemented in four phases: 10 days of cultural integration and foundational orientation; 3–4 months of cross-functional rotations and theoretical learning; 5–6 months of role placement with hands-on practice and project deliverables; and a final joint presentation and defense for comprehensive evaluation. The program adopts a dual-mentor system (technical mentor + HR mentor). Technical mentors provide skills coaching, while HR mentors focus on mindset and career development. It is further supported by a retention early-warning mechanism and a “1+1 support” arrangement to ensure training effectiveness and talent stability.

Case Study

“Starlight Program” Frontline Manager Training Camp

To strengthen the grassroots management foundation and enhance on-site management effectiveness, the Company launched the “Starlight Program—Frontline Manager Training Camp” in December, providing systematic management capability training for all frontline managers and selected senior executives. The training covered core modules, including manager role awareness and positioning; 5S and visual management in workshops; equipment management; quality and technical management; and on-site personnel management. Training was organized in separate cohorts aligned with day- and night-shift production schedules, effectively enhancing participants’ on-site coordination, team leadership, and problem-solving abilities, and providing strong support for the Company’s management talent pipeline development.



Key Performance Indicator: Employee Training

Category	Unit	Huidong Factory	Huai An Factory 1	Huai An Factory 2
Total number of trainees	Persons	980	711	682
Total training hours	h	18683	12588	10073
Average training hours per person	h	19.1	17.7	14.8

Employee Promotion

The Company has established a comprehensive promotion system covering all employees, with clear standards and standardized processes. Upholding the principles of fairness, impartiality, and transparency, the Company uses multi-dimensional assessments to ensure optimal person-job matching and to continuously strengthen its talent pipeline.

Regular talent reviews are conducted every six months, employing the nine-box grid to assess employee performance and potential, with differentiated management applied. Approximately 20% of key talents are included in the talent pool to receive priority promotion and targeted training. About 70% of competent employees focus on capability enhancement, and around 10% of employees requiring improvement receive enhancement coaching or corrective measures. These methods help drive overall organizational effectiveness.



Frontline Employee Promotion

In line with the Regulations on Job Skill Certification and Advancement Management for Frontline Personnel and the Operational Guidelines for Personnel Promotion and Advancement, the Company has established a three-track development pathway covering job certification, skill levels, and the management channel, providing clear progression from junior worker to senior worker, team leader, and line leader. Quarterly theoretical and practical skills certifications are conducted, with skill levels divided into five grades linked to compensation. A demotion mechanism and ongoing optimization of the talent pipeline structure support this framework. 99.99% of grassroots team leaders are promoted internally. Talent reviews for frontline employees are conducted every six months, with the top 20% included in the Key Frontline Talent Pool and prioritized for advancement to management positions.

Case Study

Huizhou City Fully Launches Its First Round of Enterprise Vocational Skill Level Certification

As one of Huizhou City's first units authorized to conduct vocational skill level certification, the Company implemented skill level certification in 2025 for frontline employees in three major occupations in PCB manufacturing. The certification spans three levels—junior, intermediate, and senior—and is conducted by internal assessors using a “performance assessment + process assessment” approach. Successful candidates receive nationally recognized certificates, which serve as key references for position appointments, salary adjustments, and other decisions. A total of 131 employees participated in the 2025 certification, covering multiple processes. The certification results are linked to the Company's internal skills-based salary system, effectively motivating frontline employees to enhance their technical skills and advance their career development.



Promotion of Non-Frontline Employees

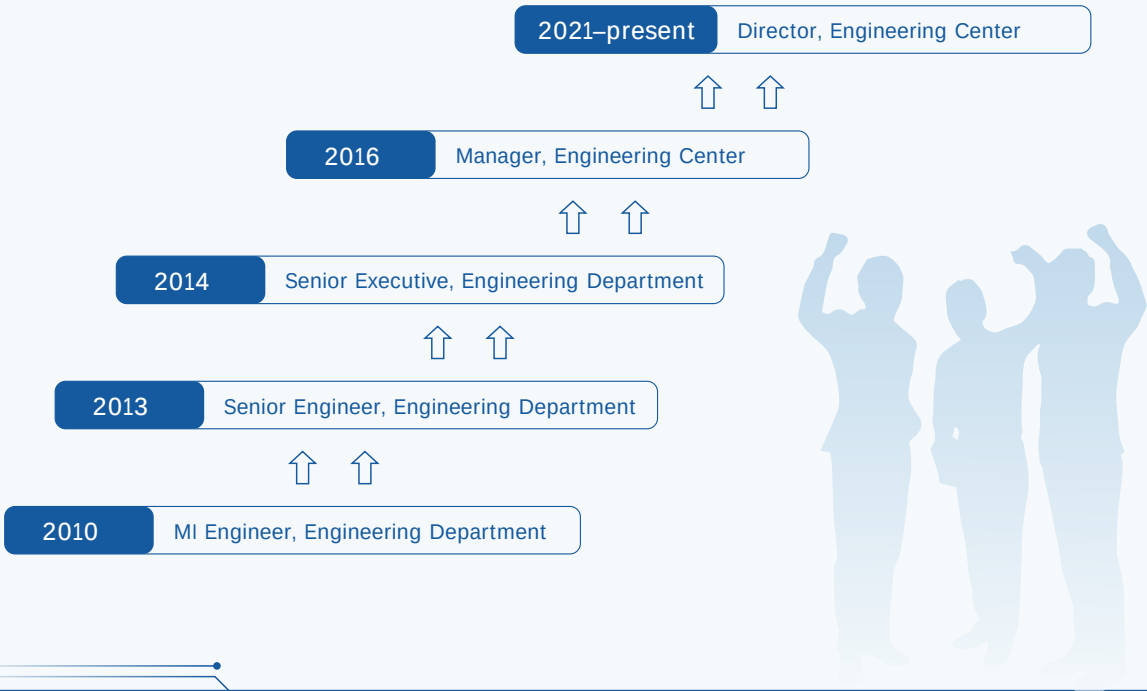
In accordance with the Regulations on the Promotion and Change Management of Non-Frontline Staff, the Company adopts a promotion mechanism combining annual regular reviews with special applications. Assessments cover multiple dimensions, including performance, role qualifications, and 360-degree evaluation. Exceptional promotions require a job presentation and approval from the Senior Management Review Committee.

Case Study

Career Path: Director of Engineering Center

Starting in an entry-level technical role, the employee steadily rose through the ranks by virtue of his/her expertise and the company's robust training and promotion mechanisms, exemplifying a talent development system built on internal cultivation and merit-based advancement.

Career Advancement Flowchart:



Key Performance Indicator: Employee Promotions

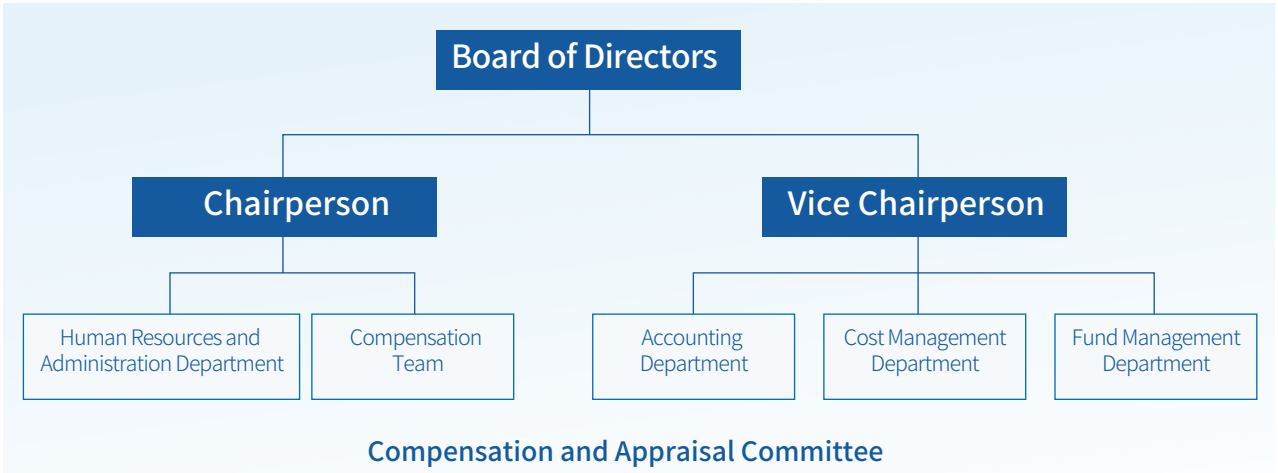
Category	Unit	Huidong Factory	Huai An Factory 1	Huai An Factory 2
Number of promoted employees	Persons	42	69	31

Compensation and Benefits

Glorysky strictly complies with laws and regulations, including the Labor Law of the People’s Republic of China, the Labor Contract Law of the People’s Republic of China, the Social Insurance Law of the People’s Republic of China, as well as the requirements of the RBA Code of Conduct. The Company has established a compensation and benefits system centered on the Control Guidelines for Salary Management Operations and the Operational Guidelines for the Performance Management System. It is committed to providing compensation that is both externally competitive and internally equitable, and building a diversified, comprehensive benefits framework that supports the shared growth of employees and the Company.

Compensation Management

The Company has established a Compensation and Appraisal Committee under the oversight of the Board of Directors. This Committee regularly reviews market salary levels and dynamically adjusts compensation strategies based on business performance, market trends, and employee contributions, ensuring industry competitiveness. Employees’ total compensation consists of base salary, performance bonuses, quality improvement rewards, special bonuses, and fixed allowances. The Company strictly adheres to the principle of equal pay for equal work. All employees are compensated above the local statutory minimum wage, and wages and overtime pay are issued in full and on time.



During the reporting period, average employee compensation varied across production sites due to differences in position levels, tenure, and job grade distribution. The Company strictly implements equal pay for the same position, ensuring employees in equivalent positions with comparable performance receive equal compensation.



Performance Management

The Company has formulated the Operational Guidelines for the Performance Management System and established a strategy-oriented performance management system. Following the principles of “seeking truth from facts and being objective and fair; setting detailed standards and conducting frequent reviews; and motivating employees and rewarding merit,” the Company implements closed-loop management of the entire process covering performance planning, coaching, evaluation, and feedback. At the core of the system are Key Performance Indicators (KPIs), through which the Company cascades strategic objectives down to departments and individuals. Assessment criteria are quantifiable, measurable, and time-bound, covering three dimensions: work performance, management behaviors, and capability development. The evaluation adopts a diversified approach of “monthly tracking, quarterly job presentations, and annual comprehensive evaluations,” ensuring both timeliness and comprehensiveness.

The Company has also established a dynamic performance adjustment mechanism, whereby assessment targets are revised through a standardized approval process when significant business or market changes occur. Through institutionalized performance reviews, result feedback, and improvement plans, performance results are linked to compensation adjustments, promotions, and training and development, fostering a two-way synergy between enhanced organizational performance and employees’ career growth.

Case Study

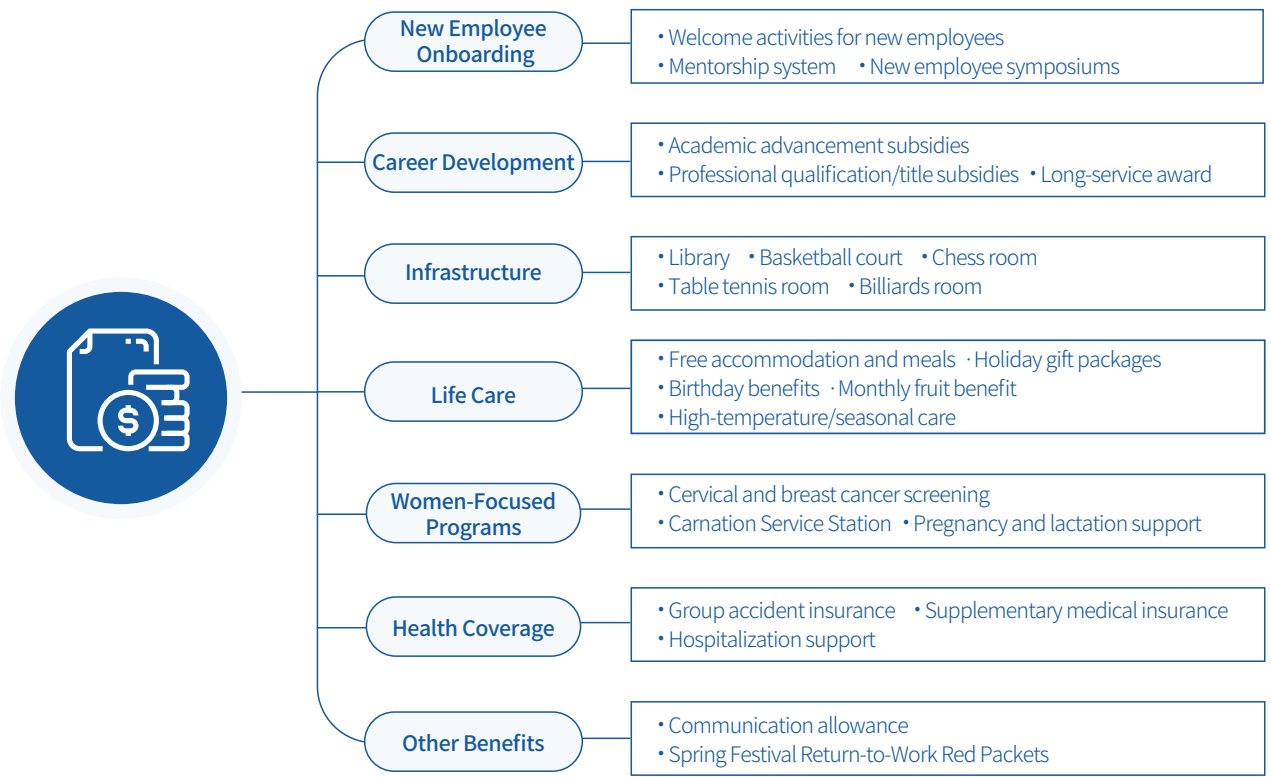
Outstanding Employee Recognition

The Company implements a performance-based incentive mechanism. Under the Monthly and Quarterly Excellence Recognition Plan, awards such as “Outstanding Employee” and “Outstanding Team Leader” are granted to recognize high-performing employees according to clear standards and procedures and foster a culture of striving for excellence. Additionally, the Company has implemented a system of short-, medium-, and long-term incentive plans and provided equity incentives to senior management to encourage the creation of sustainable value and support the achievement of strategic objectives.

Benefits System

The Company has built a comprehensive, multi-tier employee benefits system designed to motivate employees and foster creativity, thereby supporting the achievement of business and strategic objectives. In strict compliance with applicable laws and regulations, the Company makes full contributions to social insurance (pension, medical, work-related injury, unemployment, and maternity) and the housing provident fund for all employees. All employees are also entitled to statutory leaves, including paid annual leave, maternity leave, marriage leave, bereavement leave, and compensatory leave.

Beyond statutory benefits, the Company provides a diverse package of supplementary benefits across seven dimensions to address employees’ needs throughout their career lifecycle.



Sports and Cultural Competitions and Team-Building Activities



Memorial Hall Learning Visit



Tug-of-War Competition



Staff Dormitory



Carnation Service Station



Life Services and Facility Support

Cultural Activities and Employee Engagement



Mother's Day Flower Arrangement Activity



International Women's Day Activity



New Employee Symposium



Birthday Celebration

Occupational Health and Safety

Glorysky remains committed to the principle of safe development. Through a systematic management system, risk prevention and control, company-wide training, and strengthened emergency response capabilities, the Company strives to create a safe and healthy workplace, prevent work-related injuries and occupational diseases, and achieve a harmonious balance between corporate development and employee well-being.

Occupational Health and Safety Management System

Strictly adhering to the ISO 45001:2018 Occupational Health and Safety Management System standard, the Company has established a comprehensive management framework covering policies and objectives, hazard identification, training and education, and emergency management. Effectiveness is continuously enhanced through the PDCA (Plan-Do-Check-Act) cycle. The Huidong Factory and the Huai An Factory have obtained ISO 45001 certification, and unified management standards have been established across the Company’s three main bases, providing systematic assurance for employee health and safety.



ISO 45001 Certificate (Huidong Factory) ISO 45001 Certificate (Huai An Factory)



Work Safety Standardization

The Company has implemented the Work Safety Inspection System and established a closed-loop management mechanism of “Inspection, Recording, Rectification, and Acceptance.” Inspections are carried out in four categories: routine inspections, specialized inspections, periodic inspections, and special inspections. Inspections address both safety management and on-site safety. Identified hazards are managed through rectification notices that specify required measures, deadlines, and responsible personnel. Once rectification is completed, follow-up inspections and acceptance checks are conducted to ensure timely identification, resolution, and closed-loop management of all safety issues.

Occupational Health and Safety Risk Control

The Company has established a systematic occupational health and safety (OHS) risk management mechanism. Through precise hazard identification, risk tiering and control, and comprehensive management of occupational hazard factors, the Company ensures that risks remain controllable, continuously improves the working environment, and safeguards employee health and safety.

Hazard Identification and Control

In accordance with the Control Procedure for Hazard Identification and Evaluation, the Company applies the LEC method (operating conditions risk evaluation) to quantitatively assess risks across three dimensions: likelihood of accident occurrence, frequency of exposure, and severity of consequences. Risks are classified into five levels, with tiered controls implemented based on their severity. During the reporting period, the Company identified a total of 94 hazards, including 9 major hazards. Differentiated control measures were implemented for each hazard, strictly adhering to the hierarchy of controls: Elimination → Substitution → Engineering Controls → Administrative Controls → Personal Protective Equipment (PPE).

- Notes:
- 1. The LEC scoring method is a semi-quantitative risk assessment approach.
 - 2. L – Likelihood: the probability of an accident occurring.
 - 3. E – Exposure: the frequency with which personnel are exposed to the hazardous environment.
 - 4. C – Consequence: the potential impact of the harm if an accident occurs.
 - 5. The hazard risk value is calculated as the product of these three factors, which determines the risk level D (Degree of Risk): $D = L \times E \times C$.

Occupational Health Management

Aligned with the production characteristics of the PCB industry, the Company implements targeted controls over key occupational hazard factors, including noise, dust, and chemicals. Noise standards are strictly enforced during equipment procurement. Annually, a professional institution is entrusted to assess the Company’s occupational hazard factors, and employees exposed to such hazards receive occupational health checkups. Workstations with toxic or hazardous substances are equipped with warning signs, first-aid supplies, and emergency evacuation routes, ensuring employees’ occupational health rights are fully protected.

Key Performance Indicator: Employee Health Checkups

Category	Unit	Huidong Factory	Huai An Factory 1	Huai An Factory 2
Coverage of occupational health checkups	%	100	100	100

Building a Health and Safety Culture

The Company has established a three-pronged safety capability building system covering training, competitions, and drills to reinforce a safety culture of “Everyone Talks about Safety, Everyone Knows How to Respond to Emergencies.”

Safety Training

The Company formulates an annual safety training plan, which is coordinated and implemented by the Safety and Environment Department. New employees are required to complete three levels of safety education—plant, workshop, and team levels—with a minimum of 24 training hours. Frontline staff consistently reinforce safety awareness through pre-shift morning briefings and on-site demonstrations, while personnel at the supervisor level and above attend monthly specialized training sessions. During the reporting period, the coverage rate of OHS training for employees reached 100%.

Case Study

Special Training on Emergency Safety Skills

In February 2025, Huai An Glorysky Electronics Co., Ltd. conducted special emergency safety training for all employees. The program covered fire response, emergency evacuation, first aid for the injured, hazardous chemical leak response, and electric shock first aid. It clarified emergency procedures and role responsibilities, enhancing employees’ hands-on safety skills and their ability to perform self-rescue and mutual aid.



Case Study

Health and Safety Knowledge Competition

In October 2025, the Huai An Factory organized an OHS knowledge competition that covered work safety laws and regulations, the Company’s safety rules, occupational health and hygiene, fire safety and emergency response, and job-specific safety risk identification. Through a combination of online preliminaries and offline finals, the competition provided a comprehensive assessment of employees’ safety knowledge. This initiative successfully incentivized all staff to engage in safety knowledge learning and significantly bolstered their practical emergency response skills.



Emergency Management

The Company has prepared its emergency response plan system in accordance with the Guidelines for the Preparation of Emergency Plans for Workplace Accidents in Production and Business Units. This comprehensive framework includes special plans for fire, explosion, mechanical injury, and confined space incidents, as well as on-site disposal plans. Huai An Factory 2 is equipped with an automatic fire alarm system, an automatic sprinkler system, a smoke control and exhaust system, and a fire linkage control system to enable efficient fire detection and rapid response. Throughout the year, the Company conducted 12 emergency drills, forming a closed-loop management cycle of “training, drills, and improvement”.



Key Performance Indicator: Employee Safety Training and Emergency Drills

Category	Unit	Huidong Factory	Huai An Factory 1	Huai An Factory 2
Coverage of employees receiving OHS-related training	%	100	100	100
Number of emergency drill sessions	Session	7	4	1

Work-Related Injury Management

The Company has formulated the Standard for the Management of Casualty Accidents and established a comprehensive, closed-loop system for managing work-related injuries, which strictly follows the “Four No-Let-Ups” principle to ensure standardized incident handling and the continuous improvement of the safety management system. Through a closed-loop, end-to-end process of reporting, investigation, handling, rectification, assessment, and review, the Company ensures that every work-related injury is thoroughly analyzed, accountability is assigned, corrective actions are fully implemented, and lessons learned are communicated, continuously enhancing OHS management.

01 Accident Classification and Reporting

- Work-related injury accidents are classified into levels such as minor and serious in accordance with national standards;
- General work-related injuries must be reported internally within 24 hours.
- Serious work-related injury accidents or above must be reported to the regulatory authorities within 1 hour.

02 Investigation, Accountability and Response

- Minor work-related injury accidents are investigated under the leadership of the Safety Director, serious work-related injury accidents are investigated under the General Manager, and major accidents are investigated in coordination with the government;
- Root causes are identified, accountability is determined, and corrective actions are proposed.

03 Rectification Closure and Verification

- The responsible department implements corrective actions, while the Safety Director tracks and verifies them to ensure the loop is closed.
- Company-wide safety awareness education is conducted, with the Human Resources Department handling post-accident claims.

04 Performance Linkage and Continuous Improvement

- Safety performance is incorporated into departmental annual assessments, with clear rewards and penalties;
- Work-related injury data are compiled and analyzed monthly, and complete records are maintained;
- Lessons learned are used to continuously optimize the safety management system.

Key Performance Indicator: Employee Health and Safety Accidents

Category	Unit	Huidong Factory	Huai An Factory 1	Huai An Factory 2
Number of minor work-related injury incidents	Cases	0	2	0
Number of serious work-related injury incidents	Cases	0	0	0

Notes:
1. OHS investments cover fire protection and emergency response, employee training, health checkups, institution testing, and machinery and equipment.

Empowered by Tech, Built for Excellence

- Innovation-Driven Development
- Product Quality
- Customer Rights Protection
- Supply Chain Security and Sustainable Procurement

05



Response to SDGs:



Innovation-Driven

Glorysky remains committed to technology-driven development as its core strategy, staying aligned with the forefront of the PCB industry and focusing on key sectors such as industrial control and new energy, automotive electronics, and LCD displays. The Company has established an end-to-end innovation system spanning “R&D management – Technological Breakthroughs – Intelligent Manufacturing.” By integrating technological breakthroughs, intelligent manufacturing, and green innovation, the Company continues to strengthen its core competitiveness and provide strong support for high-quality sustainable development. Focusing on three key market segments—automotive electronics, computing power, and LCD displays—the Company’s technology roadmap covers four core dimensions: high layer count, high frequency, high speed, and high thermal conductivity, enabling it to stay closely aligned with global technology and product trends. Equipped with advanced equipment and intelligent systems, Huai An Factory 2 focuses on high-end application scenarios, such as automotive electronics and AI servers. By delivering highly reliable, high-performance PCB solutions, the Factory creates long-term value for global premium customers and drives the Company’s development toward high-end, intelligent, and green manufacturing through continuous innovation.

R&D Management

Guided by the principles of “standardized processes, precise management, and innovation-driven vitality,” the Company has established a multi-dimensional R&D management system, laying a solid management foundation for technological innovation and breakthroughs.

R&D System and Process Framework

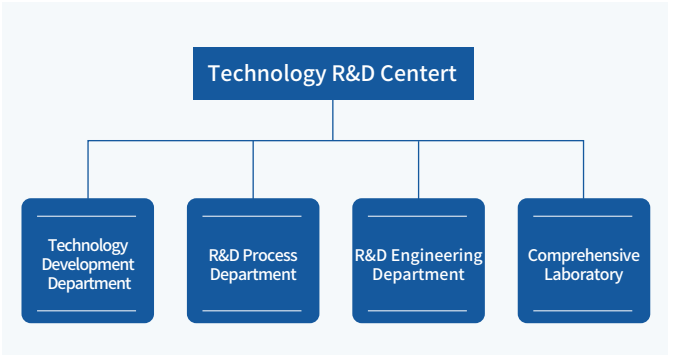
Centered on the Measures for the Administration of the Technology R&D Center and the Incentive System for the Commercialization of Scientific and Technological Achievements, the Company has established a standardized management framework covering the entire process of project initiation, implementation, acceptance, commercialization of achievements, and intellectual property protection. Standardized procedures have been established for demand research, feasibility analysis, and sample prototyping, and more than 10 R&D process management documents have been prepared to ensure that the R&D process is traceable and controllable. In addition, the Company has established a performance evaluation and incentive system and formed an R&D management framework integrating “institutional safeguards, process standardization, and performance assessment.”

R&D Organization and Collaboration Mechanism

The Company has established a Technology R&D Center, which consists of the Technology Development Department, R&D Engineering Department, R&D Process Department, and Comprehensive Laboratory. They are responsible for project planning, technical breakthroughs, process optimization, and testing and validation, respectively. The Company implements a “specialization + cross-department collaboration” model, by which the R&D department works in close coordination with production, marketing, finance, and other departments to advance projects and ensure efficient alignment between R&D outputs and market demands. Through this systematic collaboration mechanism, the Company not only enhances R&D efficiency but also achieves seamless integration between technology R&D and production demands through dynamic resource allocation and risk management, thereby strengthening its innovation capability and market competitiveness.

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Organizational Chart of the Technology R&D Center

In external R&D collaboration, the Company partners with universities and research institutes, including South China University of Technology, Jiangsu University, Guangdong University of Technology, and the Shenzhen Institute for Advanced Study, University of Electronic Science and Technology of China (UESTC), to conduct industry-university-research cooperation. It co-established the Printed Circuit Board (PCB) Intelligent Manufacturing Joint Laboratory with the Shenzhen Institute for Advanced Study, UESTC, sharing equipment, talent, and platforms, and jointly developing multiple key technologies. The Company has received major recognitions, including the Second Prize of the 2024 Science and Technology Award from the Guangdong High-Tech Enterprise Association and a Top 300 ranking in the 2025 Guangdong-Hong Kong-Macao Greater Bay Area High-Value Intellectual Property Portfolio Competition. By leveraging core achievements—such as automotive PCBs using high-thermal-conductivity embedded-copper-block technology and manufacturing process for next-generation high-performance, high-speed microwave mixed-lamination 5G antenna boards—the Company has achieved technological breakthroughs and industrialization, significantly enhancing its innovation capabilities and market competitiveness in the PCB sector.



Guangdong University of Technology
Enterprise-University Signing Event



R&D Talent and Incentive System

The Company has built a professional R&D team, with R&D personnel accounting for 11.87% of the workforce. All core technical staff have more than 10 years of industry experience. The Company strictly adheres to R&D personnel recruitment standards and has established a training system that integrates internal training, external training, and hands-on project practice. A three-tier incentive mechanism comprising base salary, performance bonus, and special rewards has been implemented by linking performance closely to project progress, quality, and cost. Tiered rewards are provided for major achievements, alongside initiatives such as equity participation for key talent and confidentiality incentives for departing employees, effectively fostering innovation within the team.

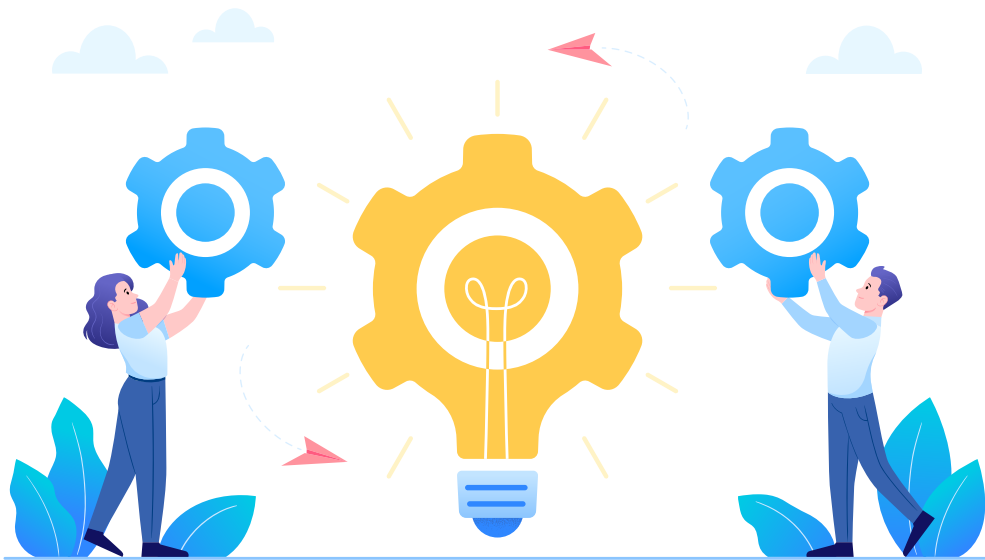
R&D Investment

The Company continues to strengthen R&D investment, ensuring full allocation of personnel and funding. In 2025, R&D investment amounted to approximately RMB 70 million, managed under 9 standardized categories with refined end-to-end oversight from budgeting to execution. Priority is given to R&D in high-end PCBs and critical processes. Meanwhile, R&D equipment was continuously upgraded, with advanced research and testing devices added at the Huidong Factory and the Huai An Factory, helping enhance the full-chain verification capability.

University-Enterprise Collaboration Awards



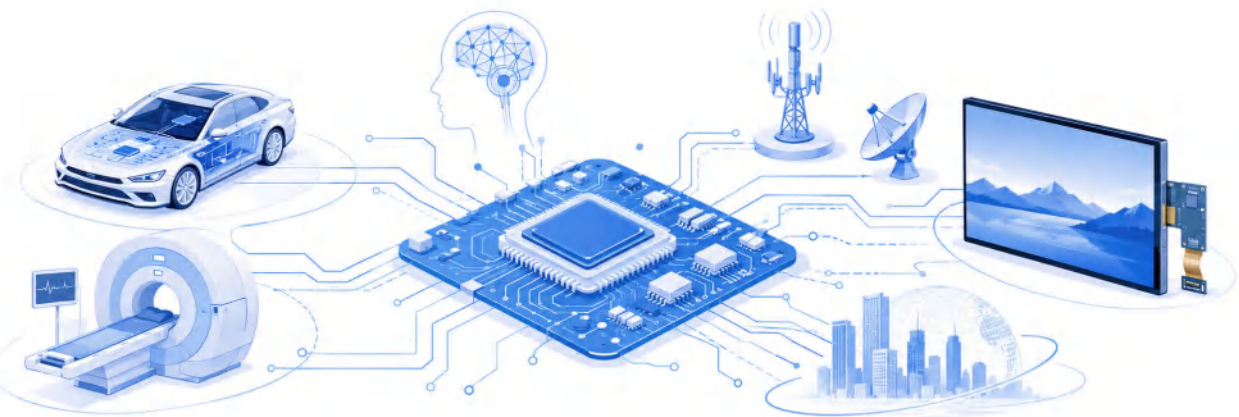
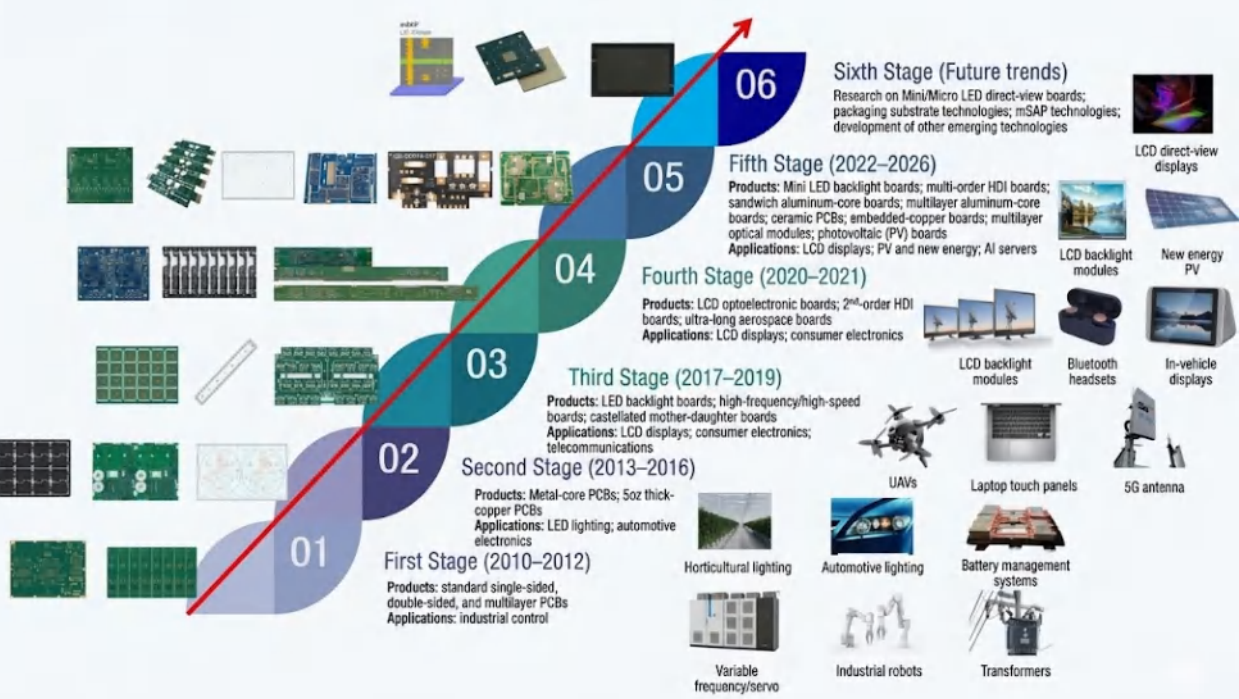
Key Performance Indicator: Innovation and R&D Data		
R&D Investment	Number of R&D personnel	Proportion of R&D personnel to the workforce
7000 RMB 10,000	251 Persons	10.62%
Number of R&D projects	Number of R&D training sessions	Number of trainees
39 Nr.	42 Sessions	836 People



Innovation Outcomes

Through systematic R&D investment, the Company has achieved technological breakthroughs, accelerated product commercialization, and converted innovation into value, further consolidating its industry-leading position. By leveraging innovation to foster new quality productive forces, the Company has supported the growth of emerging industries and advanced the alignment of economic and environmental value.

Milestones in Technological Innovation



Breakthroughs in Core Technologies

The Company maintains a technology-driven approach, achieving key core technological breakthroughs in four strategic areas—high-end displays, automotive electronics, high-frequency and high-speed applications, and green intelligent manufacturing—establishing an industry-leading technology moat.

High-End Display Technologies: We overcame the “bottleneck” issue in LCD optoelectronic boards, breaking the monopoly of Taiwan (China), Japan, and South Korea, and achieved domestic production of Mini LED precision circuitry. The technology is leading nationally and advanced internationally in certain aspects, enabling the Company’s entry into the supply chains of top display manufacturers.

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High-Frequency, High-Speed, and Computing Technologies: We solved challenges in 5G/millimeter-wave transmission, advanced HDI processes, and high-speed signal integrity for AI servers. We mastered low-loss substrate processing and multilayer stacking core processes to support high-speed and stable computing equipment operations.

Green Circular Technologies: We pioneered multistage air classification for drilling copper powder and emulsification-based reduction for dry-film residues, reducing hazardous waste and enabling high-value resource recovery. We built a safe and efficient green manufacturing system to support the low-carbon transition of the industry.

广东省制造业单项冠军企业

企业名称：惠州市特创电子科技股份有限公司
产品名称：汽车智能照明多层印制电路板

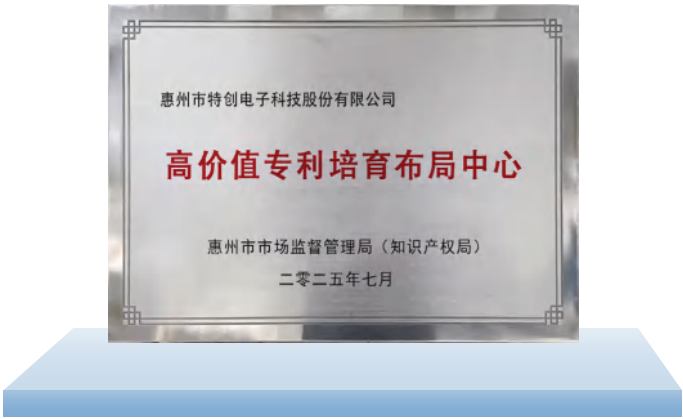
广东省工业和信息化厅
二零二五年十二月

Guangdong Provincial-level Manufacturing Single-item Champion Enterprise

Intellectual Property Management

The Company places strong emphasis on building its intellectual property (IP) system and has developed a comprehensive IP management and protection framework encompassing core technologies, product design, and manufacturing processes. To date, the Company has been granted 174 domestic patents (including 89 invention patents), obtained 32 software copyrights, and registered 34 trademarks. It has led or participated in the development of 3 national standards, including the Test Methods for Copper Clad Laminate at Microwave Frequency. The Company has also published 28 industry academic papers, 4 of which are indexed by EI and SCI, with one selected for presentation at the Electronic Circuits World Convention (ECWC).

The Company has established an operations and technology innovation system with independent IP rights, set up a pool of IP experts, and implemented a standardized and efficient IP management mechanism. The Company is committed to collaborative innovation among enterprises, universities, and research institutions, with some patents originating from industry-university-research cooperation projects. At the same time, it actively fosters company-wide innovation, with 40% of patents stemming from frontline employees’ “golden ideas” and technical improvement initiatives. Leveraging its R&D strengths, the Company continues to tackle key technical challenges. It converts 3 patents into product standards, keeps cultivating high-value core patents, and provides robust support for technological innovation, product upgrades, and high-quality development.



High-Value Patent Cultivation and Layout Center



GB/T 29490-2023 Intellectual Property Management System Certificate

Key Performance Indicator: Innovation and R&D Achievements

Number of IP management training sessions conducted	Cumulative number of authorized patents obtained by the Company	Cumulative number of invention patents obtained by the Company
3Sessions	174Items	89Items
Cumulative number of utility model patents obtained by the Company	Number of software copyrights held by the Company	Number of approved trademarks and patents
60Items	32Items	34Items

Intelligent Manufacturing

Guided by the Industry 4.0 philosophy, Glorysky is focused on establishing a benchmark “National 5G Factory” and has built an intelligent production system covering the entire lifecycle. Its subsidiary, Huai An Glorysky Electronics Co., Ltd., has developed a smart factory with a high level of equipment intelligence across all operations and has been recognized as a “National 5G Factory,” a “Provincial Four-Star Cloud-Based Enterprise,” a Jiangsu Industrial Internet Platform Enterprise, and an AA-level enterprise under the Integrated Informatization and Industrialization Management System. The Company has received the “Green Manufacturing and Environmental Protection Enterprise” award from the Guangdong Printed Circuit Association for 9 consecutive years. Additionally, both Huizhou Glorysky Electronics Co., Ltd. and Huai An Glorysky Electronics Co., Ltd. have been designated as “National Green Factories.”



“Green Factory” and “Green Manufacturing and Environmental Protection Enterprise” Titles

With a total investment of RMB 800 million and spanning an area of 254 mu, Huai An Glorysky Electronics Co., Ltd. occupies a planned gross floor area of 194,000 square meters. It is dedicated to establishing an Industry 4.0 automated smart factory. Adhering to the principle of one-way flow layout, the factory is strictly divided into four functional zones: raw material storage, core production, inspection & packaging, and auxiliary support. This configuration eliminates process crossover and contamination risks. Concurrently, the integration of digital scheduling, intelligent production and operations, visual supply chain management, full-process quality traceability, and AGV-driven smart warehousing and logistics has significantly enhanced productivity. This achievement has established the factory as a premier benchmark and a demonstrative case for intelligent manufacturing within the PCB electronics sector.

基于AI赋能协同管控的PCB精益制造智能工厂

Intelligent Production Lines

Strategic Objectives and Overall Architecture

The Company aims to achieve digital, automated, and intelligent transformation, building an intelligent production system that covers the full lifecycle: design, manufacturing, delivery, and services. A five-layer architecture is established, consisting of: equipment layer, network layer, platform layer, application layer, and decision-making layer.

Equipment Layer	Integrates core production equipment for PCB manufacturing, inspection, and logistics
Network Layer	Achieves equipment interconnection and real-time data transmission via industrial Ethernet and 5G private networks
Platform Layer	Builds the industrial Internet platform, integrating core systems such as MES, ERP, and WMS
Application Layer	Focuses on scenarios including intelligent production, quality, logistics, and operations & maintenance
Decision-Making Layer	Provides scientific decision support for production and operations through data analysis

Core Systems and Technological Innovation

The Company is advancing the application of intelligent technologies and systems across multiple dimensions. In terms of key systems, its Manufacturing Execution System (MES) provides full-process digital management for production planning and scheduling, process monitoring, and quality traceability. The Enterprise Resource Planning (ERP) system integrates sales, procurement, production, and finance into a unified workflow, while the Warehouse Management System (WMS) works in conjunction with MES to enable full-lifecycle traceability of materials. The Quality Management System (QMS) and the Statistical Process Control (SPC) System establish frameworks for online quality inspection and statistical analysis. Regarding technology and equipment innovation, the Company has introduced automated devices, including six-axis CNC drilling machines, solder mask LDI exposure machines, and AGV intelligent logistics vehicles. Additionally, the Company has obtained 25 software copyrights that cover systems such as payroll and production data management, supporting comprehensive digital control across the intelligent manufacturing process.

Case Study

Intelligent Manufacturing Operation Management Platform

The Intelligent Manufacturing Operation Management Platform at Huai An Factory 2 is a unified system. For intelligent business decision-making, the factory relies on the Glorysky Industrial Data Collaboration Platform as its core, deeply integrating MES, ERP, WMS, and other systems to break down departmental “data silos” and enable real-time collection, standardized integration, and cross-departmental sharing of multidimensional operational data. The platform features a built-in 3D intelligent early-warning module that monitors potential risks such as inventory and equipment utilization in real time and issues tiered alerts. Coupled with a dynamic resource optimization module, it enables rapid adjustments to material allocation and production scheduling, shifting business decision-making from experience-driven to data-driven. This method has significantly improved decision-making accuracy and responsiveness.



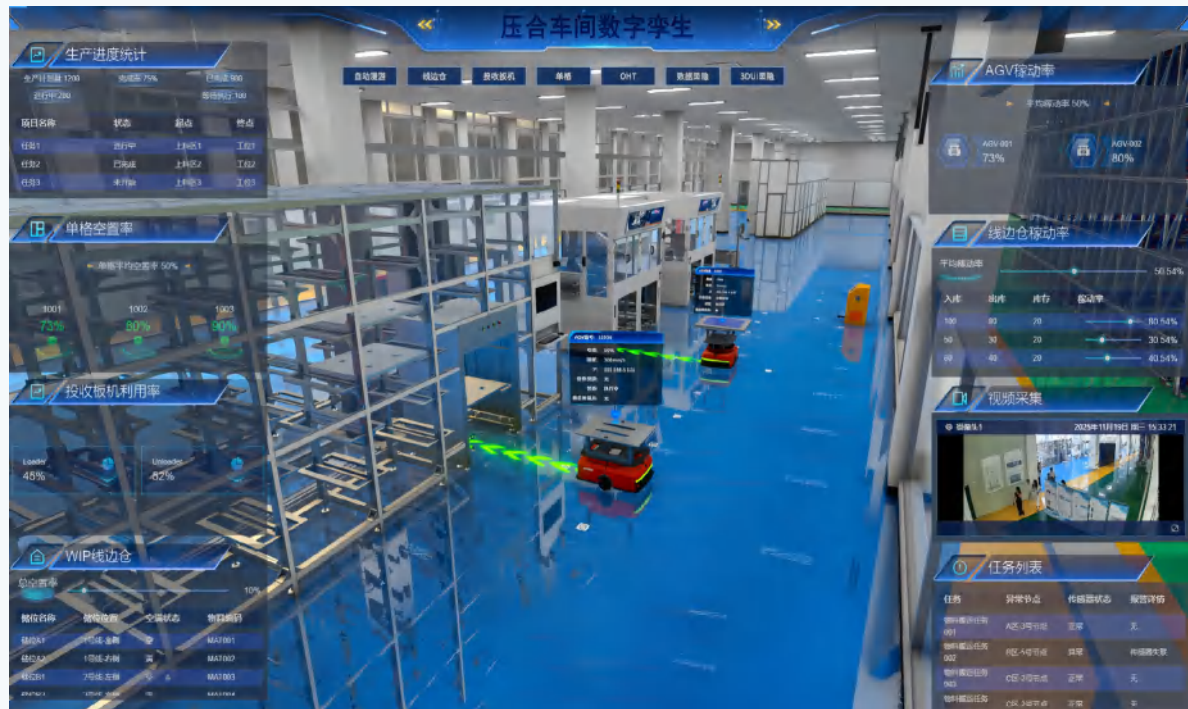
Typical Application Scenarios

The Company has put several typical scenarios of intelligent manufacturing into reality. For digital technology upgrades, it has built a smart park management platform to display key information, such as production progress, equipment status, and quality indicators, in real time. For smart warehousing, WMS is tightly integrated with ERP and MES, using RFID technology for precise material management, with fully automated inbound, outbound, and inventory monitoring. For software integration, it has developed a unified Intelligent Manufacturing Operation Management Platform incorporating modules such as Advanced Planning and Scheduling (APS) and the Material Control System (MCS) designed for logistics scheduling. For intelligent environmental management, it has deployed a central dust collector monitoring system to capture air pressure, dust concentration, and other parameters in real time, supporting remote control and compliant report generation.

Case Study

Smart Warehousing (WMS-ERP-MES Integration)

By leveraging its Intelligent Manufacturing Operation Management Platform, Huai An Factory 2 has built an intelligent warehousing system with deep WMS-ERP-MES integration, enabling digital management and control across the full material lifecycle. Through automated record traceability, precise positioning, and intelligent scheduling, warehousing efficiency increased by 40% and delivery accuracy reached 98%, effectively addressing pain points in traditional warehousing and providing stable and reliable support for production.



Product Quality

Glorysky adheres to the “Three Nos” principle—no acceptance, no manufacture, and no transfer of defects—and has established a quality management system covering the entire product lifecycle. By integrating international standards, industry requirements, and customer needs, and supported by digital control, full-process hazardous substance management, and agile customer services, the Company delivers high-quality, highly reliable PCB products to customers worldwide, ensuring product safety and compliance while creating outstanding customer value.

Quality Management System

Guided by the Quality Manual, the Company has established an integrated quality management system that incorporates international standards, including ISO 9001:2015, IATF 16949:2016, and ISO 13485:2016. Both the Huidong Factory and the Huai An Factory have obtained the corresponding authoritative certifications. The effective operation of the system is ensured through the Internal Audit Control Procedure and the Management Review Control Procedure. During the reporting period, internal audits and process audits showed that the Company’s manufacturing processes operated steadily, its quality control capabilities met requirements, and the system remained appropriate and effective.

Production Base	Quality Management System Certifications Obtained
Huidong Factory	ISO 9001:2015、IATF 16949:2016、ISO 13485:2016
Huai An Factory	ISO 9001:2015、IATF 16949:2016



Full-Process Quality Control

The Company embeds quality control throughout the entire product lifecycle, from design and procurement to manufacturing and services. Through the deep integration of standardized processes and digital tools, it achieves full-process traceability, control, and continuous improvement of product quality.



Development of Quality Culture

The Company is committed to building a quality culture featuring full participation and continuous improvement. By adopting a multi-pronged approach that combines institutional guidance, activity-driven incentives, dedicated improvement campaigns, and regular training, it embeds quality awareness in the mind of every employee.



Institutionalized
Incentives and
Accountability System

The Company strictly implements the Quality Incentive Operational Guidelines and has established a full-process quality accountability and incentive system covering rewards, accidents, violations, and customer complaints. It defines clear accountability standards and links quality performance with management personnel’s responsibilities, while also offering special rewards to encourage employees to proactively identify risks and propose improvement measures.



Regular Activities and
Full Participation

The Company continuously organizes “Quality Week/Quality Month” events and promotes a “hands-up culture,” encouraging employees to actively submit quality improvement suggestions through the OA system. The Company provides monetary rewards for employees whose proposals are adopted, fostering a positive environment where everyone focuses on quality and participates in improvement.



Case Study

Solder Mask Foreign Matter Improvement Project (July–December 2025)

In the first half of 2025, solder mask foreign matter defects accounted for a high proportion of nonconformities and caused substantial scrap, becoming a prominent issue affecting appearance quality and cost control. In June 2025, the Company formed a QCC improvement task force to carry out targeted initiatives in process optimization, in-process control, and on-site environmental management. By implementing parameter adjustments, enhanced on-site dust-control measures, and standardized cleaning of tools and fixtures, the solder mask foreign matter defect rate was significantly reduced. These measures effectively lowered scrap costs and improved overall product quality and production efficiency.

Before Improvement			After Improvement		
			VS		
1. No dust-control measures were in place for the air shower, screen printer, and oven.				1. Apply sticky mats around the air shower and replace them every four hours.	
2. Old ink residue remained on the screen frame and the basket racks.				2. Apply sticky mats to the front of the screen printer and oven.	
				3. Implement cleaning requirements for screen frames and basket racks (clean at least 10 per day).	

Before-and-After Comparison of Corrective Actions for Solder Mask Foreign Matters

Case Study

Eagle Eyes: Board Inspection Skills Competition

On March 30, 2025, Glorysky organized the “Eagle Eyes: Board Inspection Skills Competition (FQC/FQA).” The special skills competition focused on key capabilities, including PCB appearance inspection, defect identification, and precision judgment. Through competition-based learning and skills enhancement, it effectively strengthened inspectors’ professional competence and quality responsibility awareness.



Green Product Control

The Company is committed to providing customers with green products that comply with global environmental protection regulations. By proactively aligning with international environmental compliance standards, the Company integrates end-to-end hazardous substance control throughout the entire product lifecycle and has established a systematic, standardized, and traceable green product assurance mechanism.

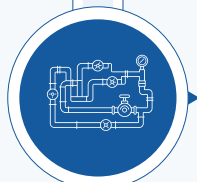
Based on the QC 080000 framework, the Company has established a hazardous substance management system covering requirements related to RoHS, REACH, halogens, TSCA, and VOCs. It also continuously monitors updates to the EU Substances of Very High Concern (SVHC) list and other high-concern substance lists to ensure its control standards remain aligned with global regulations. The Company fully implements supplier environmental compliance access management, requiring suppliers to sign the Supplier Environmental Protection Agreement and the VOC Restricted Substance Content Declaration, thereby enforcing environmental responsibilities at the source.



Supply Chain Access Management: The Company has established a supplier environmental qualification review mechanism. Leveraging its self-developed Supplier Quality Management System, it centrally manages suppliers' environmental testing reports, compliance qualifications, and related information, with automatic report expiration alerts, dynamic tracking, and update reminders. This ensures that suppliers of key materials such as laminates, inks, and chemicals continuously provide valid third-party environmental testing reports, strengthening environmental compliance management across the supply chain at the source.



Incoming Material Inspection: The Incoming Quality Control (IQC) system implements dual verification through "document review + physical sampling inspection" for all incoming materials. Meanwhile, the laboratory conducts special hazardous substance testing in accordance with the RoHS 2.0 standard, providing dual control through both documentation verification and physical testing. Any materials lacking valid reports or failing testing are rejected.



Process Anti-Contamination Control: The Company identifies hazardous substance contamination risks in key processes such as cutting, lamination, and solder mask application. Cross-contamination is strictly prevented through measures including dedicated halogen-free zones, exclusive labeling, equipment cleaning verification, and personnel training. For halogen-free products, sampling inspections are conducted at three stages—cutting, lamination, and solder mask application—with all related results recorded on LOT cards to ensure process traceability.



Finished Product Compliance Assurance: The Final Quality Assurance (FQA) system conducts sampling inspections on finished products for RoHS compliance, halogen content, and other requirements. Each year, finished products covering different surface finishes, as well as finished products using major laminates and inks, are submitted to third-party institutions for testing to ensure continuous compliance with applicable regulations and customer requirements.



Green Technology Innovation: The Company actively drives independent innovation in green technologies, has published multiple related research papers, and obtained Green Design Product certifications for 10 products under the Green Design Product Evaluation Technical Specification.

To ensure effective implementation of the system, both the Huidong Factory and the Huai An Factory obtained QC 080000:2017 Hazardous Substance Process Management System certification, providing authoritative system assurance for green product control and further demonstrating the standardization and professionalism of the Company's green management capabilities.



QC 080000 Certificate (Huidong Factory)

QC 080000 Certificate (Huai An Factory)



Customer Rights Protection

Glorysky upholds a customer-first service philosophy, with customer satisfaction as its core focus. The Company has established a standardized, digitalized, and full-process customer rights protection system. Through digital services, comprehensive after-sales support, closed-loop customer complaint management, and rapid response to quality abnormalities, the Company effectively safeguards customers’ legitimate rights and interests while building long-term, stable, mutually beneficial partnerships based on mutual trust.

Customer Service Optimization

The Company leverages digitalization to upgrade its service capabilities. Through the ERP system, it has digitalized the entire customer service process, established a dynamic customer information database and an online customer complaint traceability channel, and enabled real-time tracking of order production progress. These measures strengthen service continuity and communication efficiency while enhancing service transparency and customer experience. At the same time, the Company has established a comprehensive after-sales service system covering technical support, quality feedback, rework, and replenishment material support, ensuring professional responses to various customer needs.

Standardized Handling of Customer Complaints

The Company has established the Customer Feedback Handling Procedure and implemented a customer complaint handling mechanism featuring tiered response and closed-loop management. By categorizing complaints based on impact severity and defining clear authorities and responsibilities, the system ensures a response within 2 hours for major customer complaints and the provision of a solution within 24 hours. During the handling process, tools such as 8D and 5 Whys are applied to identify root causes. Cases are closed only after corrective actions have been verified as effective.

In addition, the Company promotes continuous improvement through customer feedback. Feedback is categorized and analyzed, while production, process engineering, and other departments are coordinated to define improvement measures and responsibilities and ensure implementation. This creates a virtuous cycle of “customer feedback – internal improvement – product enhancement,” continuously improving product quality and service standards.

Quality Abnormality Response and Product Recall

The Company has established the Nonconforming Product Control Procedure. For nonconforming products identified during incoming material inspection, in-process control, or finished product inspection, the Company implements a four-step response mechanism of “immediate isolation – identification – containment – traceability” to prevent risk diffusion. Customers are notified within 12 hours after an abnormality incident occurs, and if abnormal products have already been shipped, recall procedures are promptly initiated to minimize customer losses to the greatest extent possible. At the same time, the Company conducts root cause analysis and implements corrective actions to prevent recurrence of similar issues.

Key Performance Indicator: Customer Rights Protection

Category	Unit	Huidong Factory	Huai An Factory 1	Huai An Factory 2
Product safety complaint incidents	Cases	0	0	0
Major product recall incidents	Cases	0	0	0
Customer satisfaction score	%	97.83		

Notes:1. Customer satisfaction surveys are conducted at the Group level.



Supply Chain Security and Sustainable Procurement

Glorysky has elevated supply chain security and sustainable procurement to a strategic priority and is committed to building a modern supply chain system that is resilient, agile, green, and compliant. Based on the Supplier Management Control Procedure, the Company embeds quality, environmental protection, social responsibility, and risk management throughout the procurement process, working collaboratively with supply chain partners to create long-term value.

Supply Chain Security

The Company adheres to a supply chain philosophy of “quality first, controllable risks, win-win cooperation, and green collaboration.” With the goal of building a highly resilient, fast-response, and continuously improving supply chain network, the Company ensures a stable supply of critical materials, optimizes overall costs, and enhances quality and sustainability across the value chain, supporting its global business expansion and efficient fulfillment of customer needs.

To ensure a stable and reliable supply chain, the Company has established a four-tier risk response mechanism. The ERP system automatically issues alerts for expiring supplier qualifications; contingency plans are activated during supply shortages to engage strategic backup partners; dual sourcing is implemented for single-source incoming materials to safeguard supply security; and a dynamic improvement mechanism is applied to underperforming suppliers, including corrective actions, suspension, or phase-out. As of the end of the reporting period, the Company had 160 qualified suppliers, including 14 newly added during the reporting period. The Company’s supplier footprint reflects a stable structure characterized by “core concentration with regional diversification,” with suppliers in Guangdong Province accounting for 56% and those in Jiangsu Province accounting for 26%. During the reporting period, the Company’s supply chain structure remained stable with no material changes. At least one backup supplier was maintained for all critical materials to strengthen supply chain resilience.

Supplier Distribution in 2025:

Category	Unit	Figures for 2025
Number of suppliers	Nr.	160
Number of new suppliers	Nr.	14
Percentage of suppliers in Guangdong	%	56
Percentage of suppliers in Jiangsu	%	26
Percentage of suppliers in Jiangxi	%	6

Supplier Lifecycle Management

Based on the Supplier Management Control Procedure, the Company has established a digitalized, full-process management system covering supplier onboarding, evaluation, grading, improvement, and exit, while leveraging the ERP system to dynamically manage supplier information, qualifications, and performance.



Sustainable Procurement

Deeply integrating Environmental, Social, and Governance (ESG) principles into procurement management, the Company promotes sustainable development across the entire value chain through responsible procurement and builds a transparent, compliant, and collaborative green supply chain ecosystem.

The Company has established an institutional framework centered on the Supplier Management Control Procedure and the Procurement Management Control Procedure, incorporating environmental protection, social responsibility, and business ethics as basic procurement principles. Through documents such as the Supplier Code of Conduct and the Supplier Integrity Agreement, the Company clearly communicates its ESG expectations and requirements to suppliers, ensuring procurement activities comply with applicable laws and regulations, industry standards, and the Company’s ethical standards.

Preferred Green Materials:

In raw material selection, the Company prioritizes materials compliant with domestic and international environmental protection regulations such as RoHS, REACH, and halogen-free requirements. It actively promotes the use of green products, including high-Tg materials and eco-friendly substrates, to reduce environmental impact at the source.

Packaging Reduction and Recycling:

The Company encourages suppliers to adopt green packaging solutions, increase the use of recyclable and biodegradable materials, optimize packaging structures, and reduce packaging waste, jointly lowering the carbon footprint across the entire value chain.

Systematic Environmental and Performance Evaluation:

In supplier onboarding and full-lifecycle management, the Company incorporates ISO 14001 Environmental Management System certification, environmental compliance records, energy consumption, and waste management performance into key evaluation indicators. A quarterly supplier performance rating system and an annual audit mechanism are also implemented to conduct comprehensive evaluations across quality, delivery, service, cost, and environmental compliance. Based on rating results, differentiated measures, including preferential order allocation, improvement coaching, restricted procurement, and exit management, are applied to guide suppliers in continuously enhancing their environmental, quality, and sustainability management capabilities.

Key Performance Indicator: Sustainable Procurement Management



Supplier non-compliance incidents

0 Cases

Percentage of suppliers signing the Company’s Supplier Code of Conduct

100%

Percentage of suppliers signing procurement contracts containing environmental, labor, human rights, and ethics clauses

100%



Conflict Minerals Management

The Company has developed and implemented the Operational Guidelines for Conflict Minerals Management. In accordance with the requirements of the globally accepted Responsible Minerals Initiative (RMI), the Company conducts traceability management of the sources of tin, tantalum, tungsten, and gold (3TG) contained in supplier products. During the reporting period, all suppliers in this category completed conflict minerals due diligence investigations and signed the Commitment on Non-Use of Conflict Minerals. Through annual reviews and onboarding controls for new suppliers, the Company will continue to expand conflict minerals management toward full coverage.

Supply Chain Capacity Building

The Company adheres to the principle of “placing equal emphasis on requirements and empowerment” and continuously enhances suppliers’ sustainability capabilities through closed-loop management covering training, audits, and corrective actions. The Company regularly organizes supplier conferences to communicate its requirements related to quality, environmental protection, safety, and social responsibility. At the same time, it conducts on-site environmental and social risk audits and questionnaire surveys for suppliers, requires corrective actions within specified timeframes for identified issues, and follows up with verification, thereby driving collaborative improvement in overall supply chain management capabilities.

Case Study

Supplier Empowerment Training

On October 20, 2025, the Company organized a dedicated empowerment training session for suppliers of HAN’ S drilling machines and routing machines. The training covered topics including equipment maintenance, process control, quality improvement, and ESG management requirements, helping suppliers strengthen technical capabilities and compliance awareness while laying a solid foundation for long-term and stable cooperation.



Partnering for Progress, Growing with Society

• Social Contribution

06



Response to SDGs:



Social Contribution

Glorysky actively fulfills its corporate social responsibility by building a diversified public welfare system centered on educational support, community welfare initiatives, and care for vulnerable groups. Through ongoing volunteer services and targeted public welfare initiatives, the Company continuously gives back to society, delivers humanistic care, embodies its corporate spirit of “dedication” and practices its values of “keeping promises, responding swiftly, and taking responsibility,” demonstrating corporate responsibility and commitment through concrete actions.

Case Study

Educational Support | Book Donations to Baihua Central Primary School

The Company consistently pays close attention to the healthy development of teenagers and actively practices the belief that “learning creates value.” Through educational public welfare initiatives, it contributes to improving local basic education conditions. In June 2025, the Company donated books to Baihua Central Primary School to empower teenagers through knowledge sharing, stimulate students’ interest in reading, foster a strong reading culture on campus, and contribute to the development of basic education.



Case Study

Community Welfare | Community Care and Support Initiatives in Huai’ an

The Company actively promotes community co-development, with a focus on people’s livelihood needs and support for vulnerable groups, and continues to carry out diversified public welfare initiatives in Huai’ an. In June 2025, the Company donated RMB 100,000 to Fuqiang Community in Huai’ an City, earmarked for enhancing community public services and improving infrastructure. In November of the same year, the Company organized volunteers to visit elderly residents, delivering daily necessities and humanistic care for the elderly and families in need. In October 2025, the Huai An Factory carried out a material donation campaign in Huxie Community, Dongshuanggou Town, providing practical assistance to convey corporate care, foster a mutually supportive and friendly community atmosphere, and effectively enhance residents’ sense of gain and happiness.



Sustainable Development Performance Table

Data scope: The data scope for governance-related topics is consistent with the scope of the Company’s consolidated financial statements.

Governance

Corporate Governance

Item	Unit	Figures for 2025
Number of general meetings held	Times	2
Number of matters considered at general meetings	Items	12
Number of board meetings held	Times	4
Number of matters considered at board meetings	Items	19
Number of supervisory board meetings held	Times	2
Number of matters considered at supervisory board meetings	Items	11

Anti-Commercial Bribery and Anti-Corruption

Item	Unit	Figures for 2025
Coverage of directors receiving anti-corruption training	%	100
Average training hours per director on anti-corruption training	h	2
Coverage of employees receiving anti-corruption training	%	100

Innovation-Driven Development

Item	Unit	Figures for 2025
R&D investment	RMB 10,000	7000
Number of R&D personnel	Persons	251
Proportion of R&D personnel to the workforce	%	10.62%
Number of R&D projects	Nr.	37
Number of R&D training sessions	Sessions	42
Number of trainees	People	836

Item	Unit	Figures for 2025
Number of training sessions on intellectual property management	Sessions	3
Cumulative number of authorized patents obtained by the Company	Items	174
Cumulative number of invention patents obtained by the Company	Items	13
Cumulative number of utility model patents obtained by the Company	Items	4
Number of software copyrights held by the Company	Items	25
Number of trademarks and patents approved	Items	17

Environment

Addressing Climate Change

Category	Unit	Huidong Factory	Huai An Factory 1	Huai An Factory 2
Total GHG emissions	tCO2e	17967.68	27118.62	32357.20
Scope 1: Direct GHG emissions	tCO2e	213.51	1401.50	2874.20
Scope 2: Indirect GHG emissions	tCO2e	17754.17	25717.12	29483.00

Notes:1. The scope of the 2025 GHG data statistics includes Huidong Factory、Huai An Factory 1、Huai An Factory 2. The calculation methods and emission factors are primarily based on standards and references including Greenhouse gases—Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals (ISO 14064-1:2018), the Sixth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC) in 2021, and the Announcement of the Ministry of Ecology and Environment and the National Bureau of Statistics on the Release of the 2025 Carbon Dioxide Emission Factors for Electricity, among others.

Energy Management

Category	Unit	Huidong Factory	Huai An Factory 1	Huai An Factory 2
Purchased electricity	kWh	58494194	49677322	32269172
Natural gas	m3	0	154606	309277

Water Resource Management

Category	Unit	Huidong Factory	Huai An Factory 1	Huai An Factory 2
Total water withdrawal	m³	341920	430860	296026
Total recycled water volume	m³	93770	23732	/

Pollution Prevention and Control

Category	Unit	Huidong Factory	Huai An Factory 1	Huai An Factory 2
Wastewater indicators:				
Ammonia nitrogen emissions	t	0.017	0.439	0.049105
Chemical oxygen demand (COD) emissions	t	3.88	8.64	5.96056
Exhaust gas indicators:				
Nitrogen oxides (NOx) emissions	t	0.394	0.173	2.0592
Sulfur dioxide (SO2) emissions	t	0	0	0

Category	Unit	Huidong Factory	Huai An Factory 1	Huai An Factory 2
Total amount of waste	t	7834.24	6170.15	3637.18
Total amount of hazardous waste	t	6721.09	6170.15	3383.40
Total amount of general solid waste	t	1113.15	/	253.78

Social

Employee Rights Protection

Category	Unit	Huidong Factory	Huai An Factory 1	Huai An Factory 2
Coverage rate of social responsibility-related training	%	100	100	100
Number of child labor incidents	Cases	0	0	0
Number of forced labor incidents	Cases	0	0	0
Number of discrimination and harassment incidents	Cases	0	0	0

Talent Acquisition and Retention

Category	Unit	Huidong Factory	Huai An Factory 1	Huai An Factory 2
Total number of employees	Persons	971	711	682
Specifically: by gender				
Number of male employees	Persons	624	408	450
Number of female employees	Persons	347	303	232

Category	Unit	Huidong Factory	Huai An Factory 1	Huai An Factory 2
Specifically: by age				
Number of employees under 30	Persons	288	217	304
Number of employees aged 30–50	Persons	613	471	373
Number of employees aged over 50	Persons	70	23	5
Specifically: by region				
Number of employees in China (including Hong Kong, Macao and Taiwan)	Persons	971	711	682
Number of employees overseas	Persons	0	0	0
Specifically: by education level				
Number of employees with junior college education or below	Persons	871	669	659
Number of employees with bachelor’ s degrees	Persons	97	40	22
Number of employees with master’ s degrees	Persons	2	2	1
Number of employees with doctoral degrees	Persons	1	0	0
Total number of senior executives (director and manager levels)	Persons	49	11	5
Number of female senior executives	Persons	10	3	0
Percentage of female senior executives	%	20.41	27.27	0

Talent Development

Category	Unit	Huidong Factory	Huai An Factory 1	Huai An Factory 2
Total number of trainees	Persons	980	711	682
Total training hours	h	18683	12588	10073
Average training hours per person	h	19.1	17.7	14.8
Annual training investment	RMB 10,000	3.2	0.15	0.15
Number of promoted employees	Persons	42	69	31

Compensation and Benefits

Category	Unit	Huidong Factory	Huai An Factory 1	Huai An Factory 2
Average annual compensation for male employees	RMB 10,000	0.88	0.61	0.63
Average annual compensation for female employees	RMB 10,000	0.77	0.56	0.58

Occupational Health and Safety

Category	Unit	Huidong Factory	Huai An Factory 1	Huai An Factory 2
Coverage of occupational health checkups	%	100	100	100
Number of trainees	Persons	682	711	682
Training hours received	h	16368	1450	1364
Coverage of employees receiving OHS-related training	%	100	100	100
Number of emergency drill sessions	Sessions	7	4	1
OHS investment	RMB 10,000	28.03	16.85	60
Number of minor work-related injury incidents	Cases	0	2	0
Number of serious work-related injury incidents	Cases	0	0	0

Notes:OHS investments cover fire protection and emergency response, employee training, health checkups, institution testing, and machinery and equipment.

Customer Rights Protection

Category	Unit	Huidong Factory	Huai An Factory 1	Huai An Factory 2
Product safety complaint incidents	Cases	0	0	0
Major product recall incidents	Cases	0	0	0
Customer satisfaction score	%	97.83		

Notes:1. Customer satisfaction surveys are conducted at the Group level.

Supply Chain Security and Sustainable Procurement

Category	Unit	Figures for 2025
Number of suppliers	Nr.	160
Number of new suppliers	Nr.	14
Percentage of suppliers in Guangdong	%	56
Percentage of suppliers in Jiangsu	%	26
Percentage of suppliers in Jiangxi	%	6
Supplier non-compliance incidents	Cases	0
Percentage of suppliers signing the Company’ s Supplier Code of Conduct	%	100
Percentage of suppliers signing procurement contracts containing environmental, labor, human rights, and ethics clauses	%	100
Percentage of suppliers subject to environmental and social practice questionnaire surveys	%	37
Percentage of suppliers subject to on-site environmental and social practice audits	%	63
Percentage of suppliers subject to conflict minerals due diligence	%	100

Content Index

Global Reporting Initiative (GRI Standards 2021) Index Table

Instructions for Use	Glorysky reported the information cited in this GRI Index with reference to the GRI standards from January 1, 2025 to December 31, 2025.
GRI 1 used	GRI 1: Foundation 2021
Disclosures	Section(s)
GRI 2: General Disclosures 2021	
The organization and its reporting practices	
2-1 Organizational details	About the Report
2-2 Entities included in the organization's sustainability reporting	About the Report
2-3 Reporting period, frequency and contact point	About the Report
2-4 Restatements of information	About the Report
Activities and workers	
2-6 Activities, value chain and other business relationships	Corporate Business; Supply Chain Security and Sustainable Procurement
2-7 Employees	Talent Acquisition and Retention
Governance	
2-9 Governance structure and composition	Corporate Governance
2-10 Nomination and selection of the highest governance body	Corporate Governance
2-11 Chair of the highest governance body	Corporate Governance
2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance
2-13 Delegation of responsibility for managing impacts	Corporate Governance
Strategy, policies and practices	
2-23 Policy commitments	ALL
2-26 Mechanisms for seeking advice and raising concerns	Stakeholder Engagement
2-27 Compliance with laws and regulations	Anti-Commercial Bribery and Anti-Corruption
2-28 Membership associations	Association Memberships
Stakeholder Engagement	
2-29 Approach to stakeholder engagement	Stakeholder Engagement
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	Materiality Assessment Analysis
3-2 List of material topics	Materiality Assessment Analysis

Disclosures	Section(s)
Economy	
GRI 204: Procurement Practices 2016	
204-1 Proportion of spending on local suppliers	Supply Chain Security and Sustainable Procurement
GRI 205: Anti-corruption 2016	
3-3 Management of material topics	Anti-Commercial Bribery and Anti-Corruption
205-2 Communication and training about anti-corruption policies and procedures	Anti-Commercial Bribery and Anti-Corruption
GRI 206: Anti-competitive Behavior 2016	
3-3 Management of material topics	Anti-Unfair Competition
206-1 Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Anti-Unfair Competition
Environment	
GRI 301: Materials 2016	
3-3 Management of material topics	Green Innovation and Circular Economy
301-3 Reclaimed products and their packaging materials	Green Innovation and Circular Economy
GRI 302: Energy 2016	
3-3 Management of material topics	Energy Management
302-1 Energy consumption within the organization	Energy Management
302-4 Reduction of energy consumption	Energy Management
302-5 Reductions in energy requirements of products and services	Energy Management
GRI 303: Water and Effluents 2018	
3-3 Management of material topics	Water Resource Management
303-1 Interactions with water as a shared resource	Water Resource Management
303-2 Management of water discharge-related impacts	Pollution Prevention and Control
303-3 Water withdrawal	Water Resource Management
303-4 Water discharge	Pollution Prevention and Control
GRI 305: Emissions 2016	
3-3 Management of material topics	Addressing Climate Change
305-1 Direct (Scope 1) GHG emissions	Addressing Climate Change
305-2 Energy indirect (Scope 2) GHG emissions	Addressing Climate Change
GRI 306: Waste 2020	
3-3 Management of material topics	Pollution Prevention and Control
306-1 Waste generation and significant waste-related impacts	Pollution Prevention and Control
306-2 Management of significant waste-related impacts	Pollution Prevention and Control
306-3 Waste generated	Pollution Prevention and Control
306-5 Waste directed to disposal	Pollution Prevention and Control

Disclosures	Section(s)
GRI 308: Supplier Environmental Assessment 2016	
3-3 Management of material topics	Supply Chain Security and Sustainable Procurement
308-1 New suppliers that were screened using environmental criteria	Supply Chain Security and Sustainable Procurement
Social	
GRI 401: Employment 2016	
3-3 Management of material topics	Employee Rights Protection
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Compensation and Benefits
GRI 403: Occupational Health and Safety 2018	
3-3 Management of material topics	Occupational Health and Safety
403-1 Occupational health and safety management system	Occupational Health and Safety Management System
403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety Risk Control
403-3 Occupational health services	Occupational Health and Safety Risk Control
403-4 Worker participation, consultation, and communication on occupational health and safety	Building a Health and Safety Culture
403-5 Worker training on occupational health and safety	Building a Health and Safety Culture
403-6 Promotion of worker health	Occupational Health and Safety Risk Control
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety Risk Control
403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety Management System
403-9 Work-related injuries	Work-Related Injury Management
403-10 Work-related ill health	Occupational Health and Safety Risk Control
GRI 404: Training and Education 2016	
3-3 Management of material topics	Talent Development
404-2 Programs for upgrading employee skills and transition assistance programs	Talent Development
404-3 Percentage of employees receiving regular performance and career development reviews	Talent Development
GRI 405: Diversity and Equal Opportunity 2016	
3-3 Management of material topics	Employee Rights Protection; Talent Acquisition and Retention
405-1 Diversity of governance bodies and employees	Talent Acquisition and Retention
GRI 406: Non-discrimination 2016	
3-3 Management of material topics	Employee Rights Protection
406-1 Incidents of discrimination and corrective actions taken	Employee Rights Protection
GRI 408: Child Labor 2016	
3-3 Management of material topics	Employee Rights Protection
408-1 Operations and suppliers at significant risk for incidents of child labor	Employee Rights Protection

Disclosures	Section(s)
GRI 409: Forced or Compulsory Labor 2016	
3-3 Management of material topics	Employee Rights Protection
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Employee Rights Protection
GRI 414: Supplier Social Assessment 2016	
3-3 Management of material topics	Supply Chain Security and Sustainable Procurement
414-1 New suppliers that were screened using social criteria	Supply Chain Security and Sustainable Procurement
GRI 416: Customer Health and Safety 2016	
3-3 Management of material topics	Product Quality; Customer Rights Protection
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Customer Rights Protection
GRI 418: Customer Privacy 2016	
3-3 Management of material topics	Information Security and Privacy Protection
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information Security and Privacy Protection

Feedback Form

Dear readers,

Thank you for reading the 2025 Sustainability Report published by Glorysky. To help us continue improving the quality of our reports, we sincerely invite you to take 2-3 minutes to complete this feedback form. Your feedback will help us better present our sustainability performance and responsibility practices.

I.Your Feedback (Please check the appropriate box)

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Do you find the content and layout of this report clear and easy to understand?					
Do you think the structure of this report is appropriate?					
Do you think the issues disclosed in the report are sufficient?					
Will you continue to follow Glorysky’ s sustainability reports in the future?					
Which part of this report did you find most compelling? (Please specify)					
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