



# Shanghai Conant Optical Co., Ltd. 上海康耐特光學科技集團股份有限公司

(A joint stock company incorporated in the People's Republic of China with limited liability)  
Stock code : 2276

## Environmental, Social and Governance Report 2025



# CONTENTS

2	1.	About the Report	30	4.	Compliance and Operational Management
2	1.1	Reporting Standards	30	4.1	Corporate Compliance Governance
3	1.2	Scope of the Report	31	4.2	Internal Control and Risk Management
3	1.3	Language of the Report		4.3	Protecting Information Security
3	1.4	Confirmation and Approval	32	4.4	Protecting Intellectual Property
3	1.5	Feedback on the Report	33	4.5	Sustainable Supply Chain
4	2.	About Conant Optical	35	4.6	Upholding Anti-Corruption and Integrity
6	2.1	ESG Strategies	39	5.	Improving Staff Management
7	2.2	Statement of the Board		5.1	Diverse Recruitment
7	2.3	ESG Governance Structure	41	5.2	Sufficient Employees Benefits
9	2.4	Stakeholders Engagement	41	5.3	Safeguarding Employee Health
12	2.5	Materiality Assessment	43	5.4	Employee Training Development
14	3.	Enhancing Brand Value	44	6.	Green and Low-Carbon Operations
14	3.1	Ensuring Product Quality	46	6.1	Clean Energy Deployment
19	3.2	Actively Expanding the Market	50	6.2	Implementation of Emissions Reduction Measures
27	3.3	Prioritizing Customer Communication	51	6.3	Water Conservation Initiatives
			53	6.4	Waste Management Promotion
			54	6.5	Pollutant Emissions and Noise Management
			55	6.6	Coping with Climate Change
			57	7.	Fulfilling Social Responsibility
			58		
			63		
			67		
			74		
					Appendix I: Sustainability Data Summary
					Appendix II: The ESG Reporting Code Index of The Stock Exchange of Hong Kong Limited



# 1. About the Report

Shanghai Conant Optical Co., Ltd. and its subsidiaries (collectively, the “**Group**” or “**we**”) are pleased to release the Group’s fifth environmental, social, and governance report (the “**Report**”). The Report aims at reporting our fulfilment in the policies and measures as implemented in our environmental, social, and governance (“**ESG**”) aspects during 2025, and discloses each of the key performance indicator (“**KPIs**”) in terms of environment and society so as to address key issues of concern to the major stakeholders.

## 1.1 REPORTING STANDARDS

The Report has been prepared in accordance with the mandatory disclosure requirements and the “Comply or Explain” provisions of the Appendix C2 “Environmental, Social and Governance Reporting Code” (the “**Code**”) of the Main Board Listing Rules on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”), and is prepared in compliance with the four reporting principles of the Code.

- **Materiality:** The Group has identified and disclosed in the Report the process of identifying material ESG issues and the criteria for selecting these issues, as well as the descriptions of the participation processes of stakeholders.
- **Quantitative:** The disclosure of statistical standards, methodologies, assumptions, and calculation tools used for ESG KPIs and relevant data reported in the Report, as well as the source of conversion factors are described herein.
- **Consistency:** The Report uses the same consistent statistical methods in data disclosure as last year. Any changes will be stated clearly in the Report.
- **Balance:** The Report presents the Group’s ESG performance during the Reporting Period impartially. It aims to avoid choice, omission or presentation formats that may improperly influence readers’ decisions making and judgments.

## 1. About the Report

### 1.2 SCOPE OF THE REPORT

The Report covers a reporting period from 1 January 2025 to 31 December 2025 (the “**Year**” or “**Reporting Period**”). The environmental disclosure involves the two core Production Bases of the Group – the Shanghai Production Base and the Jiangsu Production Base, which have material impacts and contributions on the Group’s businesses and production scales, while the scope of social disclosure is consistent with that in the Annual Report. Please refer to the Corporate Governance Report section of the Annual Report for more details of the Group’s governance work.

### 1.3 LANGUAGE OF THE REPORT

The Report is published in both versions of Chinese and English. In case of discrepancies, the Chinese version shall prevail.

### 1.4 CONFIRMATION AND APPROVAL

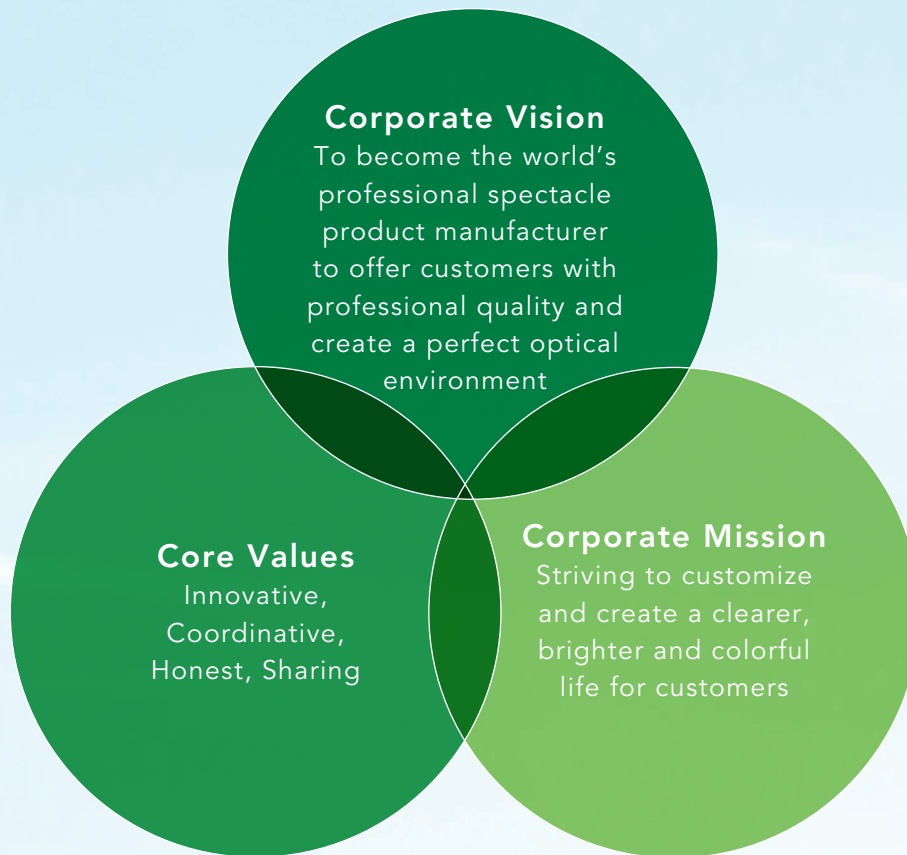
After being confirmed by the management, the Report has been approved by the board of directors (“**Board**”) of the Group on 30 March 2026.

### 1.5 FEEDBACK ON THE REPORT

The Group highly value everyone’s opinions and suggestions on the Report and feedback on the Report is welcomed. If you have any inquiries or suggestions, please feel free to contact the Group through email at [caoxue@conantoptical.com](mailto:caoxue@conantoptical.com).

## 2. About Conant Optical

Established in 2006, the Group is a leading manufacturer of resin lenses in China and serves as vice chairman of the Shanghai Optometric & Optical Association. It is principally engaged in the procurement of raw materials, research and development, production and sales of resin lenses, whilst also providing integrated services such as customized processing services of lens. Its "Conant" trademark is a well-known trademark in the Jiangsu Province.



## 2. About Conant Optical

The Group was listed on the Main Board of the Hong Kong Stock Exchange on 16 December 2021, and was included as a constituent of Hang Seng Composite Index on 8 September 2025. Through our three production bases, we supply our customers with a wide variety of resin spectacle lens, including standardized lens and personalized, differentiated and high-end customized lenses. We are proud of our extensive and reliable customer network around the world, consisting of certain renowned brand owners of spectacle lens and international ophthalmic optical companies.

The Group is able to produce a wide range of products covering ten categories such as regular lens, functional lens and customized lens with a total of 7 million kinds of SKU specifications. We possess various world's leading production lines for resin lens, top notch production lines for coatings and world-class production lines for RX lens with monthly production volume of more than 9 million. We also have 70 international and domestic advanced mould production lines for single-vision lens, dual-vision lens, astigmatism lens, aspherical lens and progressive lens, demonstrating our sufficient production capacity for mould production. Leveraging on our extensive experience in the spectacle lens industry, the Group's products are currently sold to over 90 countries and regions, including but not limited to China, the United States, Japan, India, Australia, Thailand, Germany and Brazil.

During the Year, the Group was honoured with the title of 2025 Forbes China Pioneer Innovators in Industry Development, and was accredited as a high and new technology enterprise. In our first assessment for the Hang Seng Corporate Sustainability Index, we achieved a BBB+ rating, reflecting our ongoing efforts in ESG risk management, transparency and sustainability. Looking ahead, we will further embed sustainability principles into our overall strategy and daily operations, striving to create greater long-term corporate value and leading the industry towards a greener and more inclusive future.



2025 Forbes China Pioneer Innovators in Industry Development Selection Gala Evening of Honor (Left) and Certificate of High and New Technology Enterprise (Right)

## 2. About Conant Optical

### 2.1 ESG STRATEGIES

In its quest for excellence in optical technology and its commitment to safeguarding global eye health, the Group has actively refined its ESG management system. It has established an ESG strategic framework centred on five key areas, which are brand protection, compliance governance, talent retention, low-carbon operations and social responsibility, thereby guiding to a clear direction for its sustainable development.



## 2. About Conant Optical

### 2.2 STATEMENT OF THE BOARD

To promote the Group's sustainable development management, we have established a sound ESG governance structure. The Board, being the highest decision-making body, shoulders all the ESG decision-making and supervisory responsibilities, which include regularly resolving and approving ESG-related strategies, assessing and prioritizing ESG issues, and managing material matters and risks involving ESG issues. We have reviewed the progress made towards achieving the environmental targets set for the Year. We will continue to implement a range of energy-saving and emissions-reduction measures in the future to improve our environmental performance.

In addition, the Group has incorporated climate-related risks and opportunities into its overall ESG governance framework in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) framework, with the Board overseeing the formulation and implementation of climate-related strategies and targets.

### 2.3 ESG GOVERNANCE STRUCTURE

An ESG Working Group has been formed under the delegation by the Board of the Group to oversee the Group's ESG matters. The ESG Working Group comprises three executive directors, namely Mr. Fei Zhengxiang, Mr. Zheng Yuhong and Mr. Xia Guoping. The Group's ESG governance structure consists of three levels: the decision-making level represented by the Board, the organizational level led by the ESG Working Group with directors and senior management, and the execution level including departments such as the General Management Department and the Internal Control Management Department. We have clearly defined the terms of reference for each level, including the overall responsibility for ESG and climate-related issues, as well as the formulation and approval of ESG and climate-related working plans and targets.

## 2. About Conant Optical



### Decision-making level: the Board

- Shoulders all responsibilities in relation to ESG and climate issues;
- Resolves and approves ESG and climate-related strategies and risk management of the Group;
- Reviews the material evaluation results;
- Reviews and approves ESG and climate-related targets and the annual ESG report.

### Organizational level: the ESG Working Group

- Communicates with stakeholders and identifies ESG and climate-related issues and potential risks;
- Formulates ESG and climate-related working plans;
- Monitors and coordinates the execution and performance of the ESG and climate strategies;
- Conducts regular reporting to the Board, and provides ESG related management recommendations.

### Execution level: execution unit

- Complies with the ESG related policies and regulations, and collects the relevant KPIs data;
- Reports to the ESG Working Group on a regular basis.

## 2. About Conant Optical

### 2.4 STAKEHOLDERS ENGAGEMENT

We recognize that ongoing communication with stakeholders is crucial to achieving corporate sustainability. We therefore proactively identify key stakeholders and establish diverse communication channels to build long-term and effective partnerships. This ensures we understand their suggestions and expectations, enabling us to formulate and implement effective sustainability policies and measures, whilst stakeholders assess the effectiveness of our sustainability initiatives. When formulating and implementing sustainability policies and measures, we take full account of the views of all stakeholders and continuously improve our sustainability performance.

Major Stakeholders	Expectations and Demands	Communication Channels	Communication Frequency
Shareholders/ investors	<ul style="list-style-type: none"> <li>Product innovation and development</li> <li>Anti-corruption</li> <li>Protection of the interests of shareholders and investors</li> <li>Business growth</li> <li>Long-term win-win cooperation</li> </ul>	<ul style="list-style-type: none"> <li>Annual general meeting and other general meetings</li> <li>Investors conferences</li> <li>Interim reports and annual reports</li> <li>Corporate communications such as letters/circulars and meeting notice to Shareholders</li> <li>Results announcements</li> <li>Senior management meetings</li> <li>In-person meetings</li> </ul>	<ul style="list-style-type: none"> <li>To be held when necessary</li> <li>To be held when necessary</li> <li>To be released regularly</li> <li>To be released regularly</li> <li>To be released regularly</li> <li>To be held regularly/irregularly</li> <li>To be held irregularly</li> </ul>
Customers	<ul style="list-style-type: none"> <li>Response to climate change</li> <li>Product innovation and development</li> <li>Product quality and safety</li> <li>Protection of customers' privacy</li> <li>Customer satisfaction</li> </ul>	<ul style="list-style-type: none"> <li>Customer service center</li> <li>Company mailbox and hotline</li> <li>Customer relationship manager visits</li> <li>Daily operation/interaction</li> <li>Company website</li> </ul>	<ul style="list-style-type: none"> <li>Communicate irregularly</li> <li>Communicate irregularly</li> <li>To be conducted irregularly</li> <li>To be conducted irregularly</li> <li>To be released regularly</li> </ul>

## 2. About Conant Optical

Major Stakeholders	Expectations and Demands	Communication Channels	Communication Frequency
Employees	<ul style="list-style-type: none"> <li>Occupational health and safety</li> <li>Employee training and development</li> <li>Remunerations and benefits</li> <li>Occupational development opportunities</li> <li>Employee equality, no discrimination and no disparity in treatment</li> </ul>	<ul style="list-style-type: none"> <li>Survey and channels for employees to express their opinions</li> <li>Work performance assessment</li> <li>Business briefs</li> <li>In-person meetings</li> <li>Work performance interviews</li> <li>Seminars/workshops/lectures</li> <li>Employee communication conferences</li> <li>Employee intranet</li> </ul>	<p>Communicate irregularly</p> <p>To be conducted regularly</p> <p>To be conducted regularly</p> <p>To be held irregularly</p> <p>To be held irregularly</p> <p>To be held irregularly</p> <p>To be held irregularly</p>
Suppliers	<ul style="list-style-type: none"> <li>Protection of intellectual property</li> <li>Material procurement and efficiency</li> <li>Supply chain management</li> <li>Information resources sharing</li> <li>Long-term win-win cooperation</li> </ul>	<ul style="list-style-type: none"> <li>Supplier management procedures</li> <li>Supplier/contractor evaluation system</li> <li>Conferences</li> <li>Site visits</li> </ul>	<p>To be conducted regularly</p> <p>To be conducted regularly</p> <p>To be held when necessary</p> <p>To be conducted irregularly</p>

## 2. About Conant Optical

Major Stakeholders	Expectations and Demands	Communication Channels	Communication Frequency
Regulatory authorities	<ul style="list-style-type: none"> <li>• Protection of the interests of shareholders and investors</li> <li>• Information transparency</li> <li>• Compliance with laws and regulations</li> </ul>	<ul style="list-style-type: none"> <li>• Conferences</li> <li>• Written response to public consultation</li> <li>• Compliance reports</li> </ul>	<p>To be released irregularly</p> <p>To be released irregularly</p> <p>To be released regularly</p>
Business partners	<ul style="list-style-type: none"> <li>• Raw materials consumption</li> <li>• Management of waste water disposal</li> <li>• Management of packaging materials</li> <li>• Cooperation with integrity</li> </ul>	<ul style="list-style-type: none"> <li>• Reports</li> <li>• Conferences</li> <li>• Visits</li> <li>• Lectures</li> </ul>	<p>To be released regularly</p> <p>To be held irregularly</p> <p>To be conducted irregularly</p> <p>To be held irregularly</p>
Media	<ul style="list-style-type: none"> <li>• Response to climate change</li> <li>• Advertising and Labeling</li> <li>• Information resources sharing</li> <li>• Long-term win-win cooperation</li> </ul>	<ul style="list-style-type: none"> <li>• Press conferences</li> <li>• Interviews of senior management</li> <li>• Press releases</li> <li>• Results announcements</li> </ul>	<p>To be held irregularly</p> <p>To be conducted irregularly</p> <p>To be released regularly</p> <p>To be released regularly</p>

## 2. About Conant Optical

Major Stakeholders	Expectations and Demands	Communication Channels	Communication Frequency
Community/non-governmental organizations	<ul style="list-style-type: none"> <li>• Participation in community construction</li> <li>• Cooperation, sharing of resources</li> </ul>	<ul style="list-style-type: none"> <li>• Donations</li> <li>• Conferences</li> <li>• Community activities</li> <li>• Seminars/lectures/workshops</li> </ul>	<p>To be conducted irregularly</p> <p>To be held irregularly</p> <p>To be conducted regularly/irregularly</p> <p>To be held regularly/irregularly</p>
Peers	<ul style="list-style-type: none"> <li>• Product quality and safety</li> <li>• Business ethics</li> <li>• Protection of customers' privacy</li> </ul>	<ul style="list-style-type: none"> <li>• Strategic cooperation projects</li> </ul>	To be held when necessary
Retailers	<ul style="list-style-type: none"> <li>• Material procurement and efficiency</li> <li>• Supply chain management</li> <li>• Product and service labelling</li> </ul>	<ul style="list-style-type: none"> <li>• Retailer management procedures</li> <li>• Conferences</li> <li>• Contractor evaluation system</li> <li>• Site visits</li> </ul>	<p>To be conducted when necessary</p> <p>To be held when necessary</p> <p>To be conducted when necessary</p> <p>To be conducted irregularly</p>

### 2.5 MATERIALITY ASSESSMENT

Through communication with our internal and external stakeholders, we ensure this report can effectively address stakeholders' material issues about the Group. With reference to the Code, the database of material issues of the Sustainability Accounting Standards Board (the "SASB"), and common topics among peers, and integrating the operational circumstances of the Group, we have established our database of material issues. Based on the materiality assessment, we have identified 32 material issues. Among which, 9 of them are of high materiality, 10 are of moderate materiality, and 13 are of general materiality. During the Year, as there was no significant change in the Group's business and business environment, the results of materiality assessment remained applicable after being reviewed and confirmed by the Board. We will continue to engage with our stakeholders and provide detailed disclosures on material issues in the subsequent sections of this report, so as to address their concerns in a concrete manner.

## 2. About Conant Optical

High materiality	Moderate materiality	General materiality
<ul style="list-style-type: none"> <li>• Product quality and safety</li> <li>• Data security</li> <li>• Protection of customers' privacy</li> <li>• Protection of intelligent property</li> <li>• Customer satisfaction</li> <li>• Complaint handling</li> <li>• Product and service labelling</li> <li>• Anti-corruption</li> <li>• Corporate governance</li> </ul>	<ul style="list-style-type: none"> <li>• Greenhouse gas (GHG) emission and management</li> <li>• Energy management</li> <li>• Water resources management</li> <li>• Waste management</li> <li>• Management of exhaust gas emission</li> <li>• Management of waste water disposal</li> <li>• Response to climate change</li> <li>• Green products</li> <li>• Supplier management</li> <li>• Community investment</li> </ul>	<ul style="list-style-type: none"> <li>• Management of packaging materials</li> <li>• Fairness and diversity</li> <li>• Anti-discrimination</li> <li>• Employee training and development</li> <li>• Occupational health and safety</li> <li>• Employment compliance</li> <li>• Remuneration and benefits</li> <li>• Labour standards</li> <li>• Prevention of child and forced labour</li> <li>• Responsible procurement</li> <li>• Material procurement and efficiency</li> <li>• Suppliers' social standards</li> <li>• Community communication and engagement</li> </ul>

## 3. Enhancing Brand Value

Exceptional product quality and customer trust are our constant pursuit. Guided by our quality policy of “unity and innovation, excellence and efficiency, customer first, and continuous improvement”, we firmly believe that only through continuous technological innovation, strict quality control as well as sincere and responsible communication with our customers can we provide reliable vision health solutions to consumers worldwide, thereby truly fulfilling our brand promise of “Technology Transforms Vision, Expertise Shapes the Future”.

We have not only established a comprehensive quality control system covering the entire production process to ensure that every lens meets international standards and customer expectations, but we have also showcased our professional image and delivered our corporate values on key global industry platforms through proactive brand promotion and strict market engagement. We persist in being customer-centric, integrating the principles of responsible marketing into every aspect of our market activities. Through participation in domestic and international trade fairs, as well as multi-channel customer engagement, we deepen brand connections and improve the service experience. Looking ahead, the Group will continue to uphold our commitment to quality, contributing our professional expertise to the advancement of global eye health through superior products and warm service.

### 3.1 ENSURING PRODUCT QUALITY

The Group strictly complies with the national requirements and industry standards, such as the Product Quality Law of the People’s Republic of China (《中華人民共和國產品質量法》), GB 39552.1-2020 Sunglasses and Sun Glare Filters Part 1: General Requirements (《GB 39552.1-2020太陽鏡和太陽鏡片第1部分：通用要求》), QB/T 2659-2004 Spectacles for Driving (《QB/T 2659-2004機動車駕駛員專用眼鏡》) and GB/T 38005-2019 Spectacle lenses-Fundamental requirements for uncut finished lenses (《GB/T 38005-2019眼鏡鏡片未割邊鏡片的基本要求》), and has established a series of even more stringent internal quality control policies base on these standards, consisting of key matters such as the Quality Plan (《質量計劃》), Quality Inspection Procedures (《質量檢驗作業程序》), Non-conforming Product Control Procedures (《不合格品管制作業程序》), Inspection and Measurement Equipment Control Procedures (《檢驗與量測設備管制作業程序》), Materials Identification, Storage, Transportation, Packaging and Delivery Procedures (《物料識別、儲運、包裝與交付作業程序》), Quality Inspection Procedures (《質量檢驗作業程序》), Key Quality Control Point Procedures (《關鍵質量控制點作業程序》) and Warehouse Management of Finished Products and Product Storage Procedures (《成品倉庫管理、產品入庫作業程序》), thereby establishing a systematic mechanism for the implementation and assurance of standards to ensure that products comply with medical-grade safety and reliability standards throughout their entire lifecycle.

### 3. Enhancing Brand Value

Currently, the Group has obtained various international certificates including ISO13485:2016 Quality Management System for Medical Devices (《ISO13485:2016醫療器械質量管理體系》) and ISO9001:2015 Quality Management System (《ISO9001:2015質量管理體系》), where our products have obtained international market access permits including Conformité Européenne (CE) certification that complies with the European Regulation 2017/745 Annex 1 – European Medical Devices Regulation (《2017/745 Annex 1 – 歐洲醫療器材法規》), the United Kingdom Conformity Assessed (UKCA) Certificate of Compliance and U.S. Food and Drug Administration (FDA) Certificate. This not only recognizes the effectiveness of our quality management system, but also serves as an international endorsement of the safety and compliance of our products.



ISO9001:2015 Quality Management System Certificate



ISO13485:2016 Quality Management System for Medical Devices Certificate of Registration

### 3. Enhancing Brand Value



International Standard Certifications (left) and Quality Management System Certification (right)



CE certification of the European Regulation



UKCA Certificate of Compliance

### 3. Enhancing Brand Value

In accordance with the requirements under ISO13485 Quality Management System for Medical Devices (醫療器材質量管理體系), we have established quantifiable quality targets covering all departments (such as the Mechanical and Electrical Maintenance Team, Quality Management Department, Human Resources and Administration Department, Planning Department, Procurement Department, Lens Manufacturing Department, Hardening and Coating Department and Sales Department). Assessment items include perfectness ratio of equipment, passing rate of measurement equipment under inspection, annual training program achievement rate, timely document issuance rate, on-time delivery rate, monthly procurement pass rate, average sampling inspection pass rate, customer satisfaction and complaint rate, thus ensuring the effective achievement of these targets through monthly, quarterly and annual assessments. During the Year, all our quality targets have been met.

The Group's quality management and control are carried out collaboratively by the Technical Process Department, the Quality Management Department and the various manufacturing departments, forming a closed-loop supervision system covering the entire process:

- **Incoming materials management and control:** The Quality Management Department inspects raw materials supplied by suppliers against quality standards. If the quality of the materials fails to meet the required standards, the Procurement Department is responsible for arranging returns or replacements with the suppliers. The Warehousing Department also conducts regular inspections of the quality of materials in stock, and in case of issues such as mould or yellowed be detected, they are promptly reported for inspection and dealt with;
- **In-process inspection:** In accordance with the Lens Inspection Specifications (《鏡片檢驗規範》) and other procedural craftsmanship documents, the Production Department is responsible for the self-inspection on each procedure, while Quality Management Department will undergo regular inspection and process inspection and the frequency of random inspection is adjusted based on different kinds of products using the Acceptable Quality Limit approach, while the sampling methods may vary depending on sample size. Any discrepancy from the standards will be reported to the Manufacturing Department in a timely manner;
- **Release of finished goods:** Before stocked, all finished or semi-finished products must be under inspection. Finished products must be inspected by the Quality Management Department based on its standards and must pass the sampling inspection before delivery. In case there is any unusual circumstance discovered during the course of inspection, the responsible department may re-inspect, the result of which should be confirmed by the Quality Management Department and the goods can only be stocked upon passing the inspection. When there is unusual quality in relation to mass production, the Quality Management Department can request rectification, the result of which should be followed up and examined;

### 3. Enhancing Brand Value

- **Logistics assurance:** To ensure that product quality is maintained during delivery, we select the appropriate transportation based on the product's volume and weight, and package the goods in accordance with the requirements of our customers and suppliers. Should any incidents occur during transit, such as packaging falling, tilting, collision or damage, the inspectors will assess whether the product quality is affected and take appropriate actions to ensure that product quality remains consistent;
- **Product recall:** We established a ranked product recall mechanism in accordance with the Advisory Notice and Adverse Event Reporting and Control Procedures for Medical Devices (《醫療器械忠告性通知和不良事件報告控制程序》). Once products are found to be recalled due to quality problems, we will carry out the recall based on the severity of the deficiencies of the medical devices into three ranks and notify the relevant user units, the Sales Department, the Quality Management Department and the Administrative Department for further handling and to control the spreading of risks.

Ranks	Applicable scope	Time limit for recalls
Rank 1 recalls	The use of the medical device is likely to cause or has caused serious health harm	Within 1 day
Rank 2 recalls	The use of the medical device is likely to cause or has caused temporary or reversible health harm	Within 3 days
Rank 3 recalls	The use of the medical device is less likely to cause harm but still need to be recalled	Within 7 days

Furthermore, to deepen its global strategic deployment and enhance its capacity for producing customized lenses, the Group invested approximately US\$4 million in 2025 to construct an automated RX resin lens production line. The new production line will utilize fully automated equipment and upgraded automated technologies to meet consumers' personalized needs and help boost the brand's premium.

### 3. Enhancing Brand Value

Through continuous research and development and process innovation, our products have achieved leading domestic levels in terms of technical performance and quality standards, and have joined the ranks of international leaders. Leveraging their excellent optical performance, physical stability and wearing comfort, our various resin lens products have become benchmarks for product comparison and quality reference among many suppliers in the industry, further attesting to our excellence in quality control and craftsmanship management.

During the Year, the Group encountered no safety or health issues that resulted in product recalls.

#### 3.2 ACTIVELY EXPANDING THE MARKET

We place great emphasis on brand value and believe that a brand has a significant impact on a corporate's long-term development and competitiveness. To standardize the management of brand identity, image, authorization, risk and performance, clarify brand management principles and responsibilities, and ensure consistency in the transmission of product information, we have formulated the Brand Management System (《品牌管理制度》) and the Brand Management Protection System (《品牌管理保護制度》), whilst closely monitoring updates to national standards within the spectacle lens industry.

In accordance with our internal Brand Management System (《品牌管理制度》), having defined the brand's market positioning, we have further established development strategies for brand promotion, market expansion, satisfaction monitoring and image protection. We have established a multi-level marketing network with high coverage through advertising, magazines and trade fairs, with the aim of promoting our brand value and products to both domestic and international markets.

### 3. Enhancing Brand Value



#### Brand Management Principles

We ensure that we provide clear, transparent, accurate and reliable information to the public, which are free from any misleading contents or false promotions. The Group is in strict compliance with the provisions of the Advertisements Law of the People's Republic of China (《中華人民共和國廣告法》), and review advertising contents in accordance with the New Advertisements Law Prohibited Words Collection (《新廣告法違禁詞彙總》), ensuring our customers are provided with the most up-to-date and correct information. During the Year, in response to updates to the labelling standards issued by the optical industry, we have promptly updated our information regarding the dispatch of domestic products. During the Year, the Group has not violated any laws and regulations in relation to advertising and labelling.

### 3. Enhancing Brand Value

#### Case: Jiang Bo, the Vice President of the China Optometric and Optical Association, visited Conant Optical for a research visit and exchange

On 15 April 2025, a delegation led by Jiang Bo, the Vice President of the China Optometric and Optical Association, visited our Group and held discussions with relevant company representatives. Accompanied by our Group's staff, Vice President Jiang Bo and his delegation toured the production workshops at Conant Optical, gaining a detailed understanding of the company's development history, R&D capabilities and product features. This visit not only deepened the industry's understanding of our Group's integrated capabilities, but also comprehensively demonstrated our strengths in technological innovation and quality management. Moving forward, we will continue to develop superior lenses, maintain close ties with industry associations, and jointly promote the high-quality development of China's spectacle lens industry, providing consumers with superior visual solutions.

During the Year, we organized and delivered a total of 17 domestic and overseas exhibitions, which includes the 23rd China (Shanghai) International Optics Fair (上海第二十三屆中國國際眼鏡業展覽會), 2025 Shenzhen International Optics Fair (深圳國際眼鏡業博覽會), OPTI 2025 (慕尼黑OPTI 2025) and VISION EXPO EAST 2025 (紐約VISION EXPO EAST 2025), details of such exhibitions are shown in the followings.



Jiang Bo, Vice President of the China Optometric and Optical Association, paid a visit to the Group

### 3. Enhancing Brand Value

	Location	Exhibition name	Exhibition time
China	Shanghai	The 23rd China (Shanghai) International Optics Fair (第二十三屆中國(上海)國際眼鏡業展覽會)	20 February to 22 February 2025
	Shanghai	COOC Shanghai International Ophthalmology and Optometry Technology and Equipment Exhibition (COOC上海國際眼科和視光技術及設備展覽會)	10 April to 12 April 2025
	Shanghai	VRAR EXPO CHINA 2025 (2025上海VR/AR產業博覽會)	15 May to 16 May 2025
	Xi'an	VISION CHINA 2025	13 June to 14 June 2025
	Shenzhen	2025 Shenzhen International Optics Fair (深圳國際眼鏡業博覽會)	25 June to 27 June 2025
	Beijing	The 36th China International Optics Fair (第三十六屆中國國際眼鏡業展覽會)	9 September to 11 September 2025
	Hangzhou	The 29th Congress of Chinese Ophthalmological Society (CCOS 中華醫學會第二十九次眼科學術大會)	4 September to 7 September 2025
	Nantong	Nantong Cross border E-commerce Selection Expo (南通跨境電商選品博覽會)	7 September to 9 September 2025
	Xiamen	CHINA XIAMEN INTERNATIONAL OPTICS FAIR 2025 (2025廈門國際眼鏡業展覽會)	20 November to 22 November 2025
	Hong Kong	Hong Kong International Optical Fair 2025	5 November to 7 November 2025

### 3. Enhancing Brand Value

	Location	Exhibition name	Exhibition time
Overseas	Munich, Germany	OPTI 2025	31 January to 2 February 2025
	Milan, Italy	MIDO 2025	8 February to 10 February 2025
	New York, the U.S.	VISION EXPO EAST 2025	20 February to 22 February 2025
	Las Vegas, the U.S.	VISION EXPO WEST 2025	18 September to 20 September 2025
	Paris, France	SILMO PARIS 2025	26 September to 29 September 2025
	Bangkok, Thailand	WOF Bangkok 2025	9 October to 11 October 2025



### 3. Enhancing Brand Value

#### Case: The 23rd China (Shanghai) International Optics Fair (第二十三屆中國(上海)國際眼鏡業展覽會)

From 20 to 22 February 2025, the Group participated in the 23rd China (Shanghai) International Optics Fair. As one of the world's leading manufacturers of resin lens with the most comprehensive product range, we showcased a variety of our independently developed products at the exhibition, including the Shutongqu Hyperopia Precise Small Diameter Lens Series (舒童趣遠視精準小直徑鏡片), Xuezhijou·Lekong "Little Peanut" Professional Edition Lens Series (學智優·樂控「小花生」眼視光專業版鏡片), MyoEase Xuezhijou·Lekong Myopia Lens for Adolescents and Children (MyoEase學智優樂控青少年兒童緩和鏡片), Full Focus Generation II Professional Edition Myopia Defocus Lens for Children and Adolescents (全焦·II代專業版青少年離焦型鏡片), and the new generation of CapeRui 3° New Generation Precision Lenses (開普瑞3° 新一代精準鏡片). These products are designed to provide customers with superior visual solutions and enhance their quality of life.



Conant staff are giving a product demonstration to customers

### 3. Enhancing Brand Value

**Case: International Forum for Innovation and Development of Vision Health (Vision China 2025) and the “2025 National Conference on Optometry and Ophthalmology” (2025視覺健康創新發展國際論壇(Vision China 2025)暨「2025全國眼視光學術大會」)**

On 13 to 14 June 2025, the Group participated in the 2025 International Forum for Innovation and Development of Vision Health (Vision China 2025) and the “2025 National Conference on Optometry and Ophthalmology”. At the exhibition, we showcased a range of eye-catching products, including hyperopia-accelerating lenses, isophoric lenses and MyoEase pinhole defocus lenses, demonstrating our technological capabilities. Our exhibition became a major highlight of the event, attracting numerous visitors and receiving unanimous praise from customers.



The Group's exhibition at the 36th China International Optics Fair (第三十六屆中國國際眼鏡業展覽會)

### 3. Enhancing Brand Value

#### Case: 2025 Shenzhen International Optics Fair (2025深圳國際眼鏡業博覽會)

Taking place from 25 to 27 June 2025, this exhibition had the theme of “Lenses Reveal the Future, No Boundary Intelligence” and adopted a “1+1+8” exhibition system, comprising 1 opening ceremony, 1 exhibition, and 8 supporting events such as new product launches, industry seminars and supply-demand matchmaking sessions. As one of the world’s leading manufacturers of resin lenses with the most comprehensive product range, our Group is bringing a variety of patented products to this exhibition, including equal imagery lenses, hyperopic axis-promoting lenses, the Xuezhijou·Lekong Little Peanut Professional Edition Lens Series (學智優·樂控小花生眼視光專業版鏡片) and FIX double curved thinning lenses. Our aim was to provide superior visual solutions and safeguard everyone’s eye health.



The Group brought a range of patented products at the 2025 Shenzhen International Optics Fair (深圳國際眼鏡業博覽會)

## 3. Enhancing Brand Value

### 3.3 PRIORITIZING CUSTOMER COMMUNICATION

The Conant Group has always regarded customer satisfaction as the key indicator for measuring the quality of our operations and the effectiveness of our services. We are committed to continuously improving service quality, strengthening customer trust and building long-term, stable and mutually trusting relationships through systematic satisfaction monitoring, standardized complaint-handling procedures, diverse channels of customer communication and innovative customer engagement.

#### Innovative Customer Engagement and Brand Emotional Connections

To bridge the gap with customers and strengthen brand loyalty, during the Reporting Period, we organized a series of themed live streams on the Douyin platform with the Training Department. These were complemented by activities such as occasional prize draws to boost user engagement and stickiness, with a single live stream attracting up to 9,593 viewers. Furthermore, centering on key dates such as the Sight Day on 6 June, we continued to run a series of promotional and educational campaigns, including the “EYE Action”. These initiatives not only conveyed the brand’s care but also deepened public awareness of the importance of eye health.



Promotional poster for the Conant “EYE Action” series events

### 3. Enhancing Brand Value

#### Diversified Customer Communication and Brand Value Delivery

We have established a multi-dimensional communication matrix spanning our own platforms and industry media, enabling a precise delivery of brand values and specialist information. In 2025, our official WeChat public account achieved significant results, publishing a total of 101 posts throughout the year. The contents covered product introduction, event promotions, company updates and educational articles on ophthalmology. Through targeted content planning and event traffic generation, the number of followers on the official account grew by 34.4% year-on-year, with brand influence continuing to rise.

Furthermore, we have actively engaged in in-depth collaborations with leading industry media outlets. The contents published primarily focused on exhibition updates, new product launches and corporate news, effectively expanding the professional coverage of our corporate updates and product information, whilst continuously strengthening our industry influence and brand visibility.



A total of 3 posts were posted, including 2 headline posts and 1 sub-headline post



A total of 19 posts were posted, including 12 headline posts and 7 sub-headline post



A total of 10 posts were posted, all of which were headline posts

#### Systematic Satisfaction Monitoring and Continuous Improvement

We place great emphasis on customer feedback and brand perception. The Marketing Department conducts annual customer satisfaction surveys to gain a comprehensive understanding of customer needs, gather feedback and suggestions, and continuously monitor our brand image. We immediately follow up on any shortcomings identified in the surveys, address them proactively and implement improvements to ensure the continuous optimization of service quality. Leveraging on our long-term focus and commitment to the customer experience, the Group achieved a customer service satisfaction rating of 100.00% this Year, reflecting our customers' high level of recognition of our services.

### 3. Enhancing Brand Value

#### Standardized Complaint Handling and Closed-Loop Quality Management

To safeguard our customers' interests, we have established the Customer Complaint Handling Procedures (《客戶抱怨處理程序》), which sets out clear processes for the receipt, analysis, rectification and verification of customer complaints:

- Prompt response and record: Upon receiving quality feedback from customers, the Marketing Department will contact the customer immediately and record the issue on the Form on Handling of Quality Abnormality Complaint (《質量異常投訴處理單》);
- Root Cause Analysis and Rectification: The Quality Management Department or Technical Department will analyze the issue and formulate a rectification plan in accordance with the customer's specified timeframe, ensuring the problem is effectively resolved;
- Closed-Loop Tracking and Verification: We will track and verify the effectiveness of the corrective measures, establishing a closed-loop quality control process from complaint to resolution, ensuring that all complaints are handled in a timely, professional and appropriate manner.

During the Year, the Group has 2 complaints on the products and all complaints were handled properly. The complaints mainly focused on surface defects of the products. The products concerned were returned after communications with the customers. Returns accounted for 0.21% of total shipments, which is within normal and manageable range. For details of the quality control measures, please refer to the section "3.1 Ensuring Product Quality" in this Report.

## 4. Compliance and Operational Management

The Group regards compliant operations as the foundation and safeguard for the company's sustainable development. We have not only established a comprehensive quality control system, but have also integrated the principle of compliance throughout the entire value chain, from procurement, production and sales to operations, through strict implementation, continuous monitoring and transparent communication. Furthermore, we have established a zero-tolerance anti-corruption governance system and extended the principles of sustainable development to the entire supply chain management process, working together to build a robust, transparent and responsible value chain. The Group is committed to proactively identifying and managing risks within a rapidly changing market and regulatory environment, whilst actively seizing development opportunities. We aim to transform our compliance strengths into sustainable competitive advantages, thereby creating long-term, stable and trustworthy value for all stakeholders.

### 4.1 CORPORATE COMPLIANCE GOVERNANCE

Diversity of the Board Structure			
<b>Categories of directors</b>	<b>Executive directors</b> 6 members	<b>Non-executive directors</b> 2 members	<b>Independent non-executive directors</b> 4 members
<b>Sex</b>	<b>Male</b> 9 members	<b>Female</b> 3 members	
<b>Age</b>	<b>30-40</b> 3 members	<b>41-50</b> 3 members	<b>51 or above</b> 6 members

The Group regards compliance governance as a cornerstone for achieving sustainable operations and high-quality development, ensuring that all operational activities strictly adhere to the laws, regulations, industry standards and codes of business ethics of the jurisdictions of operation. We have fully adopted all provisions of the Corporate Governance Code (《企業管治守則》) in Appendix C1 of the Listing Rules, and used it as the foundational guideline for our governance practices. We are committed to comprehensive and transparent disclosure of information, creating long-term, stable and responsible value for shareholders, customers, employees and the society. We have established a governance structure characterized by clear delineation of responsibilities and efficient operation. For details regarding the respective duties of the Board, its specialized committees and management, please refer to the Corporate Governance Report section of the Annual Report.

## 4. Compliance and Operational Management

At the same time, we have formulated compliance policies and codes of conduct covering various aspects, including product quality and safety, data security, intellectual property protection and anti-corruption. Through systematic compliance training for all staff, as well as regular advocacy and communication, we have deeply embedded a culture of compliance within our corporate, thereby fortifying our compliance defenses from the foundations. In terms of products, the Group has established a refined quality governance system based on compliance and featured closed-loop management across the entire supply chain. This ensures that quality is controllable, risks are manageable and performance is measurable throughout the entire process, from raw materials to end products. We continue to consolidate our position as an industry quality benchmark through technological innovation and the upgrading of smart manufacturing.

Looking ahead, we will closely monitor changes in domestic and international laws, regulations and regulatory trends, and actively benchmark against best international practices. Our aim is to continuously optimize our compliance management system, enhance governance effectiveness, fulfil our corporate social responsibilities with the highest standards of integrity, and earn widespread trust.

### 4.2 INTERNAL CONTROL AND RISK MANAGEMENT

The Group has established a Risk Management Committee comprising two executive directors and one independent non-executive director, who bear overall responsibility for the construction and oversight of the risk governance framework. Their principal duties include: assessing international sanctions risks and formulating internal control measures; supervising the implementation of internal controls and reviewing relevant policy documents; providing risk-related advice on major decisions; reviewing risk management systems, approval processes and procedures; and assessing significant risks and reviewing mitigation measures.

## 4. Compliance and Operational Management

### 4.3 PROTECTING INFORMATION SECURITY

The Group strictly complies with the relevant laws and regulations for data information security such as the Specification on Computer Network Construction Technology in Manufacturing Industry (《製造行業計算機網絡建設技術規範》), the Provisions on Computer Information Network Security Protection in Manufacturing Industry (《製造行業計算機信息網絡安全保護規定》), the Interim Provisions on Computer Information System Confidentiality Management in Manufacturing Industry (《製造行業計算機信息系統保密管理暫行規定》), the Specification on Computer Network and Information Security Technology and Administration (《製造行業計算機網絡和信息安全技術與管理規範》) and the Personal Information Protection Law of the People's Republic of China (《中華人民共和國個人信息保護法》) to protect information privacy security, ensuring the compliance operation of the Group. We have also formulated the internal information security policies such as the Computer Equipment Management System (《計算機設備管理制度》), the Informationization Confidentiality Management System (《信息化保密管理制度》), the Information System Account Management System (《信息系統賬號管理制度》), the Data Security Management System (《數據安全管理制度》), the Data Backup System (《數據備份制度》), the Network Security Management Measures (《網絡安全管理辦法》), the Network Information Security Management System (《網絡信息安全管理制度》), the Informationization Work Management Measures (《信息化工作管理辦法》) and the Network Security Inspection System (《網絡安全巡檢制度》), ensuring the compliance with legal requirements of information technology systems and information security management.

We have established an Information Technology Leading Group to take overall responsibility for the coordination and leadership of IT initiatives, including the approval of IT planning and construction projects, the formulation of information security policies, and ensuring that information security efforts are advanced in alignment with business strategies. Through the clarification of responsibilities, regular reviews and oversight of implementation, the Leading Group drives the effective implementation of the information security governance system. In terms of technical protection, we have implemented multi-level technical and management measures to establish a safe operating environment characterized by continuous defense and rapid response:

1. **Access Control and Permission Management:** All devices handling confidential information are password-protected and subject to strict permission controls. It is strictly prohibited to store or view top-secret information on devices connected to external networks, and no modifications, configurations or deletions may be made to core infrastructure such as local area networks or servers without authorization;
2. **Network Protection and Log Auditing:** Firewalls and anti-virus software are deployed, and security assessments and vulnerability patches are carried out regularly. All departments must retain internet usage records and external service logs for at least 6 months to meet security audit and incident tracing requirements;

## 4. Compliance and Operational Management

3. **Data Backup and Recovery Mechanisms:** A regular data backup system is established, with the network system administrator being responsible for recording the time, content and frequency of backups to ensure the data is traceable and recoverable. The Information Engineering Department has formulated a contingency plan to enable the rapid initiation of recovery procedures in the event of a system attack resulting in data loss, thereby maximizing business continuity and customer information security;
4. **Special Protection for Sensitive Information:** Implement two-factor authentication and encrypted transmission for sensitive data and critical systems. Equipment storing confidential data must be protected by multiple layers of security, including passwords, verbal commands or access permissions, and the processing of classified data in external network environments is strictly prohibited.

In addition, we have established a clear information security incident reporting mechanism and strictly enforce information protection and transmission procedures to ensure that sensitive information relating to employees, customers and operations is kept strictly confidential. When collecting customer data, we clearly state the purpose for which personal data will be used. Employees may only access data in accordance with their authorized permissions and are prohibited from processing data beyond the scope of their authorization. Any data breaches must be reported immediately to the relevant departments. Through this systematic governance, the Group is committed to strengthening security defenses during our digital transformation, fulfilling our responsibility to protect the information of employees, customers and partners, and providing a reliable foundation for sustainable operations.

During the Year, the Group has not violated any laws and regulations in relation to data privacy.

### 4.4 PROTECTING INTELLECTUAL PROPERTY

The Group highly values intellectual property, and we strictly abide by the intellectual property laws and regulations such as the Patent Law of the People's Republic of China (《中華人民共和國專利法》), the Trademark Law of the People's Republic of China (《中華人民共和國商標法》), the Regulations on the Implementation of the Trademark Law of the People's Republic of China (《中華人民共和國商標法實施條例》) and the Copyright Law of the People's Republic of China (《中華人民共和國著作權法》), and has established the Intangible Assets Management System (《無形資產管理制度》), regulating the management and application of intellectual properties. We strictly prohibit unauthorized transfer and use of intellectual properties. The relevant contract must be signed before using the Group's intellectual properties, and unauthorized private transfer or use is strictly prohibited.

## 4. Compliance and Operational Management

All of the Group's employees are responsible for the protection of confidential data. New employees will undergo background check in respect of intellectual property, and have to sign the Non-competition and Confidentiality Agreement (《競業限制及保密協議》). The intangible assets management is led by the Group's Financial Department and under the supervision of the Audit Department. Detailed records about the obtaining of our intellectual properties are kept, which contain the acquisition history, application time, time for renewal, renewal charge, etc. For confidential information such as business secrets, formulae and designs, we will establish internal management measures to explicitly specify access authority, and content and information which could be made public are registered. Any intellectual property created by employees during their term of services are vested to the Group. Right of authorship and awards will be granted to the employees so as to encourage employees with innovative ideas in business. We will conduct confidentiality check on employees whose positions involve handling of confidential data, ensuring that the Group's intellectual property rights are effectively protected..

We believe that protecting the intellectual property rights for our cooperative partners is of the same importance as our business operation. By establish the Use of Trademarks Licensing Contract (《商標使用許可合同》), we specified the term and scope of use of the registered trademarks, which makes clear the rights and obligations of the licensor and licensee and enables proof of right of use, such as the agreement to grant the right, to be kept. To ensure certain quality is maintained for our products, the authorized party has the right to examine the product quality during the term of the contract. In case the product quality is not up to the agreed standard, we will request the other party to deal with the issue pursuant to the contract

During the Year, the Group held a number of 127 registered patents with 2 copyrights of artwork.

## 4. Compliance and Operational Management

### 4.5 SUSTAINABLE SUPPLY CHAIN

The Group is committed to extending the principles of sustainable development throughout the entire supply chain, and has established a supplier management system centered on quality and guided by a sense of responsibility. We have formulated and implemented internal policies such as the Procurement Management System (《採購管理制度》), the Procurement Operational Procedures (《採購作業程序》) and Procedures for Managing the Requirements and Expectations of Organizational Environmental Stakeholders (《組織環境相關方需求期望控制程序》) to standardize the processes of supplier selection, procurement execution and ongoing monitoring. Through systematic mechanisms for onboarding, assessment, auditing and collaboration, we give priority to suppliers with GB/T19001-2016/ISO9001:2015 Quality Management System certification, GB/T24001-2016/ISO14001:2015 Environmental Management System certification, GB/T45001-2020/ISO45001:2018 Occupational Health and Safety Management System certification, GB/T23331-2020/ISO50001:2018 Energy Management System certification and other relevant professional certifications, so as to ensure that the supply chain aligns with the Group's sustainable development objectives across key dimensions such as compliance, quality, environment and social responsibility, thereby jointly building a robust, transparent and green value chain.

Our major suppliers include materials suppliers and equipment suppliers. The Procurement Department is responsible for the execution of procurement in accordance with the List of Procurement Plan (《採購計劃表》). For goods with a specific amount, relevant data will be recorded in the List of Basic Information of Suppliers (《供應商基本信息表》), and information in respect of corporate information, product samples or processed samples is requested to be provided by suppliers when necessary. When selecting a suitable supplier, the Procurement Department will enquire price to at least three suppliers and solicit suppliers based on the principles of pricing and geographical locations. Suppliers will be assessed by the Procurement Department to confirm whether the quality, reputation and production equipment meet the Group's requirements, and only the suppliers who have passed the assessment will be listed in Qualified Suppliers List (《合格供應商名錄》). Suppliers who come for cooperation for the first time will be requested to provide stringent quality management system certification, and sample provided will also be inspected.

## 4. Compliance and Operational Management

The Group conducts an annual assessment of suppliers providing key materials and regular consumables. The scoring criteria cover price advisability, timely delivery, quality suitability, packaging intactness, service attitude and delivery convenience. A score of 80 or above is considered a passing mark for supplier evaluation, and the results are recorded in the Supplier Evaluation Form (《供應商評價表》). Should a supplier fail to meet standards or exhibit serious quality issues, we will require them to rectify the situation in accordance with the Sheet of Measures for Remedy and Prevention (《糾正和預防措施處理單》); if they fail to meet standards after two consecutive rectifications, their supply qualification will be revoked and they will be removed from the Qualified Suppliers List (《合格供應商名錄》), thereby ensuring the stability of supply chain quality and meeting the standards and requirements of our target markets. During the Year, the Group assessed 29 key suppliers and 297 regular consumables suppliers, achieving a pass rate of 100.00%.

The Group actively extends ESG management requirements to the supply chain, requiring suppliers to sign the Supplier Social Responsibility Commitment (《供應商社會責任承諾書》) with the Group to ensure strict compliance with laws and regulations regarding environmental protection, employment management and anti-corruption in their operational locations. In the Supplier Social Responsibility Commitment (《供應商社會責任承諾書》), we have clearly set out the social responsibility standards required of suppliers regarding freedom of association, anti-discrimination, wages and remuneration, working hours, workplace health and safety, prohibition of child labour and forced labour, environmental safety, and management systems. Furthermore, we encourage suppliers to adopt green production practices and prioritize products and services with a lower environmental impact, such as reusable items and eco-friendly products with minimal packaging, in order to further reduce our environmental footprint and jointly advance the sustainable development goals. We conduct a centralized assessment of suppliers' environmental and social responsibility compliance every August. Should new suppliers join or transactions with existing suppliers continue, these will also be included in the annual supplier assessment. For any non-compliance identified during the assessment, we will require the supplier to rectify the issue; those who fail to do so on repeated occasions will have their partnership terminated, in order to maintain the quality of suppliers' products and services.

During the Year, the number of suppliers of the Group was 540, of which 532 and 8 were from Mainland China and Overseas, respectively.

## 4. Compliance and Operational Management

### Case: General Manager Zheng Yuhong led the delegation on visits to several partners

From 21 to 23 April 2025, General Manager of the Group Zheng Yuhong, led a delegation on visits to several partners. Through face-to-face discussions, site visits and strategic seminars, the team further strengthened cooperative relationships, explored innovative opportunities and injected new momentum into the high-quality development of the industry. This visit demonstrated the Group's customer-centric philosophy and laid a more solid foundation for the coordinated development of the industrial chain. Moving forward, the Group will continue to deepen cooperation with an open mindset, and explore more diversified avenues of collaboration through technological innovation and resource integration to provide consumers with higher-quality products and services.



The General Manager of the Group led a delegation on a visit to Cangzhou Hongxiang Ophthalmic Optometry Center

## 4. Compliance and Operational Management

### Case: "Joining Hands with Conant: Smart Manufacturing for a New Future" Manufacturer Networking Event

On 29 April 2025, the Group hosted a manufacturer networking event with the theme of "Joining Hands with Conant: Smart Manufacturing for a New Future". The event aimed to enhance communication with partners, strengthen mutual understanding, and jointly explore new opportunities. The event featured rich contents, including a conference, a factory tour and a friendly basketball match. The atmosphere was lively, and the event was a resounding success.

The Group held a meeting with representatives from partner manufacturers, providing a detailed overview of the company's development history, core business operations and future strategic plans. Following the meeting, the Group invited the supplier representatives to tour our production facilities. Through explanations of our production equipment, strict manufacturing processes and smart manufacturing capabilities, we further strengthened mutual confidence in our partnership. The event concluded with a lively friendly basketball match between the Group and the supplier representatives. Through the "Joining Hands with Conant: Smart Manufacturing for a New Future" manufacturer networking event, we have not only bridged the gap between our Group and our partners but also demonstrated our Group's openness and innovative vitality through diverse forms of engagement. Moving forward, we will continue to uphold the principle of mutual benefit and deepen our collaboration with all partners.



The Group holding an exchange conference with representatives from partner manufacturers (left) and the friendly basketball match (right)

## 4. Compliance and Operational Management

### 4.6 UPHOLDING ANTI-CORRUPTION AND INTEGRITY

The Group upholds the core values of “honesty, integrity and fairness”, consistently placing clean governance and business ethics at the heart of its corporate development. It strictly complies with relevant requirements of the laws and regulations including Oversight Law of the People’s Republic of China (《中華人民共和國監察法》), the Securities Law of the People’s Republic of China (《中華人民共和國證券法》), the Company Law of the People’s Republic of China (《中華人民共和國公司法》), the Criminal Law of the People’s Republic of China (《中華人民共和國刑法》), Securities and Futures Ordinance of Hong Kong Special Administrative Region (《香港特別行政區證券及期貨條例》) and the Anti-Money Laundering Law of the People’s Republic of China (《中華人民共和國反洗錢法》), etc. We have established internal policies such as the Misconduct Reporting Mechanism and Handling Measures (《不當行為舉報機制與處理辦法》) and Reporting System for Interest Conflict (《利益衝突申報制度》), which explicitly prohibit any form of corruption, bribery, conflict of interest, embezzlement, and the disclosure of trade secrets, whilst adhering to the principle of “zero-tolerance”. All employees must comply with the provisions on anti-corruption and integrity as set out in the Employee Handbook (《員工手冊》) to ensure that business operations are conducted in accordance with professional ethics and legal requirements.

To prevent conflicts of interest from affecting the impartiality of the Group’s business operations and reputation, we strictly enforce the Reporting System for Interest Conflict (《利益衝突申報制度》). All employees must declare any personal interests prior to conducting business with cooperative manufacturers, and must either disclose any existing conflicts of interest or take measures to recuse themselves. Should management identify a conflict of interest, employees are obliged to report it, and the management will then immediately replace the project lead or terminate the business relationship with the cooperative manufacturers. Should any breach of these regulations be discovered, the Group will establish a task force to investigate, verify and assess the matter, and will take appropriate actions in accordance with the severity of the incident. Any act of our employees that has seriously violated the national or company’s rules and regulations, including but not limited to obtaining or conferring an improper interest, stealing funds or secrets, etc., will be dealt with strictly, and our right to claim will be reserved.

## 4. Compliance and Operational Management

To raise awareness of anti-corruption measures, we actively organize various integrity education and anti-corruption training programs for staff at all levels across the Group. During the Year, we provided anti-corruption trainings for 12 directors and 70 employees. The directors and employees have attended a total of 24 hours and 140 hours of anti-corruption training respectively. The main content of the training is anti-corruption and anti-bribery compliance requirements, as well as the forms of disclosure, management policies, practices, key performance, highlight cases, inspiration and suggestions of listed companies on anti corruption. In addition, we will continue to deliver our integrity policies to frontline staff through daily routine meetings and other methods, fostering a corporate culture in which all employees uphold integrity and actively resist corruption.

The Group has established open, confidential and efficient anti-corruption reporting channels to encourage employees and partners to report illegal or non-compliant conducts, either under their real names or anonymously. All reports are subject to an independent preliminary review by the Audit Department. Where allegations are substantiated, appropriate measures or disciplinary actions will be taken in accordance with the severity of the incident, including transfer, demotion or referral to the judiciary. For serious disciplinary breaches with significant impact and wide implications, we will implement a formal investigation and follow-up rectification mechanism. We will also use the Management Improvement Submissions (《管理改進意見書》) to urge relevant departments to implement corrective and preventive measures, thereby forming a closed-loop management.

During the Year, the Group did not have any litigation and corruption cases against the Group and its employees.

## 5. Improving Staff Management

Adhering to the operating principles of “people-oriented”, “people-first, things later” and “cherishing both people and things”, the Group is committed to creating a fair, inclusive, safe and rewarding work environment, encourages our employees to give full play to the group spirit and apply innovative thinking in their positions, fully embodying vitality, wisdom and passion, and promoting the mutual growth of employees and the enterprise.

We strictly adhere to labour laws and regulations, earnestly safeguard the rights and welfare of our employees, and have established a comprehensive occupational health and safety management system. Through diverse training programs and clear career development pathways, we support the development of our employees’ capabilities and long-term growth, whilst continuously advancing the construction of our talent pool. Through systematic talent management mechanisms and a dynamic culture of innovation, Conant is committed to building a dedicated, professional and creative team. We aim to inject a continuous flow of talent into the company’s sustainable development, thereby achieving a harmonious alignment between employee value and corporate value.

During the Year, the total number of employees of the Group was 2,890. For details of the specific breakdown of the employees, please refer to “Appendix I”.

### 5.1 DIVERSE RECRUITMENT

The Group strictly complies with employee-related laws and regulations of the Civil Code of the People’s Republic of China (《中華人民共和國民法典》) and the Labor Contract Law of the People’s Republic of China (《中華人民共和國勞動合同法》), and implements internal policies such as the Employee Handbook (《員工手冊》) and the Labour Contract (《勞動合同》). The Employee Handbook (《員工手冊》) is an important component of the Labour Contract (《勞動合同》) and the Company Rules and Regulations, regulating the polices and measures in relation to human resources of the Group, and promoting the growth of our employees.

The Group complies with the recruitment principles of “open, fair, competitive and recruitment on merits” and strictly complies with the relevant policies requirements, and is committed to proceed such based on various principles of open, fair, competitive and recruitment on merits, recruiting talents through open public recruitment, interviews, hiring and selection processes. We promise that job applicants will not be discriminated due to race, skin color, disability, gender, age, academic background, geographic location, political views, religion, family background, marital status or sexual orientation, etc. Before enrollment, we will thoroughly review the information of the applicants, such as household register, academic certificates, etc. The Group implements a labour contract system to sign labour contracts with employees, under which the terms of the contract, terms of probation, remuneration and benefits are clearly stipulated. In terms of resignation procedures, employees can tender resignation within the terms of the contract by sending one month’s prior notice before leaving. We will have an interview with the employee to understand the reason for resignation before his/her leaving, so as to optimize our human resources management works.

## 5. Improving Staff Management

It is stipulated in the Employee Handbook (《員工手冊》) that teamwork should be a priority in the workplace, and colleagues are expected to treat one another with kindness and mutual support, and to work together in harmony, without engaging in backstabbing or shifting blame. We respect all employees' freedom of belief and association, as well as their right to join trade unions and engage in collective bargaining. Should an employee's right to freedom of association be infringed upon, they may raise the matter with the General Manager, who will personally ensure it is dealt with transparently.

To standardize work arrangements, we have established an attendance policy to regulate staff working hours. We encourage staff to complete their work during working hours, and employees are not encouraged to work overtime. If working overtime is necessary, the employees have to fill out the Overtime Application Form (《加班申請審批表》), and are only able to work overtime after approval. They will be compensated by time off or given monetary overtime payment. If there is any non-compliance behavior, we will take action to rectify immediately and prevent reoccurrence of the noncompliance act, safeguarding employees' interests. The Group strictly adheres to the Provisions on Prohibition of Child Labor (《禁止使用童工的規定》). During the recruitment process, we carefully verify applicants' identification documents to ensure that employees are of legal age, thereby preventing the employment of minors and involuntary laborers at source. Should any instances of forged documents be discovered, the Group will terminate the employment contract in accordance with the law and relevant regulations, and reserves the right to pursue further legal action depending on the circumstances.

During the Year, the Group did not have any noncompliance cases regarding child labor or forced labor, nor any cases of noncompliance in relation to remuneration, equal opportunities, diversity, anti-discrimination and other treatment and benefits.

## 5. Improving Staff Management

### 5.2 SUFFICIENT EMPLOYEES BENEFITS

The Group believes that a competitive remuneration and benefits package is effective in attracting and retaining talent. The Group strictly complies with the requirements of the laws and regulations of the Social Insurance Law of the People's Republic of China (《中華人民共和國社會保險法》), the Interim Regulation on the Collection and Payment of Social Insurance Premiums (《社會保險費徵繳暫行條例》), the Trial Measures for Enterprise Staff Maternity Insurance (《企業職工生育保險試行辦法》), the Regulations on Work-Related Injury Insurance (《工傷保險條例》), and the Regulations on Administration of Housing Provident Funds (《住房公積金管理條例》). Other than the social insurances, including pension, medical, unemployment, work-related injuries and maternity, as well as housing provident funds, we also proactively introduce various benefits to enhance our employee's welfare and remuneration packages, such as confidentiality fees, high-temperature subsidy, meal allowances, etc. To motivate employees to provide excellent performance, we have established special awards, including innovation awards, creative appraisal awards, informatization and industrialization integration assessment award, excellent employee awards and advanced team awards.

The Group is committed to attracting, motivating and retaining talents, and has established a competitive, fair and incentivizing remuneration system for its employees. Our remuneration packages include basic salary, performance bonuses, overtime salary, social welfare insurance, allowances and subsidies. In addition, we will grant performance-based bonuses based on different kinds of works, and conduct regular adjustment to the salary of the employees. Performance-based bonuses arranged by the Group are granted based on the principles fairness, equality and transparency, and appraisals will be carried out monthly and annually in accordance with the key performance indicators and working targets of the employees.

The Group is committed to providing a wide range of activities to encourage employees to participate in various leisure activities, foster communication amongst employees, and strengthen team cohesion and a sense of belonging, thereby helping to create a rich and diverse corporate culture. The Labor Union regularly organizes various activities and competitions for employees, and encourages employees to organize their own events. During the Year, we organized the Chuan Sha Economic Zone Employees Land Curling Competition and the Chuansha Economic Zone Employees Dryland Curling Competition (川沙經濟園區職工旱地冰壺比賽) and the Chuansha Economic Labour Union Fun Three-Player Competition (川沙經濟園區工會聯合會歡樂三打一比賽).

## 5. Improving Staff Management

### 5.3 SAFEGUARDING EMPLOYEE HEALTH

The Group is committed to creating a healthy, safe and kind working environment, and addressing the health and safety of our employees as our first priority, ensuring a safe and reliable working environment for them. We strictly comply with the laws and regulations of the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases (《中華人民共和國職業病防治法》), the Law of the People's Republic of China on Work Safety (《中華人民共和國安全生產法》), the Provisions on the Supervision and Administration of Occupational Health at Work Sites (《工作場所職業衛生監督管理規定》), and the Regulations on Work-Related Injury Insurance (《工傷保險條例》). Furthermore, we were awarded the standard certification of ISO45001:2018 Occupational Health and Safety Management Systems (《ISO45001:2018職業健康安全管理体系》) during the Year, reflecting our success in providing a safe working environment for our employees.



Occupational Health and Safety Management Systems certification (職業健康安全管理体系認證證書)

## 5. Improving Staff Management

In order to raise our employees' safety awareness, we request all employees receive training on safety knowledge and safe operation during onboarding, and examine their understanding of the safety knowledge and safety regulations. The safety education we provide focuses on two aspects, namely fire safety and labour safety and health. To ensure that our employees can properly master the use of the fire extinguishers and keep in mind the escape routes in the event of an emergency, we also organize regular fire safety training and evacuation drills, thereby comprehensively reduce occupational hazards and the risk of fire incidents.

### Fire Safety

- Smoking in the production bases is strictly prohibited
- The use of open flames must be approved by the person in charge of safety
- Fire escapes should be kept clear and must not be locked or stacked
- Embedded fire hydrants and fire extinguishers must not be moved, and be cleared of any obstacles in a 1m radius
- No pulling of electric wires or sockets without the consent of the supervisor of the Production Department

### Labour Safety and Health

- Employees must wear appropriate protective equipment when working
- Machines and equipment not for their own use shall not be touched at will
- Only couriers are allowed to operate or ride on freight elevator
- When acids, alkalis or other chemicals get on the skin or splash into the eyes, they should be immediately flushed with flowing water for more than 15 minutes

In order to comprehensively protect the health and safety of our employees who work on site, we compile technical information about occupational diseases that employees may suffer from during the production process, including different types of disease factors, sources and production parts, and maintain protective equipment for production and personal use to ensure a clean office environment. We will conduct daily monitoring, registering, reporting and filing of any occupational disease factors, and we will carry out on-the-spot inspections regularly. Any unsafe situation must be rectified or reported to the leading team to study and handle immediately. For any occupational disease that occurs within the working environment, we will take contingency measures to investigate and handle it. We will award and praise those employees who have contributed to the prevention of occupational disease, and serious penalties may be imposed on employees who have violated any regulation.

## 5. Improving Staff Management

The Group persisted in the principle of “safety is also a part of production management”, and has implemented Occupational Disease Prevention and Control Responsibility System (《職業病防治責任制度》) so as to improve the organizational structure for occupational health management. We have formed an occupational health work leading team under the Occupational Health Management Organization, where the team was led by the general manager. The terms of reference of leaders from different levels, departments, production departments and employees are stipulated. We actively listen to employees’ thoughts and opinions on occupational health through multiple channels, and provide them with trainings and promotional education on regulations of occupational health and occupational knowledge every year, raising employees’ health and safety awareness.

During the Reporting Period, the Group did not receive any complaints or lawsuits regarding violations of health and safety related laws. In the past three years (including the Reporting Period), the Group recorded zero occupational fatality, and the lost working days due to work-related injuries were zero.

### 5.4 EMPLOYEE TRAINING DEVELOPMENT

The Group places great importance on employee development. We establish annual training plan each year and provide appropriate training courses tailored to different target groups to help the Group maintain its competitiveness. New employees are required to undergo safety trainings and must also learn about 5S management, which comprises Seiri, Seiton, Seiso, Seiketsu and Shitsuke. We also arrange for employees to attend external training on a regular basis in accordance with the training implementation schedule. Relevant employees are required to participate in all training sessions or related examinations as stipulated, in order to cultivate talents that meet market demands.

During the Year, the Group’s training program covered multiple categories: onboarding training for new employees, which included industry background, laws and regulations, company policies, job-specific skills, production safety, and fire safety basics; management philosophy and skills training for managers; and knowledge training for all employees on topics such as fire drills, occupational health and safety, and quality management systems. In addition, we provided accounting onboarding training for finance personnel and special operations training for equipment maintenance personnel. Frontline employees received job-specific skills training organized by departments, covering topics such as mold protection, lens protection, and related production craftsmanship operations. At the same time, the Group placed great emphasis on confidentiality education, conducting specialized training on confidentiality and non-compete limitations for key departments such as technical, sales, and information engineering. Management personnel could also access video courses covering topics such as behavioral profiling, high-EQ communication, performance management, and cost reduction and efficiency improvement. During the Year, 100% of the Group’s employees participated in various trainings, effectively enhancing their professional knowledge and operational capabilities.

## 5. Improving Staff Management

Furthermore, we encourage and support employees in pursuing technological innovation, an approach that has garnered recognition from various sectors. Dr. Wang Chuanbao, the Group's Technical Director dedicated to the research and development of functional resin lens, stood out from over 200 candidates during the Reporting Period to become one of the first certified experts in the China Optometric and Optical Association's expert pool. Dr. Wang Chuanbao has achieved significant accomplishments in research and development, including leading 8 internal research and development projects for the Group and successfully transforming 4 of them, generating revenue of RMB200 million. Dr. Wang's inclusion among the first certified experts in the China Optometric and Optical Association's expert pool marks a major step forward in his career and further reflects the external recognition of the Group's products.

The Group is committed to promoting the career development of its employees and has established both quantitative and qualitative assessment criteria. Quantitative assessments are based on departmental or role-specific key performance indicators, whilst qualitative assessments are based on work objectives or assigned tasks. We evaluate employees' remuneration, promotion opportunities and role transfers based on their attendance records and the results of monthly and annual performance appraisals. These decisions are ultimately reviewed by the management before being implemented.

## 5. Improving Staff Management

### Case: “Gathering Wisdom at Conant: Creating a New Vision Together” (「智匯康耐特，共贏新視界」) training session

On 24 to 25 April 2025, the Group held the “Gathering Wisdom at Conant: Creating a New Vision Together” (「智匯康耐特，共贏新視界」) training session at the Xueyehu Ruju dujia Hotel in Jinan. The training session featured presentations by industry experts and members of the Group’s management on various topics, including myopia prevention, professional eye examinations and accurate spectacle fitting, and sales experience. Through comprehensive and multi-level exchanges and communication, store staff effectively enhanced their professional knowledge and sales capabilities. Attendees actively asked questions, participated in discussions and interactions, took detailed notes, and engaged in lively discussions throughout the event.

The training focused on deepening engagement in the professional market, supporting consumption upgrades, myopia prevention, visual function examinations and sales experience. Discussions centred on how to address current competition, enabling participating employees to gain a deeper understanding of the Group’s products, quality and services, at the same time establishing more trusting, long-term and stable cooperative relationships, placing the Group on a sound development trajectory and achieving mutual success.



Group photo of participants at the “Gathering Wisdom at Conant: Creating a New Vision Together” (「智匯康耐特，共贏新視界」) training session

## 5. Improving Staff Management

### Case: “Uniting Strengths to Break Through, Winning the Future with Wisdom” (「聚勢突破，智勝未來」) mid-year training

On the afternoon of 3 July 2025, the Group held its mid-year training session under the theme “Uniting Strengths to Break Through, Winning the Future with Wisdom” (「聚勢突破，智勝未來」). Zheng Yuhong, General Manager of the Group, began by sharing the Group’s achievements in the first half of 2025, using data and case studies to demonstrate the Group’s significant progress in technological innovation, market expansion and customer service.

This mid-year training session served not only as a review of the first half of 2025 but also as a declaration of our commitment to the future. The Group will continue to strive to meet the individual needs of diverse clients and consumers through mature products, consistent quality and a comprehensive customer service system, thereby contributing to the flourishing development of the spectacle lens industry.



Zheng Yuhong, General Manager of the Group, led the domestic sales team in reviewing the work carried out during the first half of the year at the mid-year training session

# 6. Green and Low-Carbon Operations

The Group fully recognizes that the long-term development of a corporation is inextricably linked to the health of the environment. We have always regarded environmental protection as a critical corporate responsibility, deeply integrating the concept of green development into every aspect of our production and operations. We are committed to minimizing our environmental impact while driving business growth, and making a positive contribution to addressing global climate change.

We strictly adheres to relevant laws and regulations such as the Environmental Protection Law of the People’s Republic of China (《中華人民共和國環境保護法》), the Energy Conservation Law of the People’s Republic of China (《中華人民共和國節約能源法》), the Law of the People’s Republic of China on Environmental Impact Assessment (《中華人民共和國環境影響評價法》), the Pollution Discharge Licensing Management Regulations (《排污許可管理條例》), the Administrative Measures for the Licensing of Discharge of Urban Sewage into the Drainage Network (《城鎮污水排入排水管網許可管理辦法》), and the Waste Management and Public Cleaning Law (《廢棄物管理和公共清潔法(廢棄物の處理及び清掃に關する法律)》) of Japan. We have also certified to the ISO14001:2015 standard for Environmental Management Systems and the ISO50001:2018 standard for Energy Management Systems.



Environmental Management Systems certificate (left) and Energy Management Systems certificate (right)

## 6. Green and Low-Carbon Operations

Through technological upgrades, energy structure optimization, enhanced process control, and comprehensive environmental education for all employees, we continue to improve resource efficiency, reduce production emissions, and minimize our environmental footprint. The Group will closely monitor emissions of waste water, exhaust gases, noise and solid waste during the production processes, with the aim of effectively reducing energy and water intensity, minimizing emissions of GHG, noise, exhaust gases, and waste water, and reducing waste generation through technological advancements and craftsmanship improvements. During the Year, there were reductions in GHG emission density, energy and water intensity.

During the Year, the Group did not violate any laws relating to environmental protection or cause any major incidents affecting the environment and natural resources, nor was it notified of any penalties and litigations in relation to environmental aspects.

### 6.1 CLEAN ENERGY DEPLOYMENT

To address the challenges of global climate change and align with the national “dual carbon” strategic goals, the Group has deeply integrated green and low-carbon development into its operational strategy, continuously advancing the implementation of photovoltaic power generation and waste heat utilization. Through multi-energy complementary and the optimization of our energy portfolio, we have gradually established a low-carbon, green power consumption system centered on renewable energy, accelerating the transition to low-carbon operations.

## 6. Green and Low-Carbon Operations

Currently, the photovoltaic facilities at the Group's Shanghai site and the renewable energy systems at the Jiangsu production base have achieved stable power generation. In 2025, the total power generation of the photovoltaic power plants reached 1,002,900 kWh and 3,068,700 kWh, respectively. At the same time, we are actively exploring circular utilization models such as waste heat recovery. For example, by converting water heating into thermal energy required for production, we supplied a cumulative total of 5,674 tons of high-temperature hot water during the Year, saving approximately RMB272,300 in electricity costs. This has not only reduced operating costs but also further decreased GHG emissions.



The Group's Production Bases Incorporating Distributed Photovoltaic Power Generation Systems

Looking ahead, the Group will continue to increase its investment in green technology research and development and clean energy, explore the possibility of other low-carbon energy sources, continuously optimize its energy structure, and comprehensively enhance its carbon management capabilities, thereby contributing to efforts to address climate change and promote the industry's green transition.

## 6. Green and Low-Carbon Operations

### 6.2 IMPLEMENTATION OF EMISSIONS REDUCTION MEASURES

In terms of operational energy conservation and energy efficiency improvements, we have been continuously implementing technological upgrades and management optimizations. For instance, through the installation of a new centralized filtration and cooling system in the workshop, the new system is able to save 5 kW of electricity per hour compared with the old system; implementation of green office principles, such as regularly cleaning air conditioning filters, setting the room temperature at 26°C, encouraging casual dresses, and using energy-efficient lighting with zone-based controls, thus significantly reducing unnecessary energy consumption while ensuring employee comfort and well-being.

In terms of green products, we are committed to reducing carbon footprints from the source, researching and developing and using plant-based materials in replace of traditional petroleum materials for the production of 1.74 high resolution series of lens. While maintaining the product's optical performance, this innovation reduces GHG emissions across the product's entire lifecycle by approximately 14% compared to traditional petroleum-based products, demonstrating our unwavering commitment to integrating environmental sustainability into product design.

During the Year, the Group consumed 63,050,000.00 kWh of purchased electricity, and generated total solar energy of 4,071,600 kWh (2024: total solar energy generated was 3,455,400 kWh). Our total GHG emission was 33,992.64 tCO<sub>2</sub>e. GHG emission per square meter accounted for 0.41 tCO<sub>2</sub>e. GHG emission per employee was 12.47 tCO<sub>2</sub>e. GHG emission per RMB10,000 was 0.16 tCO<sub>2</sub>e.

## 6. Green and Low-Carbon Operations

### 6.3 WATER CONSERVATION INITIATIVES

We strictly comply with the relevant laws and regulations including the Shanghai Water Supply Management Regulations (《上海市供水管理條例》) and the Shanghai Water Conservation Management Regulations (《上海市節約用水管理辦法》), and have formulated the Water Conservation Management Regulations (《節水管理規定》) in accordance with the actual circumstances at the Jiangsu Production Base. Through institutionalized management, technological upgrades and real-time monitoring, we continuously optimized water use efficiency and effectively reduced water consumption.

At the institutional level, we built a management system with position responsibility as the core, under which each department head is the person in charge of water saving who is responsible for regular check, meter reading and report unusual situations, and is responsible for the systematic checkings for water pipe network and water facilities to avoid any water leakage. The timely and effective measures will be implemented for any unusual situation. We will also strengthen follow-up supervision and inspection.

In terms of technological improvements, starting from June 2024, we have implemented online monitoring of water usage across all production systems, enabling real-time tracking and precise management of water consumption. This Year, the water consumption has decreased by 16.44% compared to last year. At the same time, following technical upgrades, all cooling equipment within the plant has been equipped with closed loop water systems, with a cumulative usage of 150,913 m<sup>3</sup> of recycled water has been used this Year. We have effectively replaced some tap water consumption by recycling and reusing treated wastewater, further improving water resource utilization efficiency.

During the Year, the Group's water consumption amounted to 433,050.00 m<sup>3</sup>, all of which was sourced from municipal water supplies, with no issues regarding water intake. Moving forward, we will continue to optimize water-saving technologies and management measures to further improve water resource utilization efficiency and contribute to the sustainable use of regional water resources.

## 6. Green and Low-Carbon Operations

### 6.4 WASTE MANAGEMENT PROMOTION

In accordance with the principles of “reduction, resource recovery, and harmless,” the Group has systematically established a comprehensive management system covering waste sorting, compliant disposal, and source management, striving to drive the transformation of corporate operations toward a “waste-free” and sustainable model. We strictly comply with relevant laws and regulations, including People’s Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes (《中華人民共和國固體廢物污染環境防治法》) and the Measures for the Prevention and Control of Hazardous Waste Pollution in Jiangsu Province (《江蘇省危險廢物污染防治辦法》), and engage professionally qualified collaborative manufacturer organizations to properly handle all types of waste generated during production and operations.

Based on practical realities of the businesses, waste generated by the Group mainly include kitchen waste, domestic waste, industrial solid waste, waste activated carbon, waste packaging barrels, etc. We explicitly require the cooperation institutes to operate in accordance with the laws and relevant regulations, ensuring that waste is ultimately disposed of in a safe and environmentally friendly manner. At the same time, we are actively responding to the national call for a circular economy and green manufacturing by promoting waste reduction at source in our operations. We continue to monitor on the amount of non-hazardous waste and hazardous waste generated and study and implement corresponding waste reduction measures. For example, we encourage employees to reuse recyclable materials or papers in office, and promote double-sided printing and e-office, promote a culture of thrift that makes the most of resources.

## 6. Green and Low-Carbon Operations

The Group actively promotes green development, exploring waste-free construction across the entire value chain from research and development to production and sales, and coordinating the implementation of measures to reduce, recycle and safely manage industrial solid waste. After the comprehensive assessment and expert evaluation by the Profession Association of Environmental Protection Industry of Shanghai and the Shanghai Quality System Audit Center, the Group has been awarded the first batch of “Waste-Free Factory (無廢工廠)” certified enterprises in China by leveraging its comprehensive performance in systematic waste management, resource recovery and environmental performance. This recognition marks a significant step forward in our industrial ecological transformation and provides a valuable reference for green practices within the industry.



### Evaluation Certificates of Waste-Free Factory (Park) – Grade B (無廢工廠(園區)B級)

During the Year, the Group produced a total of 842.54 tonnes of non-hazardous waste and each employee generated 0.31 tonnes of wastes. In terms of hazardous waste, the Group only used 4,244 batteries and 2,681 waste ink cartridges, and all waste have been properly recycled. In terms of packaging materials, during the Year, we used 263.83 tonnes of cartons and 4,211.17 tonnes of packaging bags. We will continue to refine our waste management practices, explore further avenues for resource recycling, and continuously improve our environmental performance, striving tirelessly to achieve harmony between our business operations and the natural environment.

## 6. Green and Low-Carbon Operations

### 6.5 POLLUTANT EMISSIONS AND NOISE MANAGEMENT

We strictly comply with the emission standard requirements of GB8978-1996 Integrated Wastewater Discharge Standard (《GB8978-1996 污水綜合排放標準》), the Integrated Wastewater Discharge Standard (《污水綜合排放指標》) of Shanghai, China and the Waste Management and Public Cleaning Law (《廢棄物管理和公共清潔法(廢棄物の處理及び清掃に関する法律)》) of Japan. Through systematic management measures and investment in technology, we are continuously improving our performance in terms of pollutant emissions, striving to minimize our environmental impact throughout the entire production and business operations process.

We manage our waste water discharge in strict accordance with regulations such as the Emission Standards for Pollutants from the Synthetic Resin Industry GB31572-2015 (《合成樹脂工業污染物排放標準GB31572 – 2015》), and we have obtained a permit for water discharge into drainage network in towns and cities in accordance with laws. All our production waste water is effectively treated via our internal waste water treatment system, and the quality of the treated water is further improved through measures such as the installation of a new centralized filtration and cooling system in workshops. During the Year, the monitoring results demonstrated that our waste water management system is effective and reliable, with the effluent consistently meeting regulatory standards:

- pH value: the pH value of the sewage discharged from the Shanghai and Jiangsu Production Base fell within the required standard;
- chemical oxygen demand (COD): the emission intensity of the Shanghai Production Base was controlled within 100-380 mg/L, and the emission intensity of the Jiangsu Production Base was controlled within 25-27 mg/L, both were significantly lower than the national standard of 500 mg/L.

To minimize the emissions and dust generated during the production process, we have adopted a number of emission control measures. We have installed a dust removal system to reduce dust generation, and we are continuously monitoring its operation efficiency. At the same time, we also paid attention to the impact of particulate matter on the surrounding environment, closely monitored system information of dust alert and we will limit the production when necessary. The Group has engaged an accredited cooperation manufacturer certification body to conduct regular air quality tests to ensure that emissions comply with the relevant standards. During the Year, all air quality test results met the required standards, and no instances of non-compliance were identified.

## 6. Green and Low-Carbon Operations

Apart from the discharge of waste water and exhaust gas emissions, the Group also concerns about noise control. We strictly comply with relevant standards such as the Emission Standard for Industrial Enterprises Noise at Boundary (《工業企業廠界環境噪聲排於標準》) of China and the Waste Management and Public Cleansing Law (《廢棄物管理和公共清潔法(廢棄物の處理及び清掃に関する法律)》) of Japan, and actively promote noise reduction measures. With measures such as installing noise snubbers, using shock-absorbing pads, our aim is to effectively reduce noise generated during equipment operation and production processes, ensuring that noise levels at the manufacturer comply with regulatory requirements and minimizing the impact on neighboring communities.

During the Year, the emissions of nitrogen oxide, sulfur oxide and particulate matter from the Group were 795.67 kg, 2.09 kg and 57.51 kg respectively.

### 6.6 COPING WITH CLIMATE CHANGE

The Group has made disclosures in accordance with the requirements for climate-related disclosures set out in Part D of Appendix C2 to the Main Board Listing Rules (《主板上市規則》), adopting a “Comply or Explain” approach. For projects where reasonable information remained difficult to obtain or could not be measured reliably during the Reporting Period, the Group has applied the “reasonable information exemption” principle. We have provided specific reasons, details of the efforts undertaken, alternative disclosures and a timeline for completion for the relevant projects, to ensure that climate-related disclosures are traceable and subject to year-on-year improvement.

#### Governance

As the decision-making body, the Board provides overall leadership and oversight of the Group’s ESG and climate-related work. It is responsible for approving the formulation of ESG and climate strategies, monitoring progress in their implementation, and maintaining a continuous understanding of the identification, assessment and response to climate-related risks and opportunities through regular reports from the organizational level, which is the ESG Working Group. The ESG Working Group is responsible for driving forward and overseeing the implementation of ESG and climate-related initiatives, with the General Management Department and the Internal Control Management Department acting as the executive level. They assist in developing overall planning and facilitating cross-departmental coordination to ensure that climate action is effectively implemented across all business units. During the Reporting Period, we have provided climate-related trainings to directors to enhance the Board members’ understanding of climate-related risks and opportunities.

#### Strategies

The Group attaches great importance to the far-reaching impact of climate change on its long-term development, recognizing that climate change not only presents multifaceted physical risks and transformation challenges, but also offers opportunities to drive corporate innovation and transformation.

## 6. Green and Low-Carbon Operations

We have conducted preliminary scenario analysis, with reference to HKEX's Guidance on Climate Disclosures (《氣候信息披露指引》), and based on scenario overviews published by the United Nations Intergovernmental Panel on Climate Change (IPCC) and the International Energy Agency (IEA), as well as relevant content from the Fourth National Communication on Climate Change of the People's Republic of China (《中國氣候變化第四次國家資訊通報》). We have used two pathways, the Green and Brown scenarios (SSP1-2.6 and SSP5-8.5) as well as the Sustainable Development Scenario (NZE) and Status Policies Scenario (STEPS) pathways to assess short-term (within 5 years), medium-term (5 to 15 years) and long-term (over 15 years) climate-related risks, and to formulate corresponding response measures to mitigate these risks. To this end, we have assessed climate-related risks and opportunities, and developed corresponding risk response measures and strategies to capitalize on these opportunities.

Climate Change Risk Assessment Table			
Type of Risk	Time Scope	Potential Impact <sup>1, 2</sup>	Counter Measure
Physical Risks			
Extreme heat	Long-term	<ul style="list-style-type: none"> <li>Working under extreme heat affects employees' health and safety, resulting in a lower or disruption of operation efficiency</li> <li>Higher temperatures increase the use of energy for cooling, resulting in higher energy consumption, which in turn increases operating costs</li> </ul>	<ul style="list-style-type: none"> <li>Facilitate the use of renewable energy to reduce carbon emission</li> <li>Provide heat subsidy for employees</li> <li>Enhance staff awareness of heat stress related illnesses</li> </ul>

<sup>1</sup> The risks analyzed in this table are all expected impacts and have not had a material effect on the value of the Group's assets. Going forward, we will continue to refine and enhance our scenario analysis work, drawing on our accumulated expertise, comprehensive capabilities and resource allocation. Currently, it is not appropriate to disclose specific information regarding climate-related opportunities.

<sup>2</sup> The preliminary assessment conducted during the Reporting Period has not identified any significant risks that would require material adjustments to the carrying amounts of assets or liabilities in the next reporting year. As key assumptions and parameters still require validation, the disclosure during the Year is primarily qualitative. In the future, we will gradually enhance the scope and quality of quantitative disclosures based on our accumulated expertise and resource allocation, whilst taking care to avoid causing material impacts.

## 6. Green and Low-Carbon Operations

Climate Change Risk Assessment Table			
Type of Risk	Time Scope	Potential Impact <sup>1, 2</sup>	Counter Measure
Transition Risks			
Policy and Regulatory risks – Failure to comply with carbon neutrality targets of the national and industry standards; Reporting Compliance Risks	Medium- to long-term	<ul style="list-style-type: none"> <li>• Potential penalties for non-compliance, increase in compliance costs</li> <li>• Reputational damage and loss of competitive advantage</li> <li>• Loss of orders and reduced revenue due to inadequate disclosure of carbon neutrality targets and data</li> </ul>	<ul style="list-style-type: none"> <li>• Facilitate the adoption of more renewable energy</li> <li>• Understand the latest laws and regulations on climate change and integrate them into management strategies</li> <li>• Increase investment in the development of low-carbon and emission reduction technologies and projects</li> </ul>
Reputation risk – Stakeholders demand that companies raise the bar on climate action.	Medium- to long-term	<ul style="list-style-type: none"> <li>• Damage to goodwill</li> <li>• Disruption of existing partnering arrangements or weakening of the ability to attract new partners</li> <li>• Loss of advantage against competitors with better sustainable performance</li> </ul>	<ul style="list-style-type: none"> <li>• Publicly disclose the Company’s GHG emissions data and its efforts in low carbon operations in the ESG report and actively protect its corporate image</li> <li>• Continue to promote energy saving and emission reduction as well as fine-tuning energy management</li> </ul>
Market risk – Front end costs of low-emission technology transition	Medium- to long-term	<ul style="list-style-type: none"> <li>• Replacement of existing equipment with low-emission production equipment, increase in operation costs</li> <li>• Uncertainties associated with the use of environmentally friendly technologies and materials</li> </ul>	<ul style="list-style-type: none"> <li>• Apply low energy consumption technologies and low carbon emission products</li> <li>• Study the feasibility and benefits of applying the latest energy-saving technologies to operations</li> <li>• Timely understand the supportive policies on low-carbon technologies of the governments in the respective locations of operations</li> </ul>

## 6. Green and Low-Carbon Operations

Type of Opportunity	Time Scope	Climate Change Opportunities	
		Content of Opportunity	Measures to Grasp the Opportunity
Increase resource efficiency	Medium- to long-term	<ul style="list-style-type: none"> <li>• More efficient production processes</li> <li>• Improve transportation efficiency under the pressure of climate change risks</li> <li>• Use a "circular economy" model to reduce waste generation</li> </ul>	<ul style="list-style-type: none"> <li>• Reduce the use of electricity and energy in daily operations</li> <li>• Optimize logistics routes</li> <li>• Improve waste disposal methods and implement waste reuse measures</li> </ul>

Having conducted a comprehensive analysis of the risks set out in the table above, we believe that, following the implementation of appropriate mitigation measures, the actual impact on the Group's business will be minimal. We have already implemented a number of carbon reduction measures, including the use of clean energy to reduce operational emissions, the development of green technologies to support the low-carbon transition, and the systematic monitoring of policies and regulations to ensure compliance.

### Risk Management

The Board attaches great importance to the development of internal control and risk management systems. By establishing systematic internal control and risk management procedures, we have integrated ESG and climate risks into our overall risk management framework, creating a closed-loop management cycle that encompasses risk identification, risk assessment, risk response, and the implementation and review of response strategies.

Going forward, we will further integrate climate assessments more systematically into our overall risk management framework. By regularly reviewing and monitoring climate-related operational and transition risks, we will continuously refine our response measures and dynamically adjust our operational strategies in line with the external environment and business developments.

## 6. Green and Low-Carbon Operations

### Indicators and Targets

We have consistently disclosed Scope 1 and Scope 2 GHG emissions data in our previous ESG reports. During the Year, we are identifying Scope 3 categories that are material to the Group's operations with a view to future disclosure. Going forward, we will continue to collect more comprehensive data in order to gradually expand and refine the scope of disclosure for Scope 3 sub-categories that have a significant impact on the Group's businesses.

GHG Emissions <sup>3, 4</sup>		
Direct emissions (Scope 1)	tCO <sub>2</sub> e	538.31
Indirect emissions (Scope 2)	tCO <sub>2</sub> e	33,454.33
Total GHG emissions (Scope 1, 2)	tCO <sub>2</sub> e	33,992.64
GHG emissions intensity (Scope 1, 2) (by unit revenue)	tCO <sub>2</sub> e/RMB 10,000	0.16

### Climate-related targets

The Group is committed to reducing the environmental impact of its operations through refined management and technological innovation, whilst actively addressing climate change. Our overall objective is to continuously and effectively reduce energy and water intensity, and to minimize GHG emissions, noise, exhaust gas and waste water. For further details on the measures we are taking to achieve our environmental targets, please refer to the rest of this section. Looking ahead, we will further refine our data collection, calculation and monitoring processes with the aim of setting and disclosing more specific, quantifiable environmental targets to provide clearer guidance for our emissions reduction actions and sustainability progress.

Furthermore, in accordance with the "Comply or Explain" mechanism under HKEX's new climate regulations, the Group will endeavor to disclose climate-related indicators and targets (including cross-sectoral indicators applicable to all sectors, internal carbon pricing, remuneration, sector-specific indicators, other climate-related targets and their progresses) based on available data and applicable methodologies.

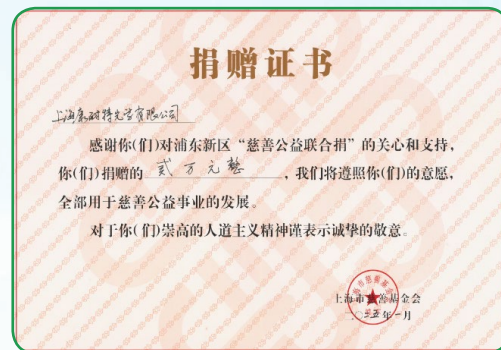
<sup>3</sup> The methodology for calculating GHG emissions is based on the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (《溫室氣體核算體系企業核算與報告標準》) published by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).

<sup>4</sup> We used the operational management approach to define the accounting boundary for GHG emissions, and applied a territorial-based methodology for the calculations.

## 7. Fulfilling Social Responsibility

Conant firmly believes that the value of a business lies not only in generating economic benefits, but also in giving back to and contributing to society. We have been adhering to the belief of “Technology Transforms Vision, Expertise Shapes the Future (科技改變視界，專業成就未來)”, and we have always integrated social responsibility deeply into our business strategy and actively engaged in charitable initiatives, with a primary focus on improving visual health in the community, leveraging on our expertise in ophthalmology health, optometry and lenses, we, through long-term cooperation with different units to promote eye protection knowledge, provide ophthalmic examinations for target groups and offer help to people in need with practical actions.

During the Year, the Group has continued to focus on and support the development of social welfare initiatives, making targeted donations through a variety of channels. These included a donation of RMB20,000 to the Charity & Public Welfare Joint Donation Association in Pudong New Area (浦東新區慈善公益聯合會) to support comprehensive charitable projects in the region and promote harmonious community development; participation in the 2025 Dunhuang “Eye Loving and Eye Caring (愛眼護眼)” charity donation campaign organized by the China Optometric and Optical Association; conducting public welfare vision screening activities in primary and secondary schools across multiple regions, providing professional eye examinations and educational services to teenagers, and establishing early vision health documents; and initiating and participating in activities to protect the vision health of children and adolescents, thereby raising public awareness of eye care, particularly among young people. Total charitable donations throughout the year amounted to RMB414,269, effectively channeling corporate resources to support key social sectors such as visual health and education.



Eye Examinations for Primary School Students (Left) and a Certificate of Donation from the Charity & Public Welfare Joint Donation Association in Pudong New Area (浦東新區慈善公益聯合會) (Right)

## 7. Fulfilling Social Responsibility

For many years, we have actively promoted and established platforms for staff to engage in charitable activities, encouraging employees to realize their personal value through contributing to society. In 2025, participation in the Group's internal charitable initiatives was widespread, with a total of 595 employees actively involved in various voluntary services, contributing a cumulative total of 270 hours of voluntary service, and 8 employees forming the Group's volunteer team. Looking ahead, Conant will continue to uphold its responsibilities as a corporate citizen and deepen collaboration with industry associations, partners and all sectors of society. We will maintain our focus on our core expertise in optometry, and through more specialized products, richer knowledge and broader initiatives, we will actively contribute to the cause of eye health for all, bringing light and warmth to the community.

### Case: Dunhuang "Eye Loving and Eye Caring (愛眼護眼)" charity donation campaign

On 13 May 2025, the Group took part in the 2025 Dunhuang "Eye Loving and Eye Caring (愛眼護眼)" charity donation campaign organized by the China Optometric and Optical Association. During the event, our expert team provided professional eye health services to staff at the Dunhuang Academy and local residents, including eye tests and prescription glasses, eye disease examinations, vision health screenings and the sharing of eye care knowledge. We also shared practical tips on eye care with staff at the Dunhuang Academy and introduced the optical performance and durability of Conant lenses.



Our expert team visited the Dunhuang Academy



Providing professional charitable services for eye health

## 7. Fulfilling Social Responsibility

### Case: Participating in the “Bright Eyes, Morning Light: Embracing the Future (明眸晨光拥抱未来)” charity campaign for adolescents’ eye health

On 25 June 2025, the Group participated in the 2025 Shenzhen International Optics Fair (2025深圳國際眼鏡業博覽會). As one of the world’s leading manufacturers of resin lens with the most comprehensive product range, Conant Optical showcased a number of its patented products at the event. During the event, we joined forces with representatives from various organizations, including Shenzhen-based school uniform market leader Shachenbao (莎臣豹), to launch a campaign calling on all sectors of society to prioritize the protection of children’s and young people’s eyesight, whilst promoting the public welfare principles of eye care through technologies and healthy growth. Moving forward, we will safeguard children’s clear vision and help build a bright future through cross-sector collaboration and school-based charitable initiatives.



Venue at the 2025 Shenzhen International Optics Fair  
(2025深圳國際眼鏡業博覽會)

## 7. Fulfilling Social Responsibility

### Case: Putting our expertise to good use to safeguard the visual health of young people

In recent years, to address the issue of myopia among young people in China, our Group has developed the innovative MyoEase Xuezhijou·Lekong Micro-Pinhole Defocus Professional Edition Lens for Children and Adolescents (MyoEase學智優樂控微透小孔離焦專業版青少年兒童緩和鏡片), the Full Focus Generation II Myopia Defocus Lens for Children and Adolescents (全焦·II代青少年離焦型鏡片), and the Xuezhijou·Lekong Little Peanut Professional Edition Lens Series (學智優·樂控小花生眼視光專業版鏡片), all of which have been granted national patent certificates. Furthermore, our independently developed products, including equal imagery lens, hyperopic axis-promoting lens, Xuezhijou·Lekong Little Peanut Professional Edition Lens Series and FIX double curved thinning lens, have broken through industry technical barriers, achieving a technological leap forward in the lens industry.



Conant's Patented Products

# Appendix I: Sustainability Data Summary

Environmental Aspect	Unit	2025
<b>Air pollution emissions</b>		
Nitrogen Oxide	kg	795.67
Sulfur Oxide	kg	2.09
Particulate Matter	kg	57.51
<b>GHG emissions</b>		
Direct GHG emissions (Scope 1)	tCO <sub>2</sub> e	538.31
Indirect GHG emissions (Scope 2)	tCO <sub>2</sub> e	33,454.33
Total GHG emissions (Scope 1 and 2)	tCO <sub>2</sub> e	33,992.64
GHG emissions per m <sup>2</sup> (Scope 1 and 2)	tCO <sub>2</sub> e/m <sup>2</sup>	0.41
GHG emissions per employee (Scope 1 and 2)	tCO <sub>2</sub> e/employee	12.47
GHG emissions per RMB10,000 (Scope 1 and 2)	tCO <sub>2</sub> e/RMB10,000	0.16

## Appendix I: Sustainability Data Summary

Environmental Aspect	Unit	2025
<b>Energy consumption</b>		
Purchased electricity consumption	kWh	63,050,000.00
Solar power generation capacity	kWh	4,071,600.00
Total electricity consumption (purchased electricity + solar power generation)	kWh	67,121,600.00
Total electricity consumption per m <sup>2</sup>	kWh/m <sup>2</sup>	800.87
Total electricity consumption per employee	kWh/employee	24,613.71
Total electricity consumption per RMB10,000	kWh/RMB10,000	307.06
Diesel consumption	Liter	90,242.00
Natural Gas consumption	m <sup>3</sup>	37,416.00
Petrol consumption	Liter	49,734.00
<b>Water consumption</b>		
Total water consumption	m <sup>3</sup>	433,050.00
Water consumption per m <sup>2</sup>	m <sup>3</sup> /m <sup>2</sup>	5.17
Water consumption per employee	m <sup>3</sup> /employee	158.80
Water consumption per RMB10,000	m <sup>3</sup> /RMB10,000	1.98

## Appendix I: Sustainability Data Summary

Environmental Aspect	Unit	2025
<b>Paper consumption</b>		
Total paper consumption	kg	36,057.50
Paper consumption intensity per employee	kg/employee	13.22
<b>Waste production</b>		
Total non-hazardous wastes production	tonnes	842.54
Non-hazardous wastes production per employee	tonnes/employee	0.31
Waste batteries production	piece	4,244
Waste ink cartridges and waste toner cartridges production	piece	2,681
<b>Packaging materials consumption</b>		
Carton	tonnes	263.83
Packaging bag	tonnes	4,211.17

## Appendix I: Sustainability Data Summary

Social Aspect	Unit	2025
<b>Number of employees</b>		
Total number of employees	number	2,890
<b>Number of employees (by gender)</b>		
Female	number	1,410
Male	number	1,480
<b>Number of employees (by employee category)</b>		
Full-time junior employees	number	2,795
Full-time middle management	number	68
Full-time senior management	number	27
<b>Number of employees (by age group)</b>		
Below 30	number	740
31 to 50	number	1,743
Above 50	number	407
<b>Number of employees (by geographical region)</b>		
Inland	number	2,776
Abroad	number	114

## Appendix I: Sustainability Data Summary

Social Aspect	Unit	2025
<b>Turnover rate<sup>5</sup></b>		
Total turnover rate of employees	%	31.83
<b>Turnover rate of employees (by gender)</b>		
Female	%	28.79
Male	%	34.73
<b>Turnover rate of employees (by age group)</b>		
Below 30	%	58.78
31 to 50	%	22.72
Above 50	%	21.87
<b>Turnover rate of employees (by geographical region)</b>		
Inland	%	33.14
Abroad	%	0.00

<sup>5</sup> The calculation method of turnover rate for employees in different categories = number of departed employees in the category ÷ total number of employees in the category at the end of the Year × 100%

## Appendix I: Sustainability Data Summary

Social Aspect	Unit	2025
<b>Occupational health and safety</b>		
Number of work-related fatalities in the past three years (including the Reporting Year)	number	0
Rate of work-related fatalities occurred in the past three years (including the Reporting Year)	%	0.00
Lost days due to work-related injury	day	0
<b>Development and training</b>		
<b>The percentage of employees trained by gender<sup>6</sup></b>		
Male	%	51.21
Female	%	48.79
<b>The percentage of employees trained by employee category<sup>4</sup></b>		
Full-time junior employees	%	96.71
Full-time middle management	%	2.35
Full-time senior management	%	0.93

<sup>6</sup> The calculation method of percentage of employees trained in different categories = number of employees trained in the category ÷ total number of employees trained × 100%

## Appendix I: Sustainability Data Summary

Social Aspect	Unit	2025
<b>The average training hours per employee by gender</b>		
Female	hour	6
Male	hour	6
<b>The average training hours per employee by employee category</b>		
Full-time junior employees	hour	6
Full-time middle management	hour	6
Full-time senior management	hour	30

# Appendix II: The ESG Reporting Code Index of The Stock Exchange of Hong Kong Limited

Indicator Content		Respective Section
<b>Mandatory Disclosure Requirements</b>		
A. Environmental Aspect		
A1. Emissions	General Disclosure	Information on: the policies; and compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.
		5.Green and Low-Carbon Operation
A1.1	The types of emissions and respective emissions data.	Appendix I: Sustainability Data Summary
A1.3	Total hazardous waste produced and intensity.	Appendix I: Sustainability Data Summary
A1.4	Total non-hazardous waste produced and intensity.	Appendix I: Sustainability Data Summary
A1.5	Description of emissions target(s) set and steps taken to achieve them.	7. Green and Low-Carbon Operation
		5.2 Implementation of Emissions Reduction Measures
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	5. Green and Low-Carbon Operation
		5.4 Waste Management Promotion

## Appendix II: The ESG Reporting Code Index of The Stock Exchange of Hong Kong Limited

Indicator Content		Respective Section
A2. Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.
		5.2 Implementation of Emissions Reduction Measures
		5.3 Response to Water Conservation
	A2.1	Direct and/or indirect energy consumption by type in total and intensity.
		Appendix I: Sustainability Data Summary
	A2.2	Water consumption in total and intensity.
	Appendix I: Sustainability Data Summary	
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	5. Green and Low-Carbon Operation
		5.1 Clean Energy Deployment
		5.2 Implementation of Emissions Reduction Measures
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	5. Green and Low-Carbon Operation
		5.3 Response to Water Conservation
A2.5	Total packaging material used for finished products and with reference to per unit produced.	Appendix I: Sustainability Data Summary
A3. The Environment and Natural Resources	General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.

## Appendix II: The ESG Reporting Code Index of The Stock Exchange of Hong Kong Limited

Indicator Content		Respective Section	
B. Social Aspect			
Employment and Labour Practices			
B1. Employment	General Disclosure	Information on: the policies; and compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	4. Improving Staff Management 4.1 Diverse Recruitment
	B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Appendix I: Sustainability Data Summary
	B1.2	Employee turnover rate by gender, age group and geographical region.	Appendix I: Sustainability Data Summary
B2. Health and Safety	General Disclosure	Information on: the policies; and compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	4.3 Safeguarding Employee Health
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the Reporting Year.	4.3 Safeguarding Employee Health
	B2.2	Lost days due to work injury.	4.3 Safeguarding Employee Health
	B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	4.3 Safeguarding Employee Health

## Appendix II: The ESG Reporting Code Index of The Stock Exchange of Hong Kong Limited

Indicator Content		Respective Section
B3. Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).
	B3.2	The average training hours completed per employee by gender and employee category.
B4. Labour Standards	General Disclosure	Information on: the policies; and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.
	B4.1	Description of measures to review employment practices to avoid child and forced labour.
	B4.2	Description of steps taken to eliminate such practices when discovered.

## Appendix II: The ESG Reporting Code Index of The Stock Exchange of Hong Kong Limited

Indicator Content		Respective Section
Operating Practices		
B5. Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.
	B5.1	Number of suppliers by geographical region.
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.

## Appendix II: The ESG Reporting Code Index of The Stock Exchange of Hong Kong Limited

Indicator Content		Respective Section	
B6. Product Responsibility	General Disclosure	Information on: the policies; and compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	
		3.2 Protecting Information Security	
		3.3 Protecting Intellectual Property	
		3.4 Enhancing Brand Value	
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	During the Year, the Group did not return any products for safety and health reasons.
	B6.2	Number of products and service related complaints received and how they are dealt with.	3.5 Prioritising Customer Communication
B6.3	Description of practices relating to observing and protecting intellectual property rights.	3.3 Protecting Intellectual Property	
B6.4	Description of quality assurance process and recall procedures.	3.1 Improving Product Quality	
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	3.2 Protecting Information Security	

## Appendix II: The ESG Reporting Code Index of The Stock Exchange of Hong Kong Limited

Indicator Content		Respective Section	
B7. Anti-corruption	General Disclosure	Information on: the policies; and compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	3.7 Upholding Business Ethics
	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases.	3.7 Upholding Business Ethics
	B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	3.7 Upholding Business Ethics
	B7.3	Description of anti-corruption training provided to directors and staff.	3.7 Upholding Business Ethics
B8. Community Investment	General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	6. Fulfilling Social Responsibility
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	6. Fulfilling Social Responsibility
	B8.2	Resources contributed (e.g. money or time) to the focus area.	6. Fulfilling Social Responsibility

## Appendix II: The ESG Reporting Code Index of The Stock Exchange of Hong Kong Limited

Indicator Content		Respective Section	
D: Climate-related Disclosures			
Governance	19.	<p>The issuer shall disclose information regarding the following:</p> <p>(a) Information on the governance body (which may include the Board, committees or other equivalent governance body) or individuals responsible for overseeing climate-related risks and opportunities.</p> <p>(b) The role of the management in the governance processes, management measures and procedures used to monitor, manage and oversee climate-related risks and opportunities.</p>	5.6 Coping with Climate Change
(II) Strategies	20.	<p><b>Climate-related risks and opportunities</b></p> <p>The issuer must disclose information that enables an understanding of the climate-related risks and opportunities that they reasonably expect may affect their cash flows, access to finance or capital cost in the short, medium or long term.</p>	5.6 Coping with Climate Change
	21.	<p><b>Business Model and Value Chain</b></p> <p>The issuer must disclose information that enables an understanding of the current and anticipated impacts of climate-related risks and opportunities on their business model and value chain.</p>	<p>5.6 Coping with Climate Change</p> <p>Reasonable Information Relief – we cannot, on the reporting date, rely on any reasonable and substantiated data that can be obtained without incurring unnecessary costs or efforts to determine the scope of its value chain.</p>

## Appendix II: The ESG Reporting Code Index of The Stock Exchange of Hong Kong Limited

Indicator Content		Respective Section
22.	<p><b>Strategy and Decision-Making</b></p> <p>The issuer must disclose information that enables an understanding of how climate-related risks and opportunities affect their strategy and decision-making. Specifically, The issuer must disclose:</p> <p>(a) Information on how the issuer has addressed and their plans to address climate-related risks and opportunities in its strategies and decision-making, including how the issuer plans to achieve any climate-related targets it has set, as well as any targets required by the laws or regulations.</p>	<p>5.6 Coping with Climate Change</p> <p>Reasonable Information Relief – the Group has not established a climate transition plan at present, but will explore the feasibility of implementing one in the future.</p>
23.	<p>The issuer must disclose the progress of the plans disclosed in accordance with paragraph 22(a) during each of the previous Reporting Periods.</p>	<p>5.6 Coping with Climate Change</p>
24.	<p><b>Financial position, financial performance and cash flows, current financial impact</b></p> <p>The issuer must disclose the following qualitative and quantitative information:</p> <p>(a) How climate-related risks and opportunities have affected the issuer’s financial position, financial performance and cash flows during the Reporting Period; and</p> <p>(b) Information regarding the climate-related risks and opportunities identified in paragraph 24(a), where there are significant risks that would result in material adjustments to the carrying amounts of assets and liabilities in the relevant financial statements for the next reporting year.</p>	<p>5.6 Coping with Climate Change</p> <p>Financial Effects Relief – in the future, we will further assess the financial effects of climate-related risks and opportunities.</p>

## Appendix II: The ESG Reporting Code Index of The Stock Exchange of Hong Kong Limited

Indicator Content	Respective Section
<p>25. <b>Expected financial impact</b></p> <p>The issuer must disclose the following qualitative and quantitative information:</p> <p>(a) The issuer’s expectations regarding how its financial performance is likely to change in the short, medium and long term, having considered its strategy for managing climate-related risks and opportunities and considering the following factors;</p> <p>(b) The issuer’s expected changes in its financial results and cash flows in the short, medium and long term, based on its strategies for managing climate-related risks and opportunities.</p>	<p>Reasonable Information Relief – we must not, on the reporting date, rely on any reasonable and substantiated data that can be obtained without incurring unnecessary costs or efforts to determine the scope of its value chain.</p>
<p>26. <b>Climate resilience</b></p> <p>Having considered the issuer’s identified climate-related risks and opportunities, the issuer shall disclose information that enables others to understand the resilience of the issuer’s strategies and business models to climate-related changes, developments or uncertainties. The issuer shall use climate-related scenario analysis to assess its climate resilience in a manner appropriate to its circumstances. When providing quantitative information, the issuer may disclose a single figure or a range.</p>	<p>5.6 Coping with Climate Change</p> <p>Reasonable Information Relief – we have not disclosed any climate-related scenario analysis at present, but we will explore the feasibility of doing so in the future.</p>

## Appendix II: The ESG Reporting Code Index of The Stock Exchange of Hong Kong Limited

Indicator Content	Respective Section
(III) Risk Management 27.	The issuer must disclose the following information:
	5.6 Coping with Climate Change
	(a) The issuer's processes and related policies for identifying, assessing and prioritizing climate-related risks, and for maintaining oversight thereof;
	(b) the issuer's processes for identifying and assessing climate-related opportunities, as well as for prioritizing and monitoring them (including information on whether and how the issuer uses climate-related scenario analysis to identify climate-related opportunities); and
	(c) assessing, prioritizing and monitoring climate-related risks and opportunities are integrated into the issuer's overall risk management processes, and the extent of such integration.

## Appendix II: The ESG Reporting Code Index of The Stock Exchange of Hong Kong Limited

Indicator Content	Respective Section
(IV) Indicators and Targets	<p data-bbox="411 508 448 536">28.</p> <p data-bbox="568 508 715 536"><b>GHG emissions</b></p> <p data-bbox="568 584 1023 685">The issuer must disclose the total absolute GHG emissions (expressed in tCO<sub>2</sub>e) for the Reporting Period, categorized into:</p> <ul style="list-style-type: none"> <li data-bbox="568 735 852 763">(a) Scope 1 GHG emissions;</li> <li data-bbox="568 810 890 838">(b) Scope 2 GHG emissions; and</li> <li data-bbox="568 886 852 914">(c) Scope 3 GHG emissions.</li> </ul>
29.	<p data-bbox="568 965 719 993">The issuer must:</p> <ul style="list-style-type: none"> <li data-bbox="568 1041 1070 1256">(a) Unless otherwise required by the competent authority or another exchange on which the issuer is listed, the issuer must measure its GHG emissions in accordance with the GHG Protocol: Corporate Accounting and Reporting Standard (2004);</li> <li data-bbox="568 1304 1050 1364">(b) disclose the methodology used to measure its GHG emissions;</li> <li data-bbox="568 1412 1082 1627">(c) in respect of Scope 2 GHG emissions disclosed pursuant to paragraph 28(b), disclose its Scope 2 GHG emissions on a geographical basis and provide information on any necessary contractual documents that assist in understanding such emissions; and</li> <li data-bbox="568 1675 1086 1927">(d) in respect of Scope 3 GHG emissions disclosed pursuant to paragraph 28(c), disclose the categories included in the issuer's measurement of Scope 3 GHG emissions in accordance with the Scope 3 categories set out in the GHG Accounting Framework: Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).</li> </ul>

## Appendix II: The ESG Reporting Code Index of The Stock Exchange of Hong Kong Limited

Indicator	Content	Respective Section
30.	<p><b>Climate-related Transition Risks</b></p> <p>The issuer must disclose the amount and percentage of assets or business activities that are susceptible to climate-related transition risks.</p>	Reasonable Information Relief – in future reports, we will strengthen our methods and processes for assessing the financial effects of climate-related risks and opportunities.
31.	<p><b>Climate-related Physical Risks</b></p> <p>The issuer must disclose the amount and percentage of assets or business activities that are susceptible to climate-related physical risks.</p>	
32.	<p><b>Climate-related Opportunities</b></p> <p>The issuer must disclose the amount and percentage of assets or business activities relating to climate-related opportunities.</p>	
33.	<p><b>Use of Capital</b></p> <p>The issuer shall disclose the amounts of capital expenditure, financing or investment used in climate-related risks and opportunities.</p>	The Group has identified climate-related risks and will further identify relevant data to optimize its disclosures.
34.	<p><b>Internal Carbon Pricing</b></p> <p>The issuers shall disclose the following:</p> <ul style="list-style-type: none"> <li>(a) an explanation of whether and how the issuer applies carbon pricing in its decision-making (e.g. investment decisions, transfer pricing and scenario analysis); and</li> <li>(b) the price per tonne of GHG emissions used by the issuer to assess the cost of its GHG emissions; or an appropriate disclaimer confirming that the issuer does not apply carbon pricing in its decision-making.</li> </ul>	Negative Statement – the Group does not currently use internal carbon pricing in its decision-making, but will explore the feasibility of implementing it in the future.

## Appendix II: The ESG Reporting Code Index of The Stock Exchange of Hong Kong Limited

Indicator Content	Respective Section
<p>35. <b>Remuneration</b></p> <p>The issuers must disclose whether and how climate-related considerations are incorporated into their remuneration policies, or provide an appropriate disclaimer. This may form part of the disclosure made pursuant to paragraph 19(a)(iv).</p>	<p>Negative Statement – we have not incorporated climate-related factors into senior management remuneration, and will explore the possibility of doing so in the future</p>
<p>36. <b>Industry Indicators</b></p> <p>The Exchange encourages issuers to disclose industry indicators relating to one or more specific business models and activities, or to common characteristics associated with participation in the relevant industry.</p>	<p>Reasonable Information Relief – we have not disclosed any industry indicators at present, but we will explore the feasibility of doing so in the future.</p>
<p>37. <b>Climate-related Targets</b></p> <p>The issuer must disclose (a) the qualitative and quantitative climate-related targets they have set to monitor progress towards achieving their strategic objectives; and (b) any targets that issuers are required to meet by law or regulation, including any GHG emission targets.</p>	<p>5.6 Coping with Climate Change</p>
<p>38. The issuer must disclose the methodology used to set and review each target, as well as how they monitor progress towards achieving them.</p>	<p>5.6 Coping with Climate Change</p>
<p>39. The issuers must disclose information regarding the performance against each climate-related target, as well as an analysis of trends or changes in the issuer’s performance.</p>	<p>5.6 Coping with Climate Change</p>
<p>40. For each GHG emissions target disclosed in accordance with paragraphs 37 to 39.</p>	<p>5.6 Coping with Climate Change</p>

## Appendix II: The ESG Reporting Code Index of The Stock Exchange of Hong Kong Limited

Indicator Content	Respective Section
<p>41. <b>Applicability of Cross-industry Indicators and Industry Indicators</b></p> <p>When preparing disclosures to comply with paragraphs 21 to 26 and 37 to 38, the issuer shall refer to (i) cross-industry indicators (see paragraphs 28 to 35) and (ii) industry indicators (see paragraph 36) and consider their applicability.</p>	<p>Reasonable Information Relief – we have not disclosed any cross-industry or industry indicators, but we will explore the feasibility of doing so in the future.</p>

