



2025
**Environmental, Social,
and Governance Report**

Jiangsu Feymer Technology Co., Ltd.

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About This Report

Reporting Scope

The Report covers Jiangsu Feymer Technology Co., Ltd. and its subsidiaries. Unless otherwise stated, the scope of the Report is consistent with the scope of the Company’s Annual Report.

Reporting Period

The Report covers the period from January 1, 2025 to December 31, 2025 (the “Reporting Period”). To improve the comparability and completeness, some sections of the Report may be appropriately refer to previous years or contain forward-looking statements. The Report is released on an annual basis, consistent with the financial year.

Preparation Basis

- Shanghai Stock Exchange Self-Regulatory Guidelines for Listed Companies No. 14 – Sustainability Report (for Trial Implementation)
- Shanghai Stock Exchange Self-Regulatory Guidelines for Listed Companies No. 4 – Preparation of Sustainability Report
- Global Reporting Initiative Sustainability Reporting Standards (GRI Standards)
- China Enterprise Reform and Development Society Guide to Corporate Sustainability Reporting in China (CASS-ESG 6.0)

Data Source

Data sources used in the Report include public data from government agencies, the actual operational data, annual financial data, internal statistical reports of the Company, third-party questionnaire surveys, third-party evaluations or interviews, etc. The financial data in the Report is expressed in RMB. For any discrepancy between this report and the financial statements, the financial statements shall prevail.

Appellation Description

Short Name	Full Name
The Company, Feymer and We	Jiangsu Feymer Technology Co., Ltd.
Feymer Membrane and Membrane Factory	Suzhou Feymer Membrane Technology Co., Ltd.
Rudong Factory	Feymer Technology (Rudong) Co., Ltd.
Jiangsu Changjiu, Changjiu Factory	Jiangsu Changjiu Agrochemical Co., Ltd.
Anhui Feymer, Anqing Factory	Feymer Technology (Anhui) Co., Ltd.
Jinqu Environmental Protection	Suzhou Jinqu Environmental Protection Technology Co., Ltd.
Jingchang Technology	Suzhou Jingchang Technology Development Co., Ltd.

Confirmation and Approval

The Report was approved by the Board of Directors of the Company on March 31, 2026 and was released in conjunction with the Annual Report. The Board pledges to exercise oversight over the contents of this report, ensuring its absence of any false records or misleading representations, and assuming responsibility for its truthfulness, accuracy and completeness.

Access to this Report

This report is available for review and download on the website of the Feymer (www.feymer.com) or the Shanghai Stock Exchange (www.sse.com.cn).

Message from the Chairman



Dear Investors, partners, and friends:

Hello, everyone!

With the passage of time, new chapters of progress continue to be written. 2025 marks a year of milestone significance in the history of Feymer. This year, we successfully completed the transition of our governing body and management team, achieved a smooth handover and ushered in a new phase of strategic development. This year, we formally upgraded our corporate slogan to "Making Every Waterprint Count", infusing sustainable development with deeper significance and a greater sense of responsibility. This year, we also proactively sought change, accelerated our transformation, and verified the soundness and effectiveness of our strategic transformation through solid and steady operational performance.

Now, with the intensifying global water scarcity and the mounting ecological environmental pressures, we are vigorously advancing the achievement of the "carbon peaking and carbon neutrality" goals. Facing the mission of our times, we have consistently embedded ESG principles into our corporate development, repaying the trust and support of all stakeholders through responsible business practices, and steadily advancing towards becoming a world-class provider of water resource solutions.

Environmental: Embedding Sustainability Across the Entire Lifecycle to Define a Sustainable Water Footprint

Water is both the starting point of our enterprise, and the ultimate destination of our development. The new mission drives us to achieve a shift in environmental governance from "end treatment" to "source improvement", and extends our ecological perspective to cover the entire lifecycle, including water withdrawal, consumption, discharge, recycling and reuse. We specialize in water-intensive sectors such as pulp and paper, oil and gas extraction, fine chemicals, textile printing and dyeing, and municipal and industrial water treatment. We not only provide high-performance water treatment chemicals but also leverage advanced membrane technology and intelligent system engineering to help clients reduce water withdrawal at the source, optimize water circulation during processes, and achieve high-proportion recycling and reuse of wastewater at the end of the cycle, thereby empowering the industry's green transformation through technological innovation.

We remain steadfast in our commitment to green development. Our new production base in Anqing has deeply integrated the principles of the circular economy into its design and construction, striving to set an industry benchmark for "green manufacturing." We fully recognize that imbuing the water footprint with positive value is a long-term technological journey. Guided by this vision, we will continuously increase investment in environmental protection, focus on innovations in water-based chemicals, membrane materials and process applications, and continuously expand the new boundaries of efficient water usage.

Social: Uniting Efforts with Shared Responsibility to Practice a Sustainable Responsibility Approach

R&D and Innovation: We continuously increase our R&D investment, with R&D expenses reaching RMB 76.6 million in 2025. Focusing on core areas such as water-based chemicals and water treatment membranes, we deepen technological breakthroughs and the commercialization of research outcomes. As of the end of the Reporting Period, we had accumulated 310 granted patents, including 14 new invention patents and 3 utility model patents granted during the year. This injects strong momentum into the iteration of green products and the high-quality development of the industry.

Products and Services: We steadfastly implement a dual-drive strategy centered on "water-based chemicals" and "industrial water treatment". Through an integrated "product + technology + service" model, we provide comprehensive full-process water resource solutions for clients in the pulp and paper, steel, chemical, and textile printing and dyeing industries, helping them achieve green, low-carbon, and highly efficient development.

Supply Chain Collaboration: We actively build a sustainable supply chain system, guide partners to practice green production principles, and promote collaborative carbon reduction across the industry chain to achieve mutual benefit and win-win results.

Employee Development: Upholding a people-oriented concept, we deeply integrate employee growth with corporate development, and improve talent recruitment, career advancement, and incentive mechanisms. We also strictly implement benefits such as five social insurances and one housing fund, occupational health checks, and continuously enhance employees' sense of belonging and cohesion, to achieve mutual growth and progress between the Company and employees.

Social Contribution: We adhere to compliant operations and steady development. In 2025, we achieved a total operating revenue of RMB 1.389 billion, and we paid taxes honestly and in accordance with applicable laws and regulations, and actively created employment opportunities. We proactively engage in public welfare and rural revitalization, especially educational support and public services, to contribute to common prosperity and sustainable social development.

Governance: Driving Development Through Compliant Operations to Lead a New Sustainable Future

Sound and efficient corporate governance serves as the ballast ensuring the Company's steady and long-term progress, and is the fundamental guarantee for practicing ESG principles and achieving high-quality development. In 2025, guided by Party building and driven by compliant operation, we will continuously optimize our governance system and enhance our governance capabilities.

Compliant Governance: We continuously improve the modern corporate governance system, strictly abide by laws, regulations, and regulatory requirements, and strengthen the management of key areas such as insider information and related party transactions. We also deepen the construction of clean operations and anti-corruption measures, conduct regular warning education, and effectively safeguard the legitimate rights and interests of all shareholders, especially minority shareholders, to ensure compliant, stable, and transparent operations.

A long journey lies ahead with favorable winds, and heavy responsibilities call for renewed resolve and vigorous effort. In 2026, Feymer will remain committed to the philosophy of sustainable development. We will join forces with all shareholders and partners from all sectors to forge ahead together. We will navigate challenges, seize opportunities with determination and resilience, and strive tirelessly to co-create an eco-friendly, prosperous and sustainable future!

About Feymer

Company Profile

Jiangsu Feymer Technology Co., Ltd. (Stock Code: 688350) is a high-tech enterprise specializing in technologies for the efficient utilization, protection and treatment of water resources. Founded in 2010 and headquartered in Zhangjiagang City within the Yangtze River Delta region, Feymer was successfully listed on China's Sci-Tech Innovation Board (STAR Market) in 2021. The Company is dedicated to providing sustainable and innovative solutions for sectors including pulp and paper, oil and gas extraction, fine chemicals, textile printing and dyeing, and municipal and industrial water treatment. Guided by the strategic mission to "Making Every Waterprint Count", the Company aims to address global water scarcity and pollution challenges through its advanced technologies in chemicals, membrane separation, and AI-empowered water treatment.

Feymer operates three production bases, with a total of five factories. The Zhangjiagang Production Base houses the Fenghuang Factory and the Membrane Factory, the Nantong Production Base includes the Rudong Factory and the Changjiu Factory, and the Anqing Production Base in Anhui Province is home to the Anhui Feymer Factory. The process technologies of the Company are at a leading level in China. Over the years, the Company has remained committed to independent innovation and prioritized continuous investment in research and development. We possess numerous core technologies in the fields of functional monomer manufacturing, water-soluble polymer manufacturing and application, separation membrane manufacturing, separation membrane application, and hydrogen production. Furthermore, through years of business development, we have cultivated a team of outstanding business and technical professionals, forming a solid competitive advantage.

Corporate Culture



Strategic Objectives

Making Every Waterprint Count



Vision

To Be the Partner of Choice in the Water-based Industries



Value Proposition

To Provide First-class Hydrophilic Functional Polymers
To Create Long-term Value for Customers in Terms of
Green, Low-carbon, and Sustainable Development
To Build Long-term Partnerships with Customers by
Offering Cost-effective and Professional Services

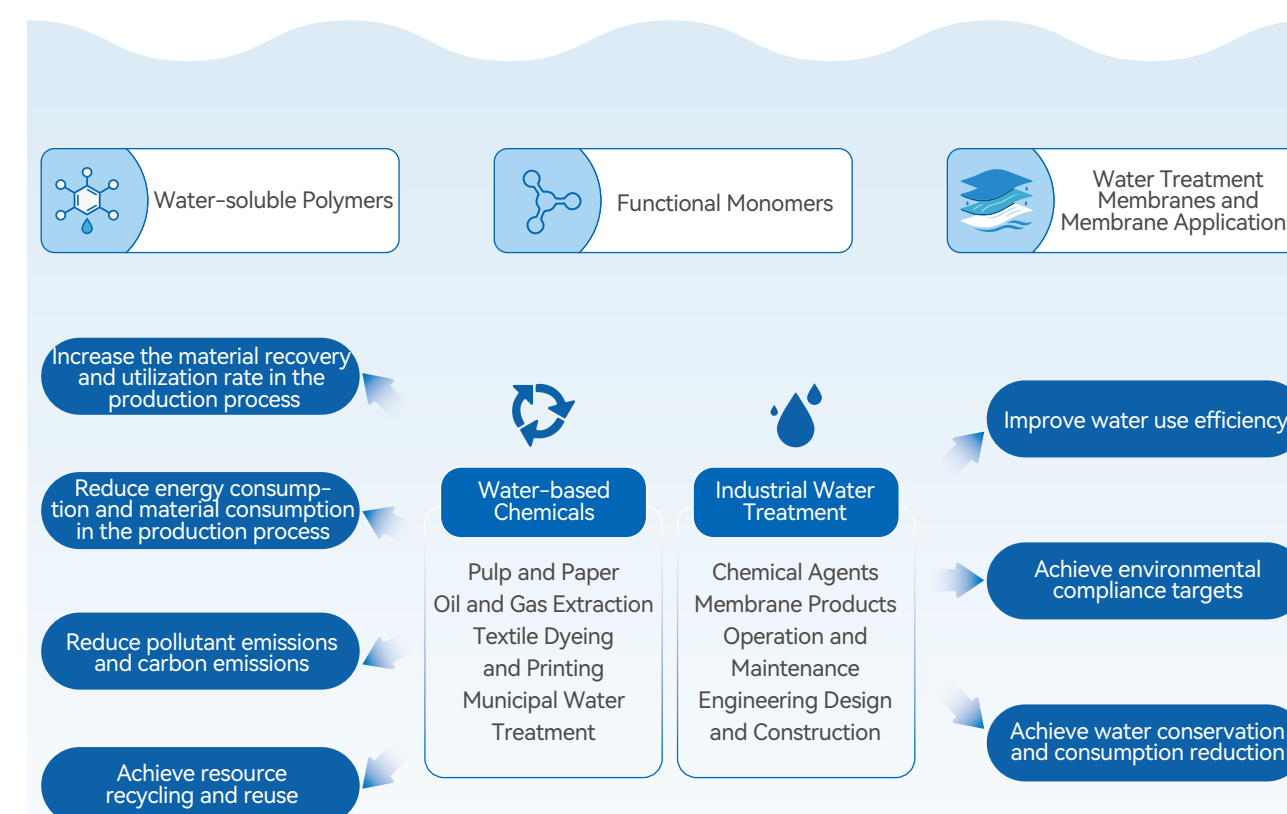


Core Values

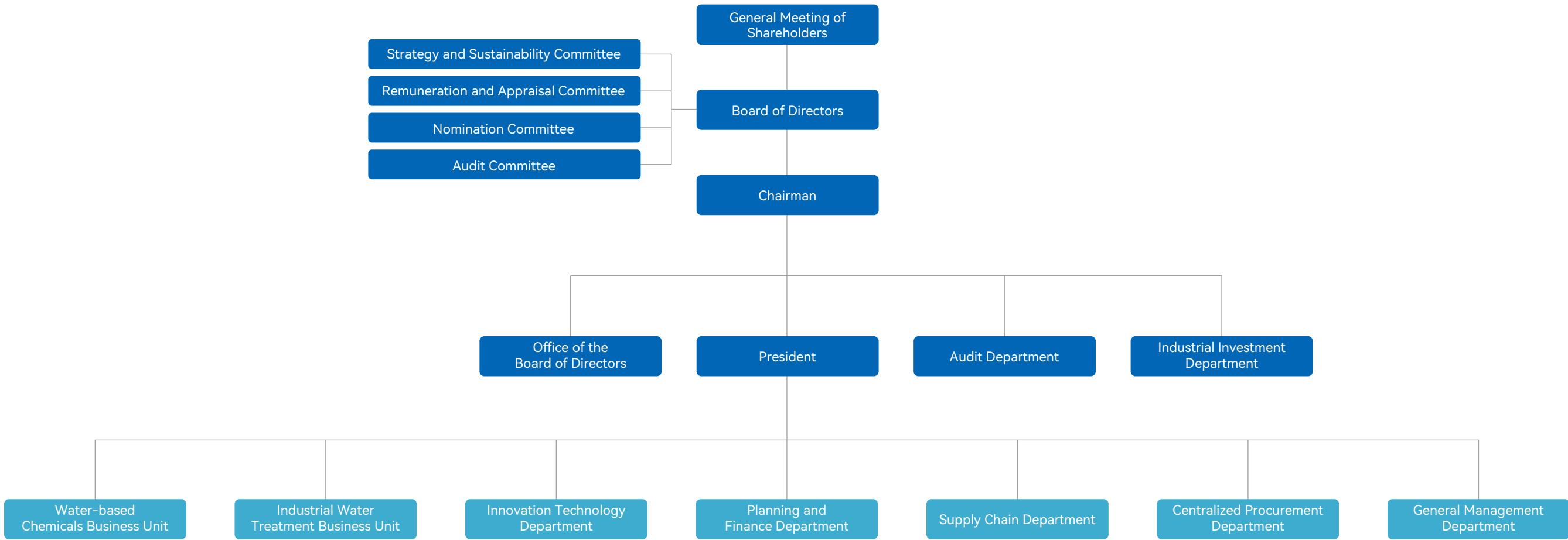
Integrity and reliability, dedication and responsibility
Continuous innovation, striving for excellence
Mutual respect and creating shared value
A calm mindset and smiling every day

Business Layout

Focusing on two core business segments—"water-based chemicals" and "industrial water treatment", Feymer has established a dual-engine growth model, with products widely applied across multiple industrial sectors. In particular, the water-based chemicals segment leverages large-scale production capabilities and technological advantages to serve industries including pulp and paper, oil and gas extraction, fine chemicals, textile printing and dyeing, and municipal water treatment. The industrial water treatment segment integrates chemical agents, membrane products, operation and maintenance services, and engineering design and construction to provide "full-process, one-stop" system solutions for industrial customers in sectors such as steel and chemicals. In the Chinese market, we continuously consolidate our leading position through localized services and customized solutions. In international markets, we actively expand into high-growth emerging regions such as the Asia-Pacific, the Middle East, and Latin America, building a more resilient global business presence.



 Organizational Structure



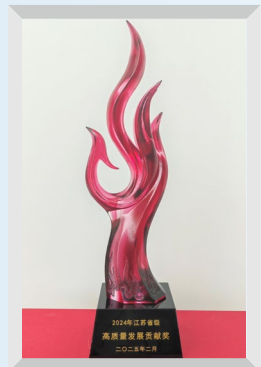
Development History



Key Performance



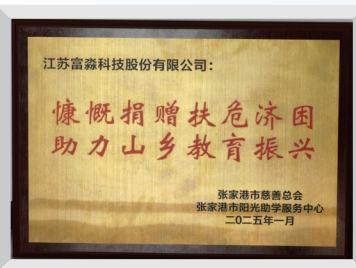
 Honors



2024 High-Quality Development
Contribution Award of Jiangsu Province



Suzhou Municipal Model Site for
Trade Secret Protection



Honors for Charitable Donations



Charitable Enterprise



2024 "Love Fills the Port City"
Charitable Donation Organization



2024 Star Enterprise with Tax
Contributions Exceeding RMB 50 Million



Council Member Unit of Zhangjiagang
Human Resources Management Association



Executive Member Unit of the
4th Executive (Council) Committee



2024 Advanced Collective for the "Break-
through Year of High-Quality Development"



2024 Second Batch of Five-Star
Cloud-Based Enterprises in Jiangsu Province



Model Enterprise Award for Housing
Provident Fund Contributions



Strategic Client of
Suzhou Branch, Bank of Ningbo

Promotion of Sustainable Development

Sustainable Development Strategy

Feymer actively responds to the United Nations Sustainable Development Goals (SDGs) by integrating them into the business development strategy and core indicator system, continuously improving overall performance in environmental protection, efficient resource utilization, and the fulfilment of social responsibilities. The Company has established a regular information disclosure mechanism to proactively communicate its sustainable development practices and progress to stakeholders, promote multi-party communication and collaboration, and work together with partners from all sectors to advance the implementation of the SDGs.

Strategy Pillars	Philosophy of Sustainable Development	Response to SDGs	Our Actions
Environment	Achieve Energy Conservation and Carbon Reduction to Promote Green Production Enhance Recycling to Protect Ecology	6 CLEAN WATER AND SANITATION 7 AFFORDABLE AND CLEAN ENERGY 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION 14 LIFE BELOW WATER 15 LIFE ON LAND	•Optimize the energy mix, use green and clean energy, promote energy recycling and reuse, and support the achievement of the national "carbon peaking and carbon neutrality" goals; •Implement a range of measures to improve water use efficiency, achieve zero wastewater discharge and 100% water recycling at the Fenghuang Production Base; •Adopt clean production technologies and utilize environmentally friendly, renewable raw materials to maintain ecological balance.
Social	Focus on R&D to Create Value Empower Employees to Achieve Diverse Growth Put People First to Ensure Safety Repay Society to Promote Common Prosperity	1 NO POVERTY 2 ZERO HUNGER 5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 10 REDUCED INEQUALITIES 11 SUSTAINABLE CITIES AND COMMUNITIES	•Continuously advance initiatives in education support, charitable donations, volunteer services, and rural revitalization; •Provide employees with safe and hygienic workplaces and pay close attention to their mental health; •Establish scholarships to provide ongoing financial support for outstanding students in designated partner villages; •Build a high-quality education and training system to enhance employees' professional skills and knowledge; •Ensure workplace gender equality, promote compliant and equal employment, and eliminate gender discrimination; •Increase R&D investment and actively participate in industry collaboration and exchanges to promote technological innovation and development; •Actively promote talent development and local employment solutions to foster socio-economic development; •Launch initiatives to support elderly people in rural communities where we operate, providing material assistance and emotional support to the elderly.
Governance	Conduct Transparent Governance to Ensure Standardized Operations Foster Collaborative-Growth to Achieve Win-Win Cooperation	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 17 PARTNERSHIPS FOR THE GOALS	•Improve corporate governance, standardize business conduct, adhere to ethical standards, and enhance compliance levels; •Establish multi-stakeholder partnerships to achieve resource sharing and promote mutual development.

Sustainable Development Governance

Feymer has deepened the integration of regulatory requirements with business segments, revised and refined the *Implementation Rules of the Strategy and Sustainability Committee* to standardize the committee's composition, responsibilities, authority and rules of procedure, thereby establishing a comprehensive management system covering the entire chain covering "strategic recommendations – decision support – implementation supervision". As the core body for the Company's ESG governance, the Strategy and Sustainability Committee oversees the coordination, supervision and guidance of the Company's environmental, social and governance affairs, and further strengthens the top-level design of ESG management and solidifies the foundations of the Company's sustainable development.

 Board of Directors	•Review and approve the Company's ESG strategies, objectives, and major management systems, and perform leadership and supervisory functions over ESG matters; •Review ESG reports and major matters submitted by the Strategy and Sustainability Committee, and make final decisions.
 Strategy and Sustainability Committee	•Examine the Company's sustainability (ESG) objectives, strategic plans and management systems, and propose recommendations for optimization; •Identify and monitor ESG-related risks and opportunities, and guide management in formulating and implementing response measures; •Review the Company's ESG efforts plans and reports, and submit them to the Board of Directors for consideration.
 ESG Working Group	•Implement the Company's ESG strategic objectives and coordinate with all operational units to advance related work; •Draft ESG management systems, phased plans and implementation schemes, and organize and conduct specialized ESG training; •Summarize issues and achievements in ESG efforts, and promptly report progress to the Strategy and Sustainability Committee.

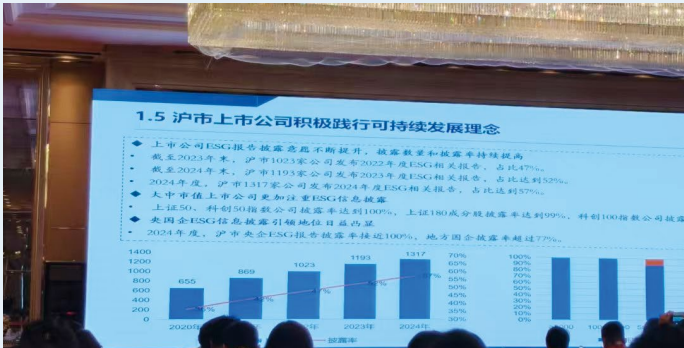
ESG Management Structure

Sustainability Practices

Focusing on building ESG capabilities and deepening ESG awareness, Feymer actively organizes specialized ESG training covering all departments and levels. Industry experts are invited to deliver lectures on compliance requirements, practical case studies and management tools, whilst internal training and awareness-raising initiatives are conducted in parallel, and practical teaching was conducted in combination with business scenarios. During the Reporting Period, the Company organized one hour of internal specialized training, reaching 50 participants. This training was delivered via online communication channels over a period of more than two months, effectively fostering a sense of ESG responsibility among all employees. The Company also integrated the philosophy of sustainable development into daily operations and the entire business process, delivering a high-quality ESG performance through concrete actions.

Case Participation in External ESG Training

During the Reporting Period, Feymer organized relevant personnel to participate in a specialized training program hosted by the Shanghai Stock Exchange, systematically learning about ESG management, information disclosure, and compliant operations. By actively drawing on advanced industry practices, the Company further strengthened the philosophy of sustainable development and standardized governance awareness, and continuously enhanced information disclosure quality and operation transparency.



Case Internal ESG Training Sessions

During the Reporting Period, the Company invited third-party organizations to offer specialized training on the ESG report. Focusing on interpretation of new regulations and policies, analysis of excellent cases and key points of indicator optimization, and discussions combining with previous reporting disclosure experience, the training guided employees to understand new ESG requirements, extract key information and highlights on core businesses, and fully present the Company's ESG achievements, enhance the readability and impact of the report, and consolidating the Company's leadership in the industry.



Sustainable Risk Management

Feymer continuously improves the modern corporate governance system by comprehensively integrating sustainable development risks into the governance framework. The Strategy and Sustainability Committee coordinates the development of a risk management system, conducts comprehensive identification of potential risks in the environmental, social and governance domains, and implements dynamic monitoring and early warning mechanisms. In addition, the Company has strengthened the integration between ESG management and internal control by gradually incorporating environmental compliance and the fulfilment of social responsibilities into the scope of internal audits. Compliance reviews are conducted on sustainability-related risks to ensure that all types of risks remain effectively controllable, thereby safeguarding the Company's long-term, stable, and high-quality development.

Communications with Stakeholders

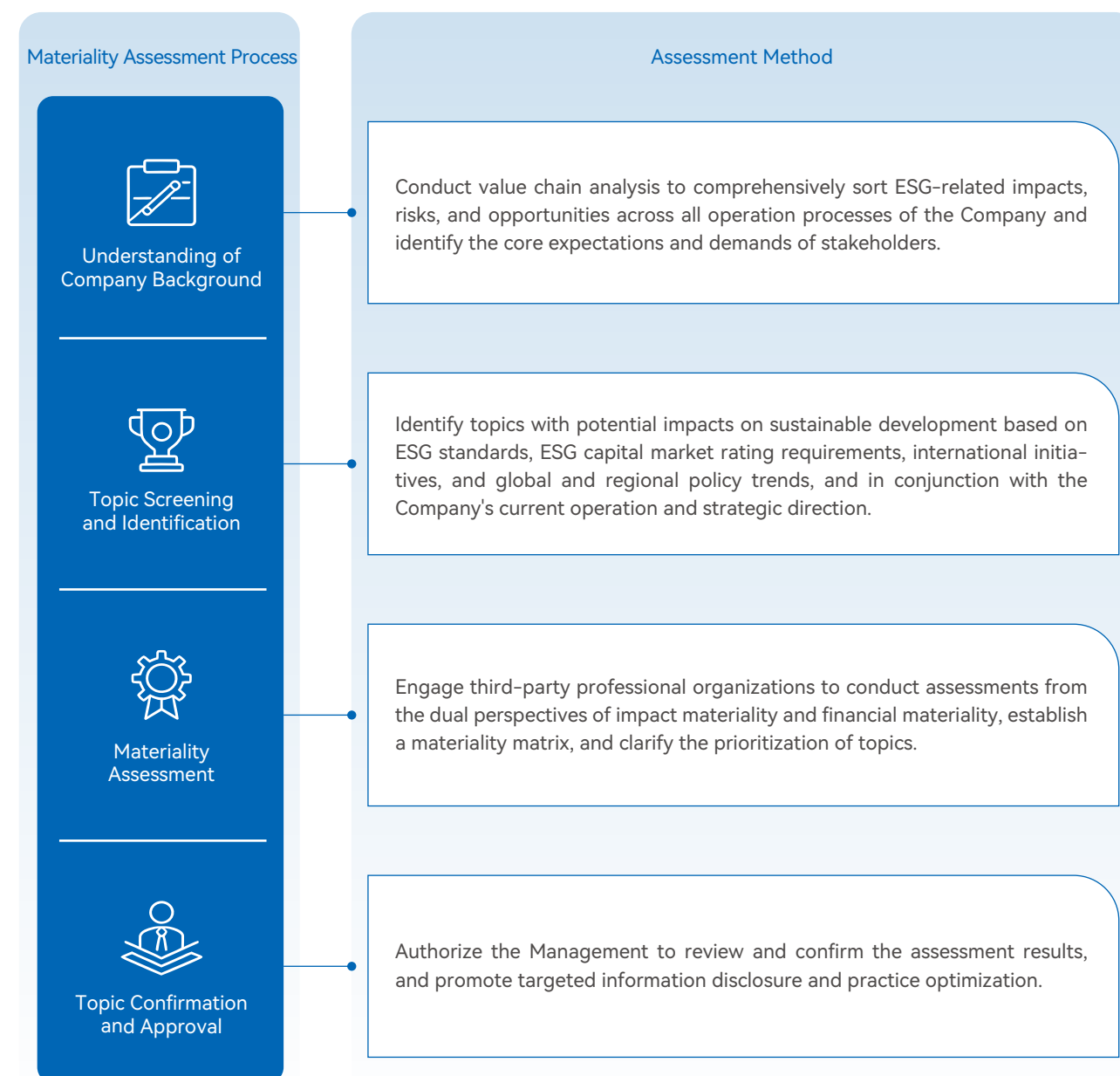
Feymer has established an efficient stakeholder communication mechanism, proactively identifying the expectations and demands of stakeholders such as government and regulatory bodies, suppliers, employees and customers. We have established multi-dimensional communication channels to respond promptly to stakeholder concerns, deepening mutual benefit and win-win outcomes through open collaboration, and working together to create and share long-term value.

Stakeholders	Expectations and Appeals	Countermeasures
 Governments	Compliant Operation Lawful Tax Payment Environmental Protection	Comply with laws and regulations Fulfill tax obligations Promote Green and Low-Carbon Development
 Suppliers and Partners	Advancing Win-Win Collaboration Business Ethics Contribution to Industry Development	Create a responsible supply chain Conduct Transparent and Open Procurement Participate in Industry Exchanges
 Investors and Shareholders	Protection of Shareholders' Rights and Interests Standardization of Corporate Governance Internal Control and Risk Management Investor Relations Management	Give reasonable returns to shareholders Guarantee timely and accurate disclosures Enhance internal control levels Communications with Investors
 Employees	Protection of Employees' Rights and Interests Compensation and Benefits Occupational Health and Safety Training and Career Development	Implement compliance and equal employment Compliance with Labor Standards Optimize the compensation and benefits system Enhancement of Safety Management Offer employee training Career Advancement Channels
 Customers	Product Quality and Safety Provide high-quality services Product and Technological Innovation	Quality control Optimize customer service processes Customer satisfaction surveys Increase investment in innovation and R&D
 Public Welfare and Community Organizations	Public Welfare	Hold charitable donation activities
 Media	Media Interviews and Communications Response to Public Opinions	Participate in media communication conferences Enhance public opinion monitoring

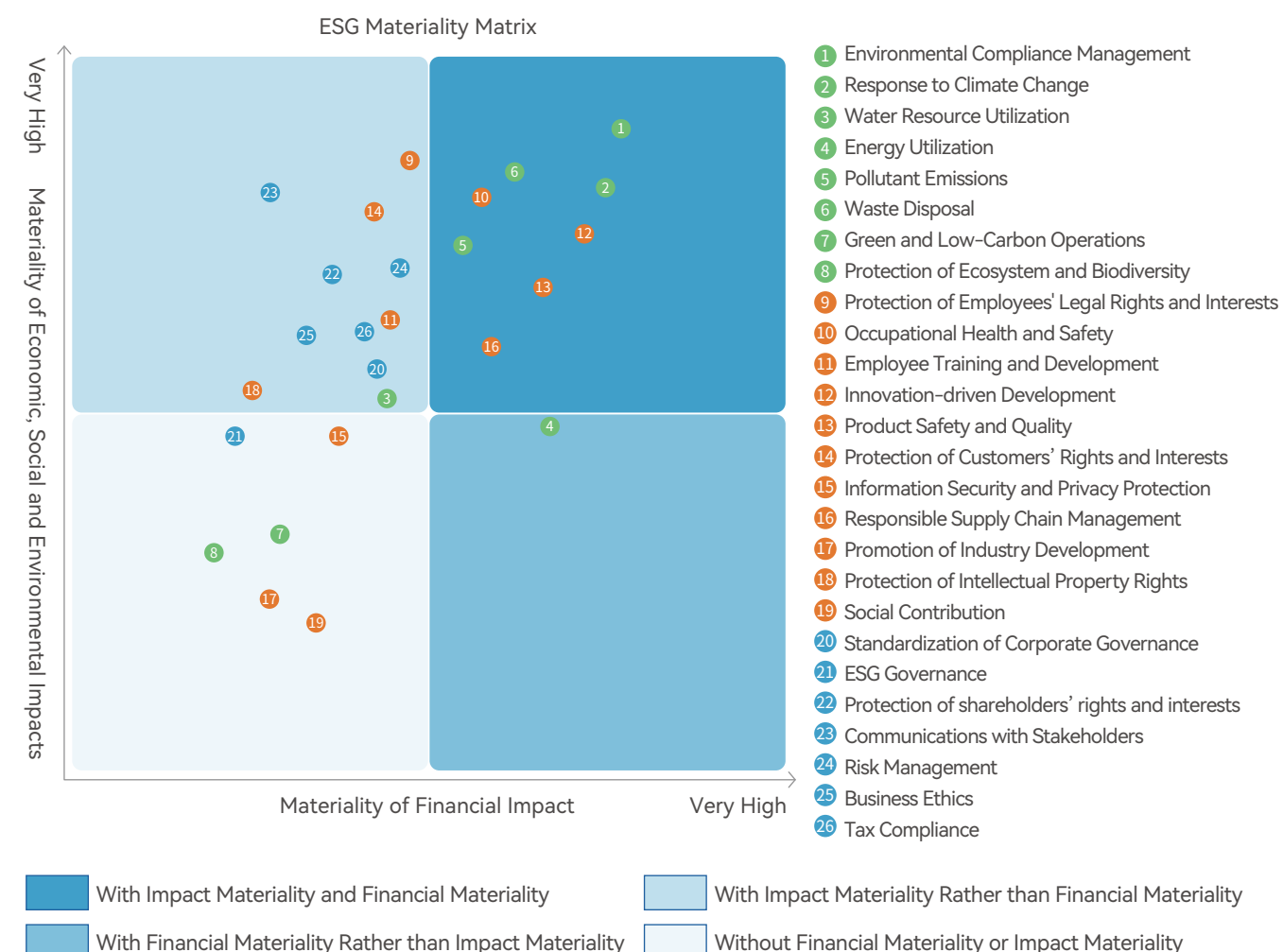
Management of Material Topics

Topic Assessment Method and Process

Feymer has established a scientific ESG topic indicator system based on a dual assessment framework of "impact materiality" and "financial materiality". Drawing on questionnaire survey results from the previous year and expert interviews, the Company systematically carried out the identification, screening, and prioritization of ESG topics, dynamically optimized indicator settings and management measures, and continuously improved ESG management effectiveness.



Identification Results of Material Issues



Topics with Double Materiality	Topics with only Financial Materiality	Topics with only Impact Materiality
Environmental Compliance Management, Response to Climate Change, Pollutant Emissions, Waste Disposal, Occupational Health and Safety, Innovation-Driven Development, Safety and Quality of Products and Services, Responsible Supply Chain Management	Energy Utilization	Water Resource Utilization; Protection of Employees' Legal Rights and Interests; Employee Training and Development; Protection of Customers' Rights and Interests; Intellectual Property Protection; Standardized Governance; Protection of Shareholders' Rights and Interests; Communication with Stakeholders; Risk Management; Business Ethics; Tax Compliance

Note: 1. The topic of the circular economy has already been addressed in the "Environmental Compliance Management" and "Optimizing Resource Utilization" sections of the Report. 2. The Company did not conduct dedicated ESG due diligence, but continuously carried out risk management to identify and assess potential negative impacts arising from operations. For details, please refer to the "Compliant Operations" and "Risk Management" sections.

Environmental Protection: Empowering Green Development and Safeguarding the Ecosystem

SDGs Responded in this Chapter

6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



14 LIFE BELOW WATER



15 LIFE ON LAND



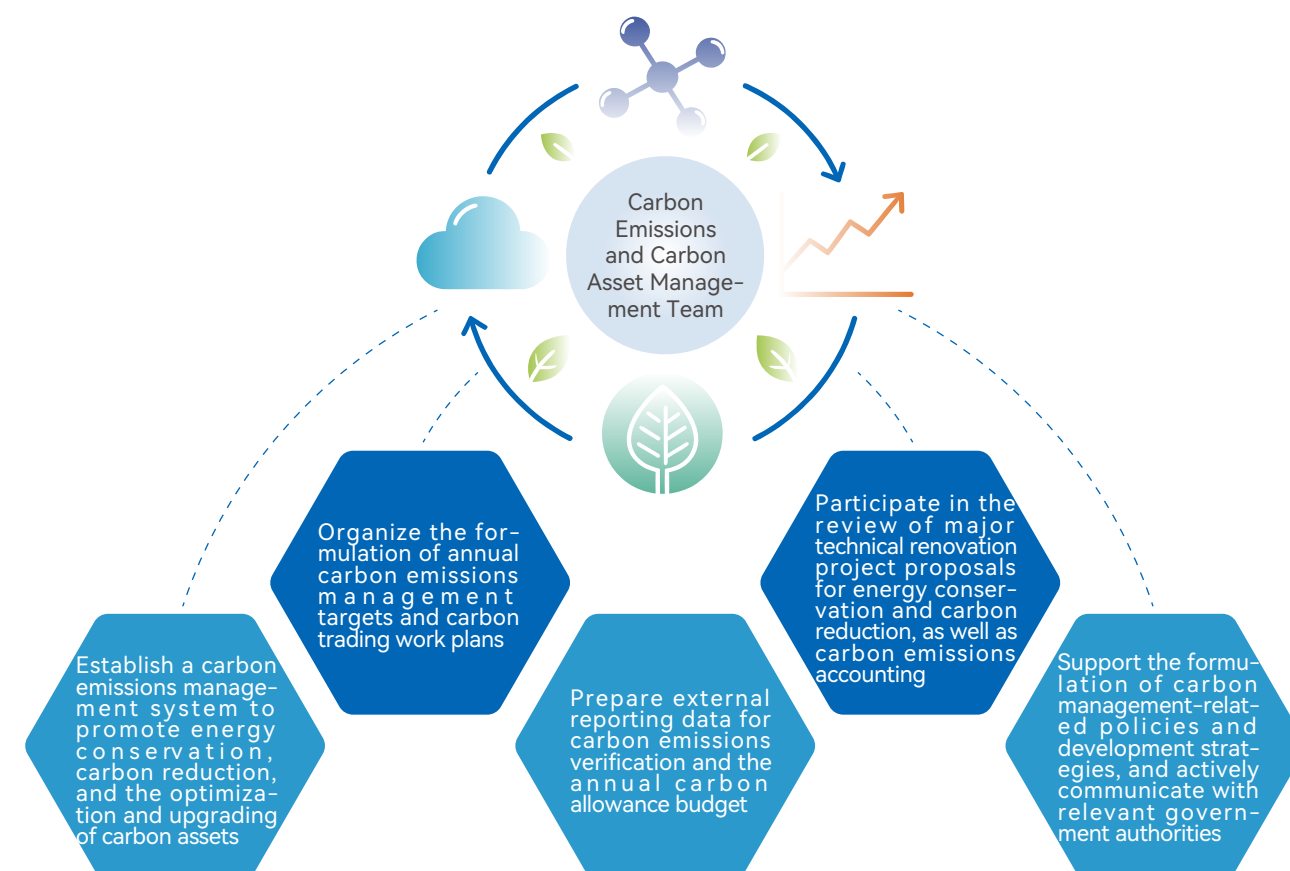


Response to Climate Change

Feymer has thoroughly implemented the national "carbon peaking and carbon neutrality" strategic deployment and regards climate change response as a core priority of sustainable development. We actively promote technological innovation and industrial upgrading, promote green technologies such as energy conservation, emissions reduction and renewable energy utilization, and continuously enhance our capacity and practical performance in addressing climate change. We are committed to achieving the coordinated development of environmental, social and economic value.

Governance to Address Climate Change

With reference to carbon emission management guidelines and industry low-carbon development standards, the Company has taken the establishment of an energy management system as the entry point and formulated the *Energy Management System*. The Vice President serves as the primary responsible person to improve mechanisms for energy use and carbon emission management. A dedicated carbon emission and carbon asset management team has been established to coordinate key initiatives including carbon emission accounting, promotion of energy-saving technologies, and implementation of low-carbon operations. Through efficient energy utilization and greenhouse gas emission reduction practices, we are steadily advancing towards our low-carbon and sustainable development goals.



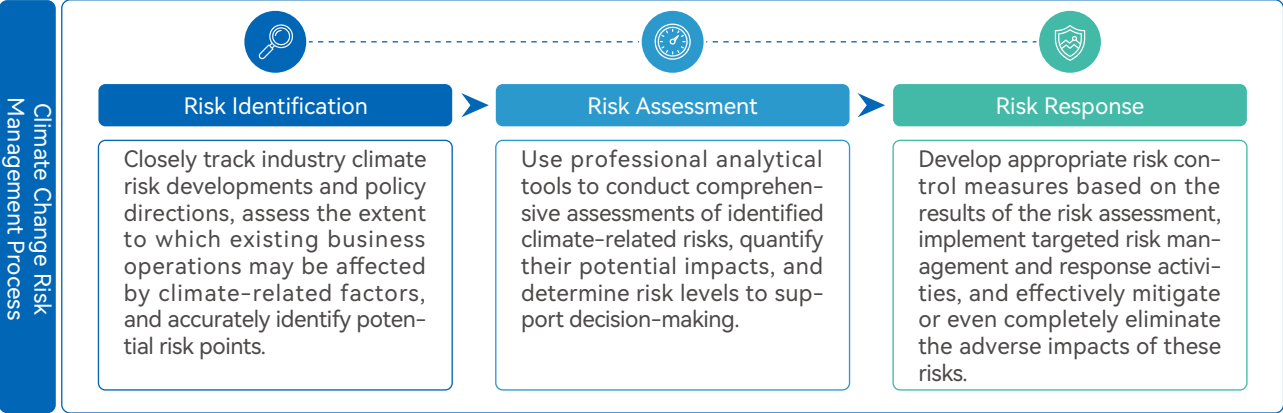
Strategies to Address Climate Change

Potential Risks					
Type	Description	Likelihood of Occurrence	Impact Duration	Financial Impact	Countermeasures
Physical Risk	Extreme weather such as heavy rainfall may trigger flooding disasters, potentially causing damage to factories, workshops, and equipment, resulting in delayed product delivery and affecting normal operations and the stability of customer relationships.	Low	Short term	Increase in operating costs Reduction in operating revenue	Reinforce and upgrade the protection of factory buildings, warehouses and all types of fixed facilities and equipment within the site to enhance their resilience against natural disasters.
Policy and Legal Risks	Against the backdrop of the "carbon peaking and carbon neutrality" goals, regulatory requirements on carbon emissions are expected to become increasingly stringent. Failure to comply with carbon emission regulations may result in government fines and other penalties.	Low	Medium to long term	Increase in Violation Cost	Establish a dedicated carbon management team to implement daily monitoring and compliance audits; promote energy-saving technological upgrades and the use of green electricity to reduce greenhouse gas emissions.

Potential Opportunities				
Type	Description	Likelihood of Occurrence	Impact Duration	Financial Impact
Energy substitution	The Company is actively promoting energy substitution and the use of clean energy sources such as solar power, which can reduce reliance on traditional, high-cost fossil fuels and lower energy expenditure.	High	Medium to long term	Reduction in energy costs
Product Opportunities	Launch products with green certification and sustainable traceability to meet the market's growing demand for eco-friendly consumption.	High	Medium to long term	Increase in operating income

Climate-related Impacts, Risks and Opportunities

Feymer has incorporated climate-related risk and opportunity management into the core agenda of the Board of Directors. In light of external climate risk characteristics, macro policy trends, and operational realities, the Company has established and improved mechanisms for risk identification, assessment, and response, strengthened full-process risk management and control, and steadily enhanced climate resilience, thereby laying a solid foundation for sustainable development.



Metrics and Targets for Climate Change

Feymer's greenhouse gas (GHG) emissions mainly arise from three categories: fossil fuel combustion, industrial production processes, and purchased electricity and heat. To achieve comprehensive emission control, the Company regularly commissions qualified third-party institutions to conduct annual carbon emission verification. By identifying key emission sources, assessing equipment energy consumption, and evaluating the emission reduction potential of existing processes, the Company continuously enhances climate risk management capabilities and green production standards.

In accordance with the relevant requirements of ISO 14067:2018, Feymer has advanced carbon footprint verification and certification for multiple product categories and issued evaluation reports. The Company conducts the life-cycle environmental impact assessments of products from "cradle to gate", establishes baseline data on product life-cycle carbon emissions, identifies emission reduction optimization potential at each stage, provides scientific support for collaborative emission reduction across the industrial chain, and empowers low-carbon product innovation and sustainable industry development.

Product Carbon Footprint Verification

Product Carbon Footprint Certification

Carbon Emission Reduction Target

- To continuously promote green and low-carbon production, optimize the energy structure, and strive to reduce carbon emissions.
- To deepen energy-saving technological transformation and process upgrades to improve energy utilization efficiency.
- To actively research and develop low-carbon, environmentally friendly products, and empower customers to achieve their carbon reduction targets through green technologies and solutions.
- To strictly implement the requirements related to the "carbon peaking and carbon neutrality" goals and establish a low-carbon, efficient and circular development model.

Indicator	Unit	2025
Direct GHG Emissions (Scope 1)	tCO ₂ e	154,574.02
Stationary Source Emissions	tCO ₂ e	143,055.20
Industrial Process Emissions	tCO ₂ e	11,508.66
Mobile Source Emissions	tCO ₂ e	10.16
Indirect GHG Emissions (Scope 2)	tCO ₂ e	-72,925.43
Emissions from Net Purchased Electricity	tCO ₂ e	9,445.15
Emissions from Net Purchased Heat	tCO ₂ e	-82,370.58
Total GHG Emissions	tCO ₂ e	81,648.59
GHG Emissions Intensity	tCO ₂ e / 10,000 yuan of output value	0.68
Reduction of GHG emissions	tCO ₂ e	6,557.26

Note: 1. The data covers the Company's headquarters and Fenghuang Factory and has not yet been verified by a third-party organization.
2. Greenhouse gas emissions from the Fenghuang Factory are accounted for in two categories based on the nature of emission sources: (1) the thermal power workshop, as a power generation facility, calculates direct emissions from raw coal and natural gas combustion in accordance with the *Guidelines for Accounting and Reporting of Greenhouse Gas Emissions for Power Generation Facilities*; (2) all other facilities, including the hydrogen production workshop, chemical production workshops, and wastewater treatment workshops, follow the *Guidelines for Accounting Methods and Reporting of Greenhouse Gas Emissions for Chinese Chemical Production Enterprises (Trial)*, with the accounting scope covering emissions from fossil fuel combustion, industrial production processes (such as decarbonization in natural gas-based hydrogen production and chemical process reactions), as well as indirect emissions from purchased electricity (electricity purchased from the State Grid and photovoltaic power) and heat (purchased steam). Electricity and steam self-generated and externally supplied to other enterprises within the industrial park, are deducted from the net purchased volume.

Carbon Emission Reduction Measures

Anchored in the direction of ecological and sustainable development and guided by the strategic objective of "Making Every Waterprint Count", Feymer has deeply integrated low-carbon principles into the entire process of product R&D, process innovation, and technology implementation. Through multiple initiatives, the Company promotes carbon reduction and emission mitigation across the entire business value chain and actively fulfils the commitment to green development.

Green Products and Services

Focusing on water-based chemicals and industrial water treatment, Feymer has built a green product system centered on hydrophilic functional polymers, covering functional monomers, hydrophilic functional polymers, membrane products and application technology services. The Company provides comprehensive solutions for energy saving, emissions reduction and resource conservation across multiple sectors, including pulp and paper, water treatment and oil and gas extraction, thereby helping customers achieve clean production and sustainable development. To date, the Company has obtained authoritative certifications for numerous products, including carbon footprint verification and green product certification. All core products comply with national and industry environmental standards, and the green product is system continuously refined.

Environmental Compliance Certification for Textile Chemicals

Case Green Upgrade of Emulsion Products

The Company conducted systematic screening and iterative optimization of emulsion product formulations, comprehensively eliminating additives that are difficult to degrade and pose risks to human health, and replacing them with environmentally friendly alternative raw materials. This initiative reduces the annual use of such hazardous substances by approximately 50 tons, thereby establishing a robust foundation for product compliance and safety from the source.



Green Process Innovation

The green processes developed by Feymer, such as dry powder direct-blending fracturing fluids and integrated washing-and-solid-recovery systems, along with an AI-powered formulation platform, assist downstream industries—including papermaking, oil and gas, water treatment, mining, textile dyeing, and steel—in improving water resource utilization efficiency and reducing pollutant emissions. In the papermaking sector, retainer and filter aid processes not only effectively improve pulp utilization and reduce COD emissions but also significantly lower steam consumption, thereby supporting carbon reduction and emission cuts in production. Industrial circulating water processes achieve a 18% water savings rate, further enhancing the efficiency of water resource utilization. In addition, the Company continuously increases investment in research and development, integrating green process innovation into technological R&D. Through numerous patented achievements and customized green solutions, the Company provides process support for the green transition across various industries, making green processes the core link that connects production with application and empowers the sustainable development of industries.

Application of Green Technologies

In the water treatment sector, Feyfloc, an organic sludge dewatering agent independently developed by Feymer, combined with the Process-Oriented Dewatering Technology (PODT), can largely replace traditional inorganic conditioning agents. While significantly reducing sludge moisture content, it effectively preserves the organic matter content of the sludge, efficiently supporting the reduction, harmless disposal and recycling and reuse of municipal sludge. Furthermore, the Company is building a technological ecosystem centered on "membrane separation + polymeric agents + intelligent systems". Our proprietary membrane products—including ultrafiltration, reverse osmosis and nanofiltration—along with integrated membrane system technologies, are widely applied in industrial wastewater zero-discharge projects. These technologies efficiently separate inorganic salts and acids from waste liquids, converting them into industrial by-products rather than solid waste. In particular, highly selective nanofiltration membranes enable the precise separation of sodium chloride and sodium sulphate, effectively promoting the recycling and reuse of industrial wastewater.

Carbon Asset Management

Feymer steadily advances carbon asset management and actively fulfils compliance obligations under the national carbon emissions trading market. During the 2024–2025 compliance period, the Company's allocated carbon allowances for the power generation sector totaled 145,032 tons, whilst actual carbon emissions for the same period stood at 150,584 tons. By strategically utilizing historical surplus allowances, the Company fully settled obligations and successfully met compliance targets for the period. Furthermore, driven by the sustained implementation and effectiveness of energy-saving and carbon-reduction measures, the Company has accumulated a substantial surplus of carbon allowances from 2021 to 2024, providing sufficient room for subsequent optimization of carbon asset allocation and participation in market-based trading.

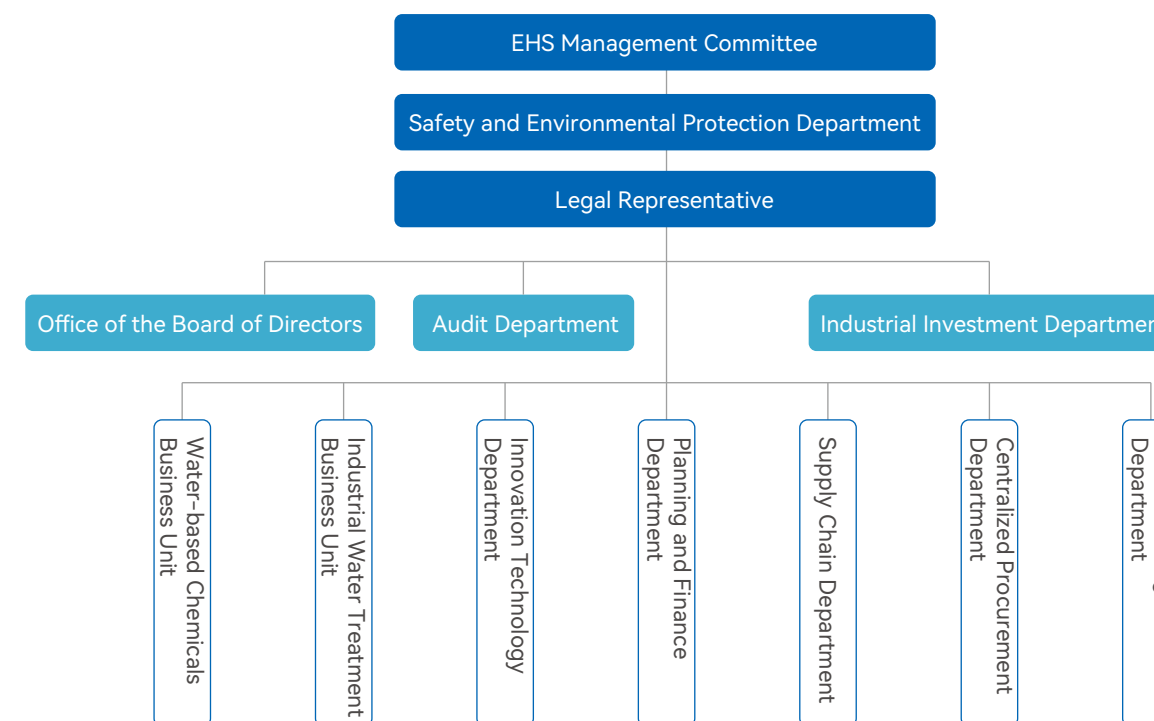
Environmental Compliance Management

Feymer remains committed to the original vision of green development, fulfils primary responsibilities for ecological and environmental protection, and strictly complies with laws and regulations such as the *Environmental Protection Law of the People's Republic of China*. In accordance with requirements such as the ISO 14001 Environmental Management System, the Company integrates the philosophy of sustainable development into strategic planning and operational practices, continuously improving the environmental management system to contribute to the establishment of a development model where humanity and nature coexist in harmony.

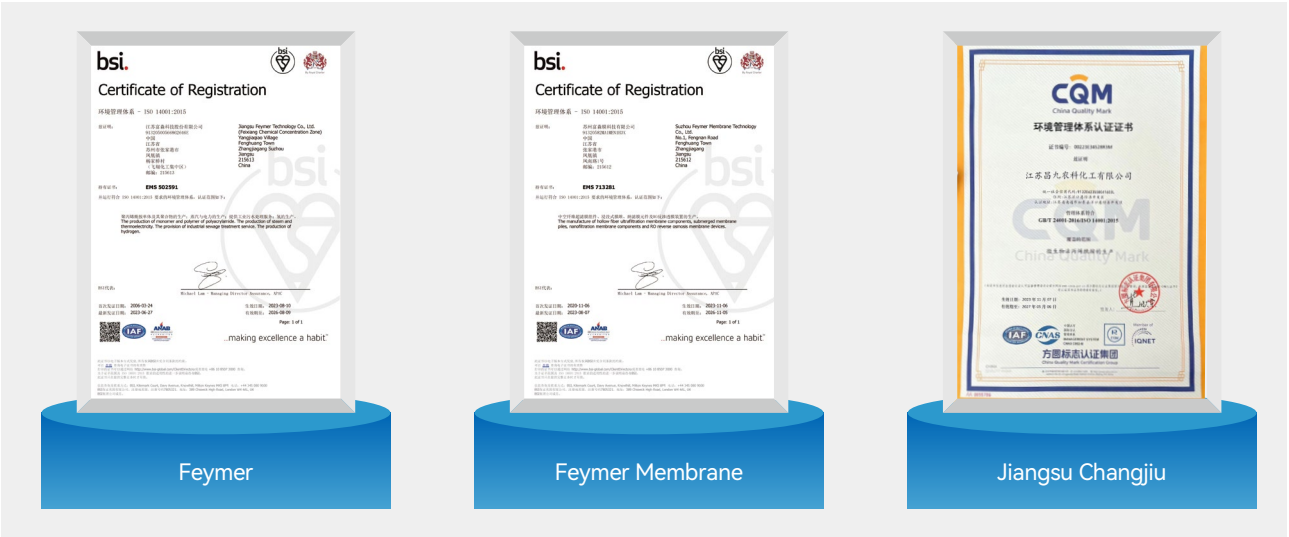
Environmental Compliance Governance

Adhering to the guiding principles of "green production, environmental protection, integrity and compliance, and continuous improvement", Feymer has formulated the *Environmental Protection Management System* and established an environmental management structure coordinated by the EHS Management Committee and implemented by dedicated EHS departments. This structure is responsible for promoting the lawful disposal of hazardous waste, supervising the operation of treatment facilities for wastewater, waste gas, and solid waste, reviewing projects under the "three simultaneities" requirements, and implementing energy-saving and emission-reduction measures, thereby comprehensively ensuring environmental safety and compliance.

During the Reporting Period, Feymer, together with Feymer Membrane and Jiangsu Changjiu, has obtained ISO 14001 Environmental Management System certification. We regularly commission professionally accredited third-party organizations to conduct environmental management system audits, whilst also organizing annual internal environmental inspections and assessments. These initiatives comprehensively verify the effectiveness of compliance management, facility operations and the implementation of processes against current regulations and system standards.



EHS Organizational Chart



Environmental Honors and Performance Ratings

Feymer actively practices the philosophy of green environmental protection. With energy conservation, consumption reduction, and the circular economy as core pathways, we continuously improve resource utilization efficiency, reduce pollutant emission intensity, steadily enhance and optimize environmental performance, and consolidate the foundation for low-carbon transformation. To date, the Company has been successfully included in the list of "Jiangsu Provincial Green Factories", recognized as the "AAA-Level Green Factory" and "AAAAA-Level Green Enterprise", and honored as an enterprise exempt from production suspension and restriction measures during heavy pollution weather emergency control in Suzhou.



Clean Production Audit

Feymer has thoroughly implemented clean production audits. Through measures such as process optimization, equipment upgrades and resource recycling, we have fully tapped into the potential for energy conservation and emissions reduction, minimizing the environmental impact of production and operations at source. This has further activated the synergistic effects of cost reduction and carbon reduction across the entire supply chain, enabling the Company to fulfil environmental protection commitments whilst achieving economic benefits. As of the end of the Reporting Period, Feymer, together with Feymer Membrane and Jiangsu Changjiu, had passed cleaner production audits, with cleaner production performance reaching an advanced level in China.

Environmental Compliance Strategy

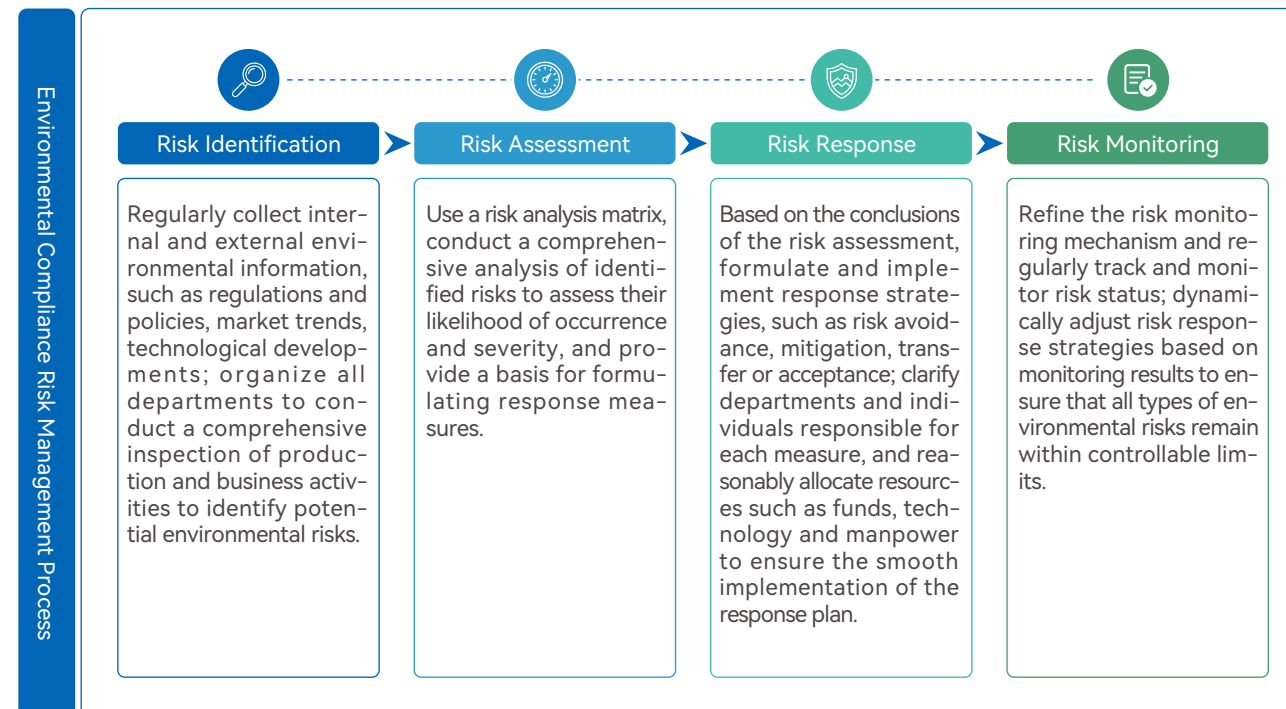
Potential Risks					
Type	Description	Likelihood of Occurrence	Impact Duration	Financial Impact	Countermeasures
Environmental Protection Compliance Risks	Environmental incidents such as the leakage of pollutants and waste caused by equipment ageing and failure, improper operation or natural disasters may result in environmental pollution, potentially leading to fines and claims for compensation.	Low	Short term	Increase in Violation Cost	Formulate emergency response plans for environmental incidents and conduct regular drills, strengthen environmental supervision throughout the entire production process, and carry out regular inspections and maintenance of production and environmental protection facilities to ensure their stable operation.
Policy Risk	As the state continuously places greater emphasis on environmental protection and the legal and regulatory framework for environmental protection is constantly updated and improved, the Company may face the risk of non-compliance if existing environmental protection facilities and technical processes fail to meet the latest standards.	Low	Medium term	Increase in operating costs	Regularly study and receive training on the latest environmental regulations to ensure timely awareness of updates and changes to laws and regulations, and to adjust environmental strategies and management measures as appropriate; carry out technical upgrades and retrofits of environmental protection facilities to meet ever-increasing emission standards.

Potential Opportunities				
Type	Description	Likelihood of Occurrence	Impact Duration	Financial Impact
Growth in Market Demand	Benefiting from the "carbon peaking and carbon neutrality" goals, the Industrial Water Efficiency Improvement Action Plan, and policies on the control of emerging pollutants, environmental compliance requirements in downstream industries such as papermaking, petrochemicals and steel are continuing to tighten, leading to a surge in demand for high-efficiency water treatment chemicals, membrane separation technologies and zero-discharge solutions.	High	Long-term	Increase in operating income

Management of Environmental Compliance Risks

Environmental Risk Control Procedure

To effectively prevent and reduce environmental pollution incidents, Feymer has formulated the *Procedure for the Identification, Evaluation and Control of Environmental Factors* to systematically identify and assess environmental impact factors throughout the entire process of production and operations, product R&D, and operational services. This promotes early identification, early assessment, and early response to environmental risks and comprehensively enhances environmental risk management effectiveness.



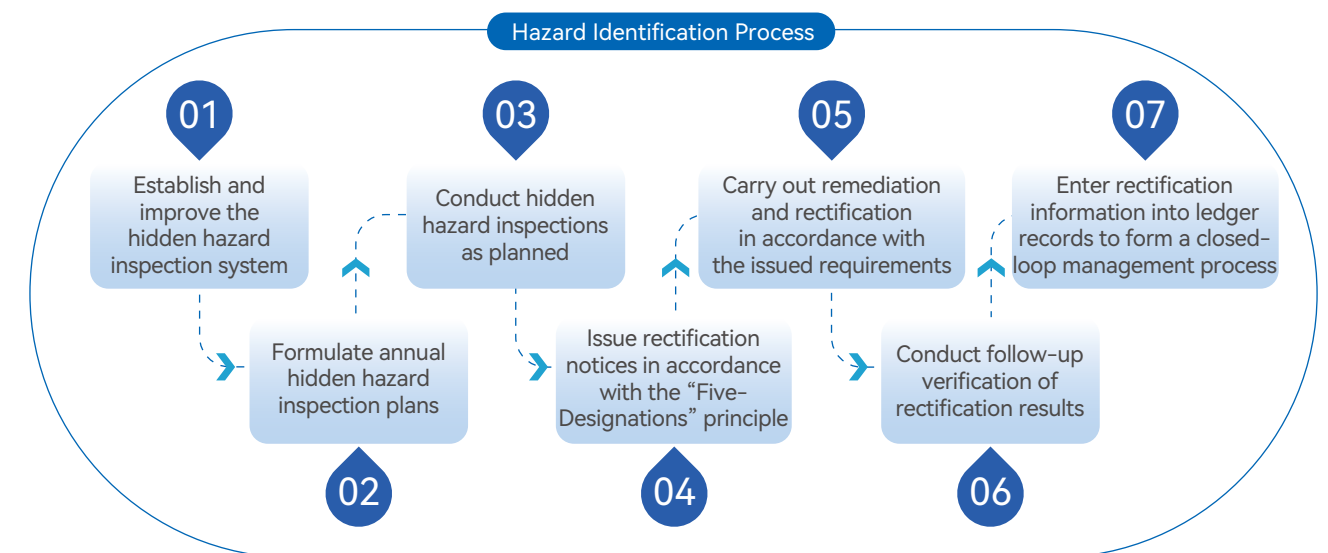
Environmental Monitoring and Hazard Investigation

Environmental Monitoring Mechanism

In strict accordance with national and local environmental protection requirements, Feymer has formulated and implemented a professional environmental monitoring management plans. Feymer Membrane, a subsidiary of Feymer, has developed the *Environmental and Occupational Health and Safety Monitoring and Measurement Control Procedure*, to establish and improve an environmental monitoring indicator system and a data traceability mechanism, clarify monitoring points, frequency, methods, and responsible entities, and achieve the standardized operation of environmental monitoring activities. During the Reporting Period, the Company adopted a model combining in-house monitoring with testing commissioned from specialized third-party providers to monitor wastewater, exhaust gases and noise at the plant boundary during production operations, and to issue formal test reports, ensuring the authenticity and accuracy of data, thereby providing a solid data foundation for the Company's environmental compliance management.

Inspection of Potential Environmental Hazard

Feymer has established a routine mechanism for identifying and rectifying environmental hazards, building an inspection system based on "full staff participation, tiered responsibility and closed-loop management". The Company conducts regular specialized inspections across the entire production chain—including the operation of environmental protection facilities, pollutant emission indicators and hazardous waste disposal—to accurately identify potential environmental risk points. For issues identified during inspections, the Company establishes rectification registers item by item, clarifies responsible departments, rectification measures, and completion timelines, and strengthens follow-up verification of rectification effectiveness to ensure that corrective actions are fully implemented and continuously enhance environmental risk prevention and control capabilities. During the Reporting Period, the Company comprehensively identified various risk points that could trigger environmental incidents, and organized multiple risk inspections, including soil and groundwater hazard investigations and checks on the standardized management of hazardous waste, identifying a total of 68 hazards with a 100% rectification rate.

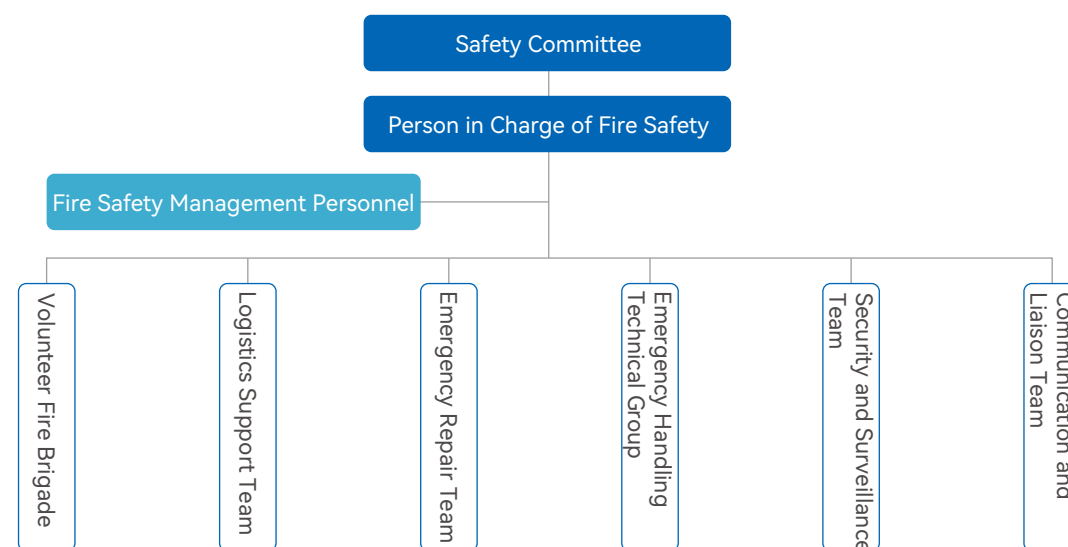


Rectification of Potential Hazards



Environmental Emergency Plans and Drills

To effectively prevent, promptly control and eliminate the hazards of sudden environmental incidents, Feymer has drawn up the *Emergency Response Plan for Sudden Environmental Incidents* and established a specialized emergency response organization headed by the legal representative as the chief commander. This structure forms an emergency response system featuring strong prevention capability, orderly command, rapid efficiency, and unified coordination. The Company regularly conducts plan training, practical drills, effectiveness evaluations, and dynamic revisions, providing solid emergency management support for regional environmental safety. During the Reporting Period, the Company conducted seven emergency response drills for environmental incidents.



Organizational Chart for Emergency Response

Case Emergency Response Drill for Chemical Leakage

In June 2025, the Membrane Factory Plant organized an emergency response drill for chemical leakage incidents to test and enhance employees' rapid response, coordinated handling, and safe evacuation capabilities in the event of leakage accidents, ensuring the effective protection of personnel safety, the control of environmental pollution, and the minimization of property losses during emergencies.



Metrics and Targets for Environmental Protection

Based on actual production and operational conditions and benchmarking against the latest national and local environmental regulations and standards, Feymer has scientifically established quantifiable environmental protection objectives. Key assessment indicators include waste gas treatment performance and compliant disposal rates of solid waste. Through a full-cycle tracking mechanism comprising monthly monitoring, quarterly reviews, and annual evaluations, the Company dynamically monitors progress towards achieving various targets and promptly formulates rectification measures for delayed items to ensure the effective implementation of environmental protection objectives.

Key Performance

During the Reporting Period, the Company's total environmental protection investment amounted to RMB **10.6999** million, and environmental protection tax payment totaled RMB **0.2360** million. Total environmental protection investment accounted for approximately **0.77**% of operating revenue. No major environmental incidents or violations in the environmental field occurred in the Company.



Environmental Objectives for 2025	Achievement
Compliance rate of Self-Conducted Environmental Monitoring: 100%	✓
Normal Operation Rate of Waste Gas Treatment Facilities: 100%	✓
Compliance Rate of the Disposal of General Solid Waste and Hazardous Waste: 100%	✓
Implementation Rate of Emergency Control Measures during Heavy Pollution Weather: 100%	✓
Number of environmental pollution incidents:0	✓

Enhancement of Pollution Prevention and Control

Wastewater Treatment

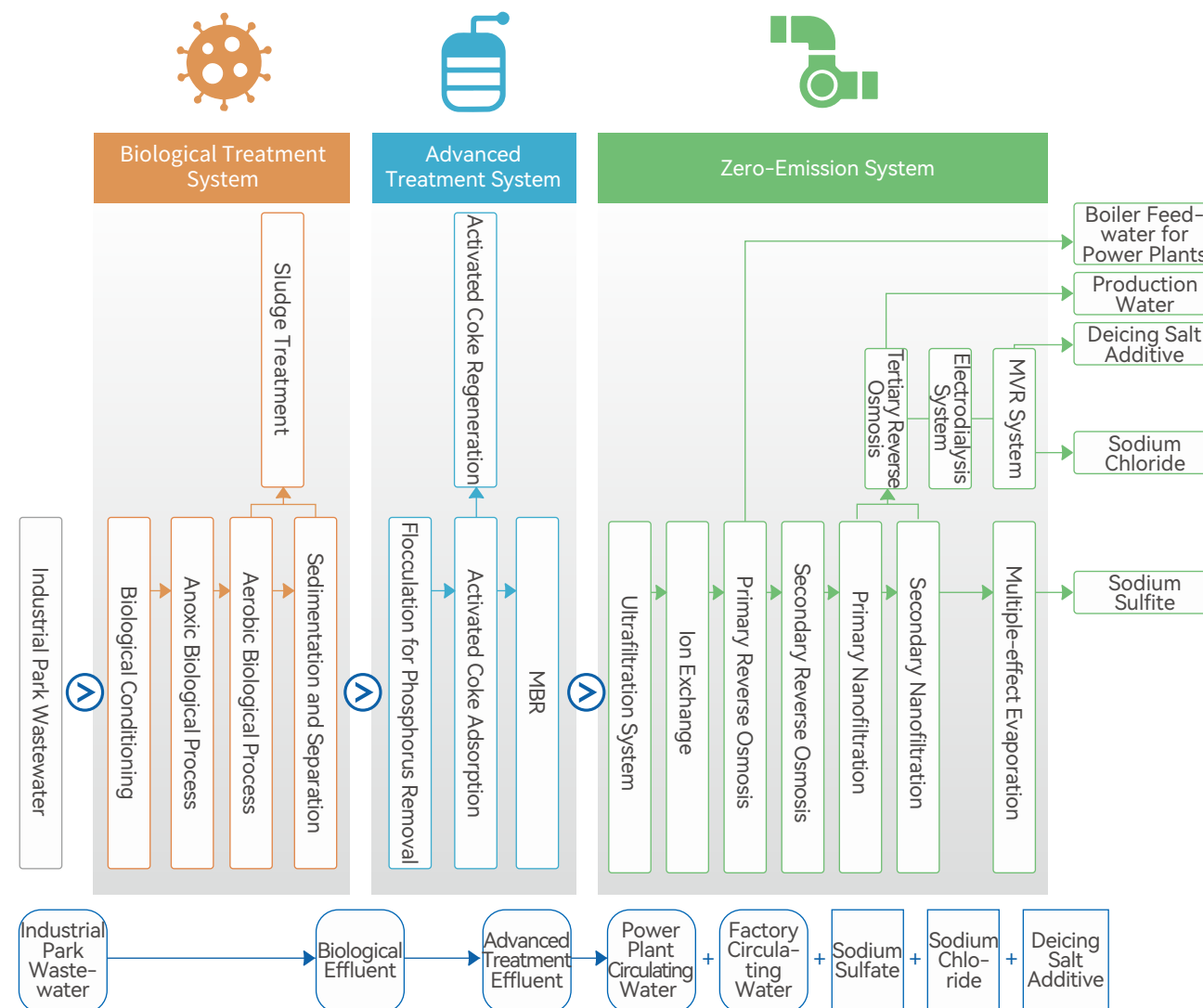
In accordance with laws and regulations such as the *Law of the People's Republic of China on the Prevention and Control of Water Pollution*, Feymer has formulated and strictly implemented the *Water Pollution Prevention and Control Procedure*. The EHS Department comprehensively coordinates all aspects of wastewater treatment, focusing on the core requirements of compliant treatment and discharge in accordance with standards. We continuously optimize treatment processes, strengthen discharge monitoring, refine control standards at every stage, and reinforce positional responsibilities to drive improvements in the quality and efficiency of wastewater treatment.

Adhering to the principles of "rainwater-sewage separation, clean-polluted separation, and classified treatment", Feymer implements classified collection and precise treatment of different types of wastewater generated during production and operations. Through the establishment of a dual verification mechanism combining "self-monitoring + third-party testing", integrated control of treatment processes and verification of treatment outcomes is achieved. Concurrently, the Company continuously increases investment in and strengthens the construction of wastewater treatment facilities, providing a solid foundation for the long-term, stable operation of the system and the enhancement of pollution control efficiency. During the Reporting Period, all wastewater generated from the Company's production and operations met discharge standards.

Case Upgrading and Transformation of Reclaimed Water Reuse and Zero-Discharge System

To address wastewater treatment requirements supporting chemical raw material manufacturing, the Company implemented an upgrading and transformation project for the reclaimed water reuse and zero-discharge system. The project involved the construction of new core facilities, including an equalization tank, a high-density biological acclimatization reactor, an ACTA activated carbon adsorption and regeneration unit, a multi-stage membrane treatment unit, and a salt evaporation and crystallization unit. It employs an integrated process of "biological enhancement + activated carbon adsorption + membrane separation", with a treatment capacity of 2,000 m³/d.

All treated water produced by the system is reused as boiler feedwater for the thermal power plant. Concentrated brine is processed through evaporation crystallization to produce industrial salt, while waste heat from the regeneration tail gas of activated coke is recovered and used for steam production, achieving zero wastewater discharge and full-cycle resource utilization.



Advanced Treatment and Zero-Discharge System of the Wastewater Treatment Station

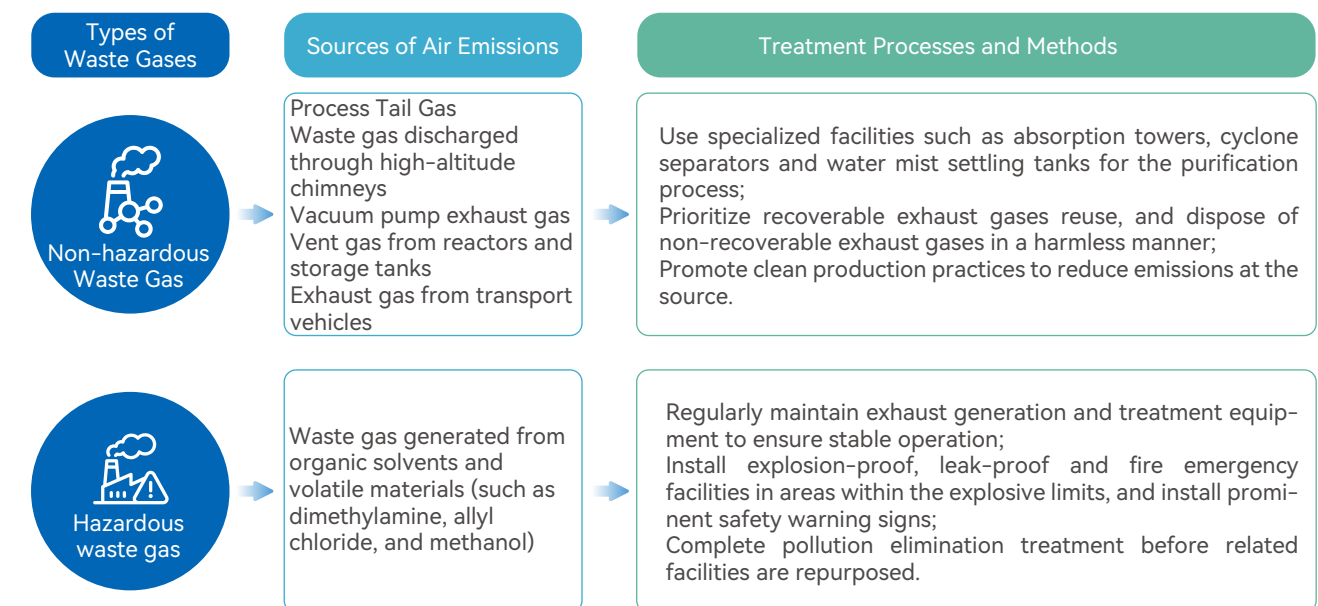
Indicator	Unit	2025
Wastewater Discharges	Ton	69,904
Chemical Oxygen Demand (COD)	Ton	2.05151
Ammonia nitrogen (NH ₃ -N)	Ton	0.031014
Total phosphorus	Ton	0.01664
Compliance Rate of Wastewater Discharge	%	100
Wastewater Recycling Volume	Ton	63,171
Wastewater Recovery and Utilization Rate	%	47.47
Wastewater Discharge Intensity	Tons/RMB 10,000 of Operating Revenue	0.50

Note: The data covers the Fenghuang Factory, the Membrane Factory, the Rudong Factory and Changjiu Factory

Air Emission Treatment

In line with the environmental responsibility philosophy and in compliance with laws and regulations such as the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*, Feymer has formulated and implemented the *Waste Gas Pollution Control Procedure*, standardizing the entire process of waste gas collection, treatment, and discharge operations. Online automatic monitoring equipment for nitrogen oxides, sulphury dioxide, and particulate matter has been installed at major emission outlets to ensure traceable and controllable pollutant emissions.

The Company implements a tiered management system, with production departments responsible for monitoring and measuring exhaust emissions and absorption rates, whilst the EHS Department is responsible for commissioning regular third-party monitoring of the absorption performance of exhaust gas treatment facilities to ensure emissions comply with environmental standards. During the Reporting Period, the emissions of all waste gases generated from the Company's production and operation processes met relevant standards.

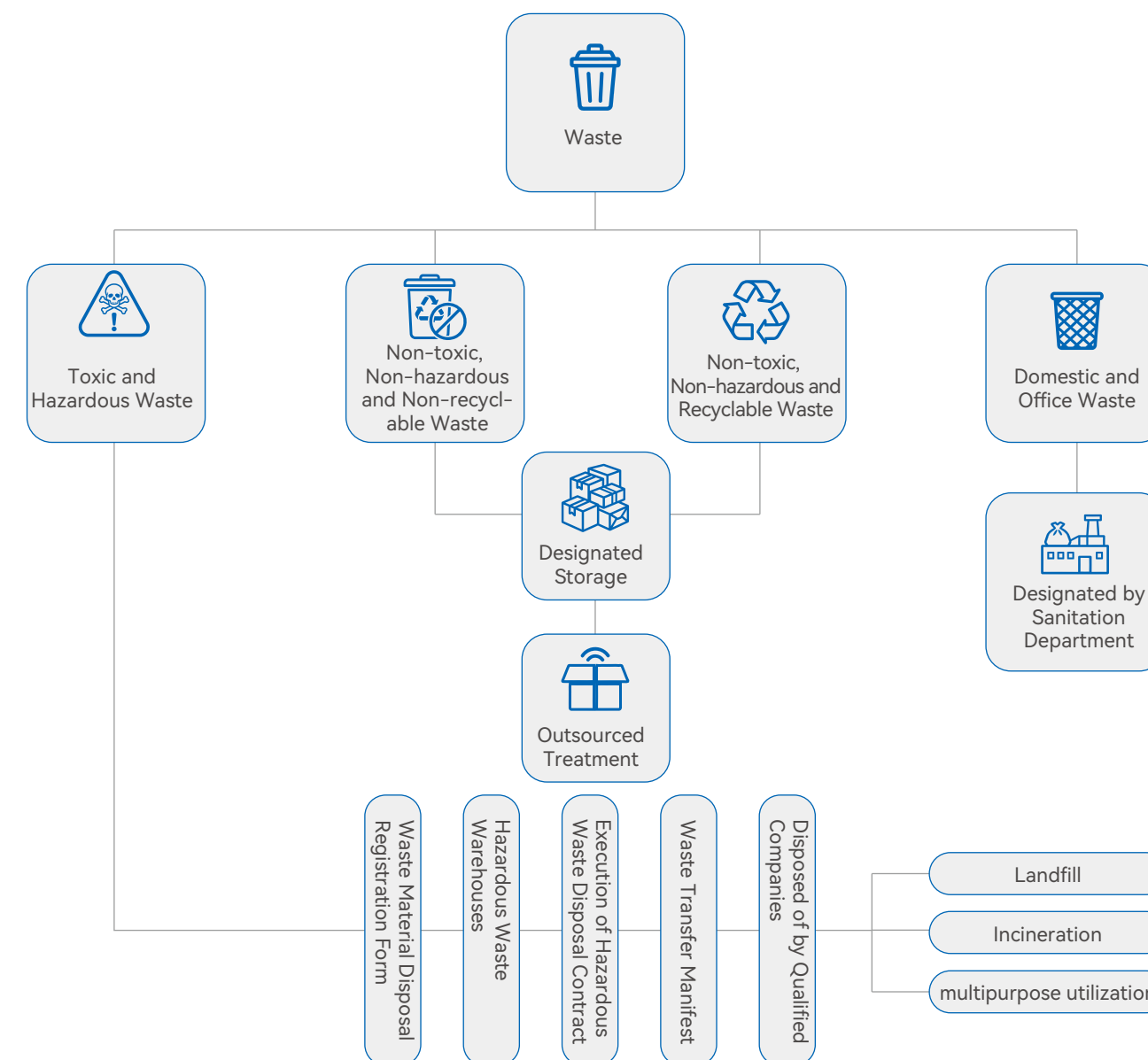


Indicator	Unit	2025
Nitrogen Oxide (NOx)	Ton	24.38
Nitrogen Oxides (NOx) Emission Intensity	Ton/RMB 1 Million of Operating Revenue	0.0175
Sulfur Dioxide (SO ₂)	Ton	7.68
Sulphur Dioxide (SO ₂) Emission Intensity	Ton/RMB 1 Million of Operating Revenue	0.0055
Particulate Matter (PM)	Ton	14.912
Particulate Matter (PM) Emission Intensity	Ton/RMB 1 Million of Operating Revenue	0.0107
Volatile Organic Compounds (VOC)	Ton	0.93675
Volatile Organic Compounds (VOC) Emission Intensity	Ton/RMB 1 Million of Operating Revenue	0.0007

Note: The data covers the Fenghuang Factory, the Membrane Factory, the Rudong Factory and Changjiu Factory

Solid Waste Treatment

To build a green and sustainable brand image, Feymer adheres to the principles of "reduction, resource utilization, and harmless treatment" and formulated the *Waste Management Control Procedure*, covering the entire process of classification and identification, collection and storage, register establishment, and entrusted disposal of general waste and hazardous waste. The EHS Department is designated as the responsible body to carry out unified management and compliance reviews of all environmental protection work, thereby strengthening the Company's ecological safety defenses. During the Reporting Period, all types of waste (including non-hazardous and hazardous waste) were collected in compliance with regulations and disposed of in accordance with standards.



Waste Management Control Flowchart



Case Recycling and Reuse of Packaging Drums

During the Reporting Period, the Company continued to make significant efforts in the recycling of hazardous waste. A total of 10,802 used packaging drums were collected and cleaned throughout the year. Through specialized disposal processes, the packaging materials were recycled, effectively reducing the environmental risks associated with hazardous waste and achieving synergistic benefits in terms of resource conservation and environmental protection.

Indicator	Unit	2025
Waste generation	Ton	17,541.96
Including: Hazardous Waste	Ton	1,417.17
Non-hazardous Waste	Ton	16,124.79
Waste Disposal Volume	Ton	17,555.88
Including: Hazardous Waste	Ton	1,449.80
Non-hazardous Waste	Ton	16,106.08
Total Recycling Amount of Hazardous Waste	Ton	16,247.46
Waste Recycling and Reuse Rate	%	92.62
Waste Generation Intensity	Tons/RMB 10,000 of Operating Revenue	0.13
Including: Hazardous Waste	Tons/RMB 10,000 of Operating Revenue	0.01
Non-hazardous Waste	Tons/RMB 10,000 of Operating Revenue	0.12
Waste Disposal Compliance Rate	%	100
Including: Hazardous Waste	%	100
Non-hazardous Waste	%	100

Note: The data covers the Fenghuang Factory, the Membrane Factory, the Rudong Factory and Changjiu Factory

Other Pollution Treatment

Noise Pollution Prevention and Control

To reduce noise pollution, Feymer formulated the *Noise Pollution Control Procedure* and strictly controlled noise generated during production and transportation processes. Each year, qualified third-party institutions are engaged to conduct noise monitoring to ensure that noise emissions at the plant boundary and within the working environment comply with relevant national standards.

At the source control level, Feymer prioritizes the selection of low-noise equipment during the equipment procurement stage to reduce noise generation at its origin. During routine operation and maintenance, comprehensive inspections and maintenance of production equipment are carried out regularly, and components are cleaned and tightened promptly to avoid fugitive noise caused by looseness and friction. Concurrently, the Company implements a range of noise reduction measures, including sound absorption, noise cancellation and sound insulation, to block noise transmission pathways and minimize the impact of noise to the greatest extent possible.

Soil and Groundwater Pollution Prevention and Control

Feymer has formulated the *Control Procedure for the Investigation and Remediation of Soil and Groundwater Pollution Hazards*, clarifying investigation standards, remediation requirements, and responsibility allocation. Focusing on key areas such as production zones, storage areas, and related facilities, the Company carries out routine, full-coverage hazard inspections and risk assessments to promptly identify and rectify potential risks of soil and groundwater pollution. Hazard inspection registers are established and managed through a closed-loop mechanism to continuously safeguard soil and groundwater environmental safety and effectively fulfil the Company's ecological and environmental protection responsibilities.

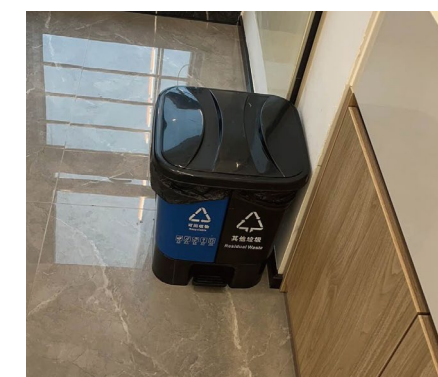
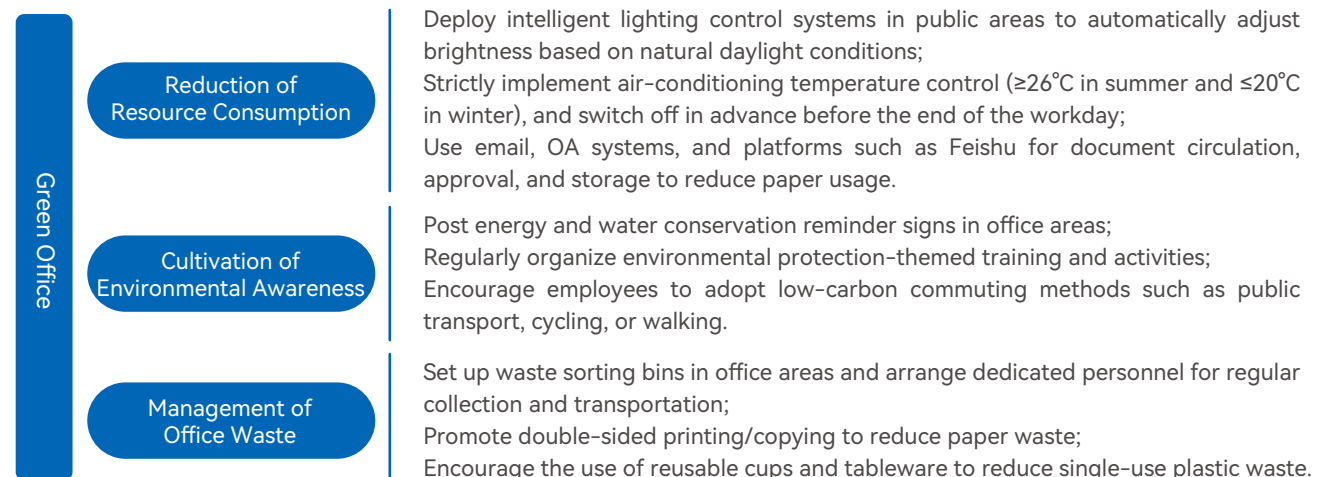
Green Operation Practices

Environmental Impact Assessment

In accordance with national environmental protection regulations and industrial policy requirements, Feymer completes standardized environmental impact assessment (EIA) preparation and approval procedures prior to the construction of all projects. Key projects at the Zhangjiagang, Nantong, and Anqing production bases have obtained EIA approvals from the ecological environment authorities. The Company fully integrates EIA requirements into the entire lifecycle of project design, construction, and operation, implements various environmental protection measures, strictly controls emissions of pollutants such as waste gas and wastewater, and ensures that the environmental impacts of project construction and operation remain controllable through standardized EIA management to prevent ecological and environmental risks. During the Reporting Period, both the implementation rate of the "three simultaneities" environmental protection requirements for construction projects and the synchronized operation rate of environmental protection facilities reached 100%.

Green Office

Feymer deeply practices the philosophy of green office operations by comprehensively embedding low-carbon development principles into office processes and various operational scenarios. Through building consensus on environmental protection among all employees, the Company has established a streamlined and efficient green office ecosystem, providing strong support for the steady advancement of the sustainable development strategy.



Training on Environmental Protection

To effectively strengthen environmental awareness and responsibility among all employees, Feymer regularly organizes specialized environmental protection training programs focusing on key topics such as interpretation of environmental regulations and policies, standardized treatment of waste gas and wastewater, pollution hazard prevention and control, and green office practices. Targeted instruction is delivered in combination with typical practical cases from different positions, helping employees consolidate environmental knowledge, enhance operational capabilities, and internalize compliance and low-carbon concepts into daily practice, thereby continuously empowering the Company's green development.

Case Special Training on Environmental Protection

In April 2025, the subsidiary Jiangsu Changjiu organized specialized environmental protection knowledge training covering key topics such as energy saving and water conservation, cleaner production, and environmental compliance. Online assessments were conducted following the training, with a 100% pass rate achieved by all participants, effectively realizing the transition from theoretical learning to practical application.



Indicator	Unit	2025
Training on Environmental Protection	Session	8
Number of Participants in Training on Environmental Protection	Person-times	763
Total Duration of Training on Environmental Protection	Hour	1,622

Green Transportation

Feymer actively develops a green transportation system by replacing traditional fuel-powered vehicles with electric forklifts to reduce exhaust emissions at the source. In addition, by optimizing transport routes, updating operational procedures, equipping specialized tools, and scientifically planning warehouse layouts, the Company shortens transport distances, reduces secondary handling and redundant detours, and establishes a clean and efficient green logistics model.

Green Buildings

Feymer's headquarters building strictly follows high-standard green building principles. Thermal insulation and energy-saving materials are used for exterior walls and roofing, while external windows and glass curtain walls adopt high-performance energy-efficient configurations that meet relevant airtightness standards, effectively reducing building energy consumption. Solar photovoltaic panels are installed on the rooftop to fully utilize renewable energy, reduce carbon emissions, and support the achievement of the Company's green and low-carbon operational objectives.

Optimization of Resource Utilization

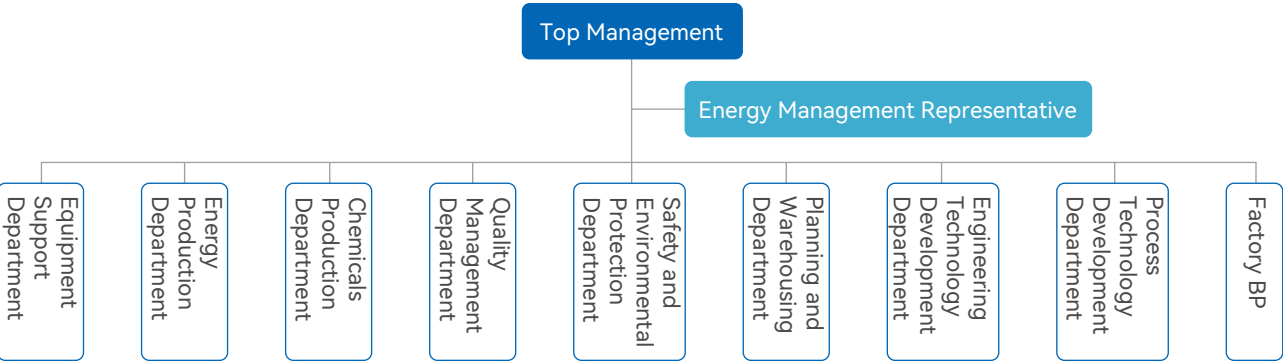
Feymer focuses on the core business of hydrophilic environmentally friendly functional polymer materials and promotes energy conservation and consumption reduction through the dual drivers of technological innovation and refined management. The Company advances the development of a green manufacturing system and the implementation of a circular economy model, continuously consolidating cost reduction and efficiency improvement achievements and providing a replicable and practical pathway for the industry's green and low-carbon development.

Energy Utilization

Energy Utilization Governance

In strict compliance with laws and regulations such as the *Energy Conservation Law of the People's Republic of China*, and in line with the energy management policy of "reducing consumption and emissions, improving energy efficiency, promoting clean circulation, and achieving sustainable development", Feymer has formulated the *Energy Management System* and the *Energy Management Control Procedure* to implement full-process control over energy procurement, utilization, monitoring, and recovery, continuously explore energy-saving potential, and reduce resource waste and environmental impacts during operations. As of the end of the Reporting Period, the Company has passed the ISO 50001:2018 Energy Management System certification.

Feymer has established a three-tier energy management structure comprising "company level – department level – team level". The legal representative serves as the head of the Energy Management Leading Group and is responsible for coordinating strategic planning and major decision-making related to energy management. Heads of departments take the lead in implementing departmental energy management targets and measures, while teams act as execution units by integrating energy-saving requirements into daily production operations. This forms a coordinated mechanism of "top-level coordination, mid-level advancement, and primary-level implementation", ensuring layered accountability and comprehensive coverage of energy management activities.



Organizational Structure Chart for Energy Management System

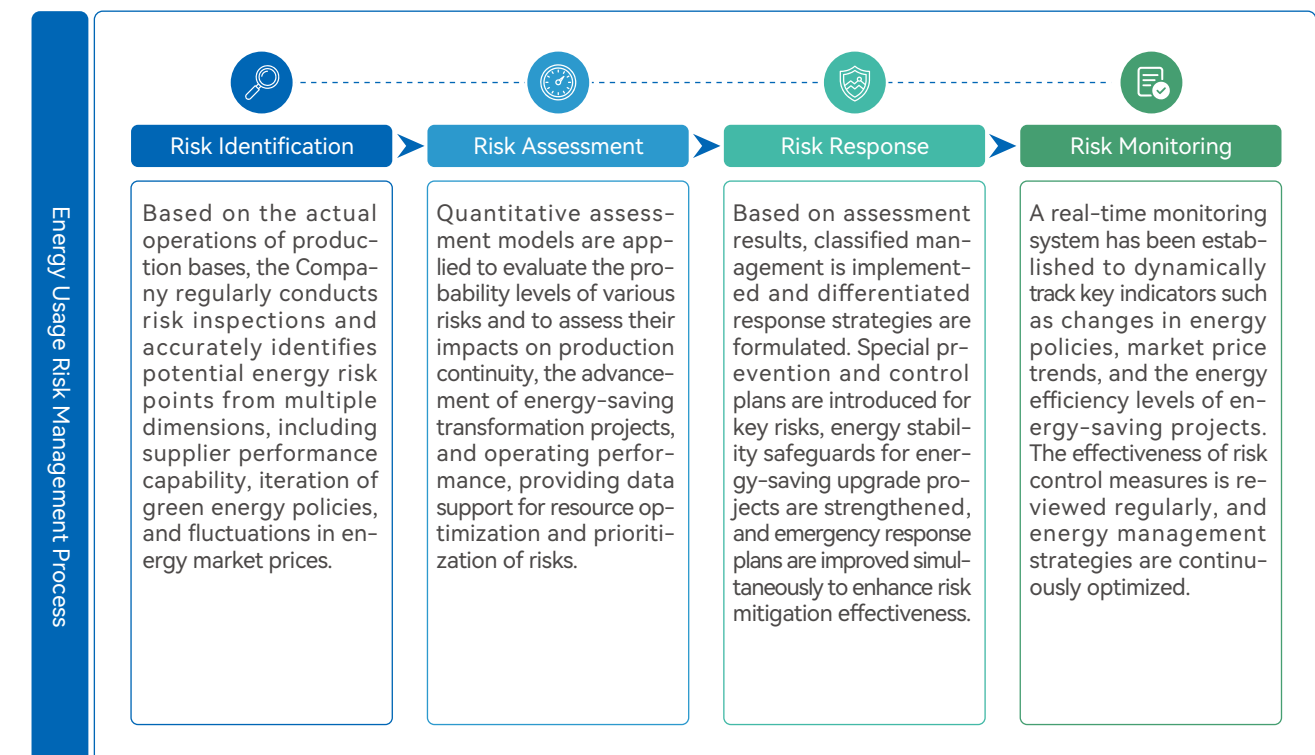
Energy Utilization Strategy

Potential Risks					
Type	Description	Likelihood of Occurrence	Impact Duration	Financial Impact	Countermeasures
Fluctuations of Energy Price	The Company's production and operations require a high level of stability in energy supply. As energy prices are affected by market supply-demand fluctuations, future increases in energy prices may raise the Company's overall operating costs.	Low	Medium term	Rising energy costs	Improve energy utilization efficiency through technological optimization and process improvements, steadily reducing energy consumption per unit of product; strengthen specialized employee training on energy conservation; promote knowledge and practical techniques related to energy saving; and reduce energy waste starting from daily operational details.
Policy Risk	Failure to meet relevant regulatory requirements in energy management and consumption control may cause the Company to face administrative penalties and economic fines, or suffer negative impacts on social reputation.	Low	Medium term	Increase in Violation Cost	Closely monitor changes in regulatory policies and dynamically optimize energy management program to ensure compliant and efficient energy utilization. Conduct regular energy audits to comprehensively assess the current status of energy consumption and promote the deep integration of energy-saving technologies with production scenarios, and enable data-based energy consumption management and precise implementation of energy-saving measures.

Potential Opportunities				
Type	Description	Likelihood of Occurrence	Impact Duration	Financial Impact
Technological Opportunities	The Company actively seizes policy opportunities and follows policy directions related to eliminating high energy-consuming processes and equipment and promoting green technology transformation. The Company proactively applies for special projects such as cleaner production and green manufacturing and leverages government funding and resource support to promote optimization of energy processes and equipment upgrades, thereby achieving energy conservation, consumption reduction, and sustainable development.	Medium	Medium to long term	Reduction in operating costs

Impacts, Risks, and Opportunities of Energy Utilization

Feymer actively responds to the national energy security strategy by establishing a comprehensive energy risk prevention and control system and strictly implementing a management process of "identification – assessment – response – monitoring". The Company routinely carries out full-chain energy risk inspections and hazard remediation and establishes multi-level emergency response and joint prevention and control mechanisms to effectively reduce the impact of internal and external risks on energy supply and ensure safe energy management and sustainable resource utilization.



Metrics and Targets for Energy Usage

In line with industry development trends, strategic planning, and environmental protection policy requirements, Feymer has identified improving the recycling utilization rate of energy resources as a core priority. The Company has established a responsibility transmission system with clear accountability and progressively decomposed energy management tasks by department and position to ensure responsibility at every level and assignment to each individual. The Company has established a supervision and assessment mechanism to regularly track progress towards targets, promptly coordinate and resolve bottlenecks, difficulties, and weak links encountered during implementation, and ensure the effective achievement of energy management objectives.



Energy Management Goals

- Strengthen energy use supervision at all production bases, standardize energy utilization processes, eliminate energy waste, and ensure reasonable and efficient use of energy.
- Establish a comprehensive energy monitoring system to achieve dynamic tracking of energy consumption and provide support for optimizing energy management.
- Cultivate energy-saving awareness among all employees, foster an energy-efficient corporate culture, and promote the integration of energy management concepts into daily operations.

Indicator	Unit	2025
Raw coal	Ton	71,449.21
Purchased Electricity	10,000 kWh	9,700.06
Natural Gas	10,000 m ³	529.49
Purchased Heat	GJ	135,791.34
Steam External Supply Volume	GJ	768,697.31
Photovoltaic Power Generation	kWh	6,000,267.80
Clean Energy Consumption	tce	7,779.65
Comprehensive Energy Consumption	tce	48,405.01
Energy Consumption Intensity	tce/10,000 yuan of revenue	0.35

Note: The data cover the Company's Fenghuang Factory, Membrane Factory, Rudong Factory, and Changjiu Factory. Reasons for differences compared with total comprehensive energy consumption in 2024: (1) the statistical scope of 2024 data only covered the Company's Fenghuang Factory; (2) external steam supply was not deducted. The comprehensive energy consumption after deducting external steam supply in 2024 was: 42,964.41 tons of standard coal equivalent.

Measures for Energy Conservation

Technical Transformation for Energy Efficiency

Feymer promotes the use of energy-efficient production equipment and gradually phases out and replaces outdated and high energy-consuming equipment to reduce energy consumption and strengthen the foundation for green production. In addition, the Company leverages intelligent management systems to precisely regulate energy utilization, rationally allocate energy resources, reduce energy losses, and vigorously promote the green transformation of energy structure, contributing to the achievement of the national "carbon peaking and carbon neutrality" goals.

Energy-Saving Retrofit at the Fenghuang Factory

Thermal Power Plant 1#

- The original transformer was upgraded to the latest S20-M-800/10.5-NX2 model, which is expected to save approximately 152,500 kWh of electricity annually and reduce carbon emissions by approximately 85.7 tons;
- Since the equipment was put into operation in June 2025, it has been in operation for approximately seven months by year-end, achieving electricity savings of 88,900 kWh and carbon emission reductions of approximately 50 tons.

Monomer Workshop II

- The traditional horizontal vacuum pump was replaced with a claw-type vacuum pump. After the retrofit, the generation of 720 kg of waste lubricating oil (classified as hazardous waste) can be reduced annually, achieving favorable on-site results of no odor, no oil contamination, and no leakage or seepage;
- Annual electricity savings of 57,375 kWh can be achieved, with carbon emission reductions of approximately 32.2 tons; corresponding electricity-saving and carbon-reduction targets were achieved in 2025.

Hydrogen Production Workshop

- Operational parameters of the natural gas hydrogen production conversion section, as well as operating frequency parameters of natural gas hydrogen production pumps and compressors, were optimized, effectively reducing natural gas consumption and electricity usage;
- In 2025, a total of 119,700 cubic meters of natural gas and 92,200 kWh of electricity were saved throughout the year, achieving carbon emission reductions of approximately 1,907.2 tons.



Case Training on Energy Conservation

During the Reporting Period, the Company's thermal power workshop carried out specialized energy-saving training on boiler combustion optimization and adjustment technologies, focusing on enhancing practical operational skills and strengthening energy-saving awareness. This further consolidated the foundation for energy conservation and consumption reduction efforts. Through professional training, employees were empowered to standardize operations, continuously optimize energy utilization methods, and improve energy efficiency in workshop operations.



Case Intelligent Development

The Company established a thermal power cloud-based industrial internet platform. Through industrial big data and artificial intelligence algorithms, an full-process digital twin model system for thermal power production was constructed on the cloud to calculate optimal thermal power production control parameters in real time, effectively improving thermal power production efficiency. During the Reporting Period, the intelligent control retrofit of thermal power units achieved annual savings of 720 tons of standard coal equivalent.

Energy Recycling

Feymer has established a cascading energy utilization system. Relying on combined heat and power (CHP) units, priority is given to meeting internal demand for steam and electricity supply, enabling efficient allocation and circular utilization of energy across all production processes. While ensuring internal energy supply for production, surplus energy is simultaneously supplied to enterprises within the industrial cluster, connecting regional energy supply-demand linkages among enterprises, supporting the reduction of overall energy consumption across the industrial park, and jointly building a green and collaborative regional energy ecosystem.

Case R&D on Waste Heat Recovery Technologies

The Company carried out research and development on waste heat recovery technologies and successfully applied for the patent titled "Waste Heat Recovery Assembly for Air Compressors", providing a technical solution reserve for internal energy recycling. In practical energy-saving implementation, the Company actively promoted the recovery and reuse of waste heat and condensate water. Since August 2024, the thermal power workshop has recovered condensate water from the solids workshop. In 2025, approximately 92,000 tons of condensate water were recovered throughout the year, equivalent to saving approximately 720 tons of standard coal, effectively improving resource utilization efficiency, reducing energy consumption, and providing practical support for the construction of the Company's green manufacturing system.

Clean Energy Substitution

As a practitioner of green development within the industry, Feymer continuously explores new technologies and processes for energy conservation and emission reduction and vigorously introduces clean energy such as solar energy, to gradually replace traditional high-pollution and high-energy-consumption energy sources. This accelerates the establishment of a green and low-carbon energy supply system and promotes the transformation of production models towards low-carbon and cleaner operations.

Case Photovoltaic Power Generation Project

To implement energy-saving and consumption-reduction targets, the Company has completed a 5.53 MW rooftop distributed photovoltaic power generation project. With a high proportion of self-consumption, the project can provide approximately 5.53 million kWh of green electricity annually on average, directly supplying production workshops and supporting office facilities, effectively reducing the Company's operating costs and enhancing the benefits of green development.



Water Resource Utilization

Water Resource Management System

In strict compliance with the *Water Law of the People's Republic of China*, Feymer has formulated the *Water Resources Control Procedure* and the *Water Conservation Management System*, clarifying key requirements such as water quota management, metering and monitoring, and water-saving performance assessment. A water conservation leadership group has been established, led by the Energy Production Centre, with coordination from the Equipment Support Department and participation from dedicated water conservation management personnel, to coordinate the promotion of water recycling utilization, water-saving technological upgrades, and improvements in water-use efficiency, achieving water-saving and efficiency enhancement through standardized management. With a leading water conservation management model and remarkable resource-saving achievements, the Company has been awarded the honorary title of "Water-Saving Enterprise", setting a benchmark for green development within the industry.



Water-Saving Enterprise Certification

Measures for Water Conservation

Feymer promotes intensive and efficient water resource utilization across production, R&D, and office scenarios. Through measures such as regularly conducting water-saving audits, optimizing production water-use processes, and promoting water-saving equipment, the Company has established a water-saving pathway integrating "technological upgrading – recycling utilization – efficiency improvement", thereby building a water-saving management system covering the full value chain of water-based industrial operations.

During the Reporting Period, the Company's freshwater sources were municipal water supply and surface water, with stable supply and lawful and compliant water abstraction, free of water safety risks. In addition, none of the Company's production bases are located within or adjacent to water source protection areas, and production and operational activities have no direct impact on the surrounding water resource environments.

Case Training on Water Conservation

In April 2025, the water treatment workshop organized specialized water-saving training for transferred personnel. The training focused on zero wastewater discharge, reclaimed water reuse, and key operational practices for water conservation, strengthening position-based responsibility for water saving and hazard response capabilities, consolidating the foundation for workshop-level water conservation management, and supporting the achievement of the Company's water-saving objectives.



Water Use Metering and Monitoring

- Water consumption from different sources and for different purposes is measured separately, and the operation and maintenance of metering facilities are standardized to ensure accurate and traceable data;
- Regular inspections and evaluations of water resource management are conducted to dynamically monitor water-use conditions.

Application of Water-Saving Technologies and Facilities

- Water-saving facilities are constructed, and water-saving technologies and equipment are promoted;
- Production water-use processes are optimized to reduce water consumption and losses and improve water-use efficiency.

Daily Water Use and Supervision Assessment

- Water-use planning and quota management are implemented strictly, with clear water-use standards defined for each process stage;
- The daily water-use control in office and production areas is strengthened to eliminate waste such as leakage and seepage;
- A supervision and assessment mechanism has been established to track the implementation of water-saving targets and ensure the effective execution of measures.

Metrics and Targets for Water Conservation

Feymer thoroughly implements national water-saving policies, establishes a clear and quantifiable target system for water resource management, and builds a dynamic evaluation and optimization mechanism. Responsibilities for water conservation are fully implemented at each stage, supporting the Company's green and low-carbon transformation and promoting sustainable economic and social development.

Indicator	Unit	2025
Total Fresh Water Consumption	Ton	692,375
Total Water Circulation and Reuse	Ton	443,378
Water Recycling and Reuse Rate	%	39.04
Total Water Consumption	Ton	1,135,753
Water Consumption Intensity	Tons/RMB 10,000 of Operating Revenue	8.17

Note: The data covers the Fenghuang Factory, the Membrane Factory, the Rudong Factory and Changjiu Factory

Material Utilization

To strengthen the foundation for refined management, Feymer has formulated the *Warehouse and Logistics Management System* and the *Inventory Stocktaking Management System*, establishing a full lifecycle management framework covering material inbound acceptance, storage and custody, outbound issuance, and accounting management. Additionally, a warehousing and logistics management structure with clearly defined responsibilities has been established, specifying the hierarchical responsibilities of persons in charge, supervisors, and warehouse administrators. A coordination mechanism has also been formed with the Quality Department, EHS Department, and other departments to achieve standardized and compliant control across all warehousing and logistics processes.

Feymer integrates green and sustainable concepts into packaging management by implementing lightweight packaging design. Through optimizing product packaging structures, reducing the use of raw and auxiliary materials, and replacing traditional non-renewable packaging materials with degradable and recyclable environmentally friendly materials, the Company effectively reduces resource consumption and environmental burden at the source. Furthermore, the Company actively pilots and promotes reusable packaging solutions and establishes a closed-loop management mechanism covering packaging recovery, cleaning, and reuse, continuously improving the recycling utilization rate of packaging materials and fulfilling its commitment to green development through practical actions.

Material Full Lifecycle Control Measures

Warehouse-in Inspection and Acceptance

Strictly implement QC quality determination, and verify the material batch numbers, labels, and packaging; Resolutely reject materials with incomplete documentation, inconsistent information, or quality risks; Conduct separate verification management on returned products.

Follow the principles of "two alignments, three clarities, and four fixed positions", store materials by category in designated zones, and control stacking height; Apply color-coded differentiation and isolation management for non-conforming and expired materials; Store hazardous chemicals strictly in accordance with specialized regulations, with daily inspections and records maintained by warehouse administrators.

Inventory Storage

Outbound Issuance

Strictly implement the "first-in, first-out" principle, with accurate issuance of materials based on compliant documentation; Update system records and physical inventory registers to ensure real-time consistency between accounts and physical inventory.

Analyze slow-moving materials monthly, conduct comprehensive inventory counts regularly, and properly retain business documents for a three-year period to ensure continuous consistency among "accounts, cards, and physical inventory".

Daily Management

Loading and Handling

Standardize the use of handling equipment and operating procedures, strictly comply with safety operation requirements, and comprehensively safeguard personnel safety and material quality.

Indicator	Unit	2025
Total Use of Packaging Materials	Pcs	1,081,656
Quantity of Packaging Materials Recycled	Pcs	11,538

Note: The data covers the Fenghuang Factory, the Membrane Factory, the Rudong Factory and Changjiu Factory

Enhancement of Ecological Protection

Feymer attaches great importance to the potential impacts of operational activities on biodiversity and strictly complies with relevant laws and regulations, including the *Law of the People's Republic of China on the Protection of Wildlife* and the *Regulations of the People's Republic of China on Nature Reserves*. The Company actively explores and implements environmentally friendly operational models. Ecological baseline surveys and scientific assessments are conducted at the early stages of project planning to ensure that the siting of all production bases and operational locations avoids the interior and surrounding areas of nature reserves, as well as sensitive regions with exceptionally rich biodiversity outside protected areas, thereby reducing damage to biological habitats and maintaining biodiversity and ecosystem stability.

Industrial Value: Realizing Innovation Leadership and Advancing Win-Win Collaboration

SDGs Responded in this Chapter



Realizing Innovation Leadership

Feymer closely aligns with the national science and technology policy of "independent innovation, key breakthroughs, supporting development, and leading the future", positioning independent innovation as the core engine and foundation of its development. In addition, guided by market demand, the Company deepens industry-academia-research collaboration, establishes innovation consortia to facilitate the transformation of scientific and technological achievements, promotes the deep integration of technological breakthroughs with industrial upgrading, strengthens the resilience of industrial and supply chains, and injects strong momentum into the high-quality development of the real economy.

2025

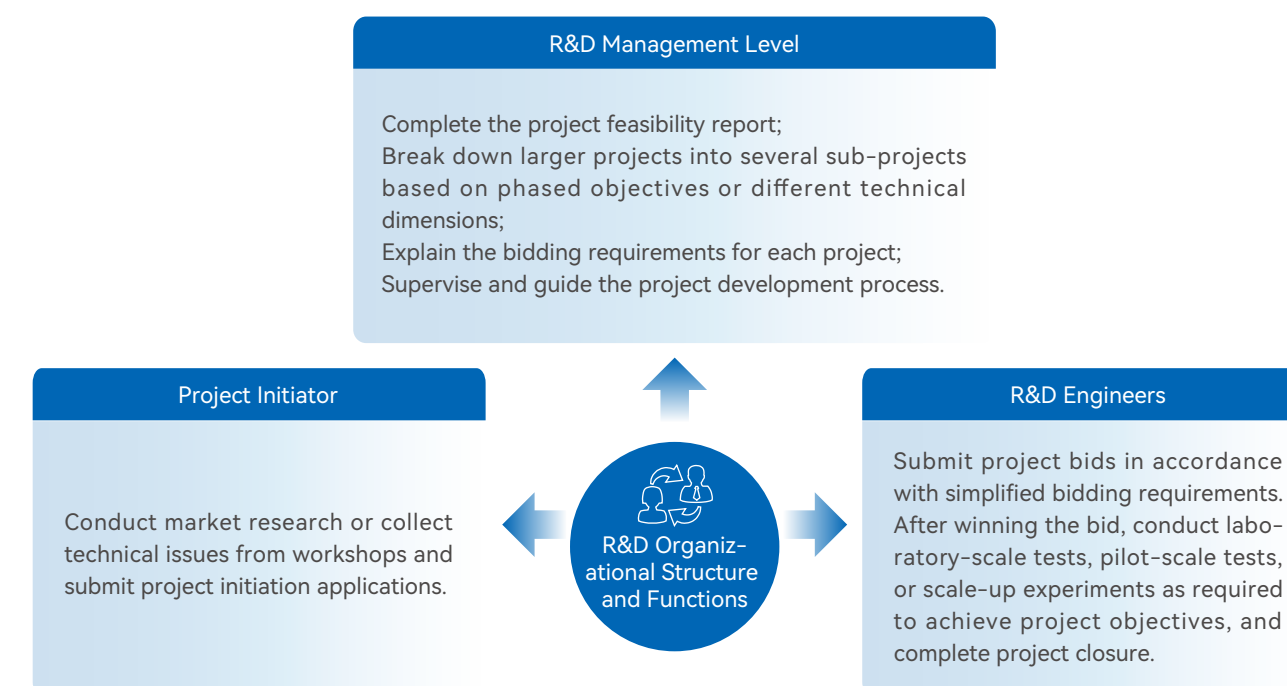


Note: R&D personnel under the age of 30 exclude those aged 30; those aged 30-40 include age 30 but exclude age 40; those aged 40-50 include age 40 but exclude age 50

Innovation and R&D Governance

To strengthen core technological barriers and stimulate endogenous innovation momentum, Feymer has established a customer demand-centered R&D governance system and formulated the *Design and Development Management System* to standardize the management and control of project initiation, process design, and commercialization of achievements. The Company deeply implements a full-chain approach of "exploration—R&D—production—application", building a closed-loop innovation ecosystem from basic research to industrial implementation and empowering high-quality industrial development through technological breakthroughs.

Feymer has established an efficient and collaborative organizational operating mechanism. Led by the R&D management team, project lifecycle management is coordinated holistically, including planning R&D directions and allocating resources. With the professional support of four major R&D centers, the R&D process is divided into four stages—product development, process technology, application technology development, and product management—continuously strengthening independent and controllable core technological capabilities and supporting the green transformation and sustainable development of the water-based industrial sector.



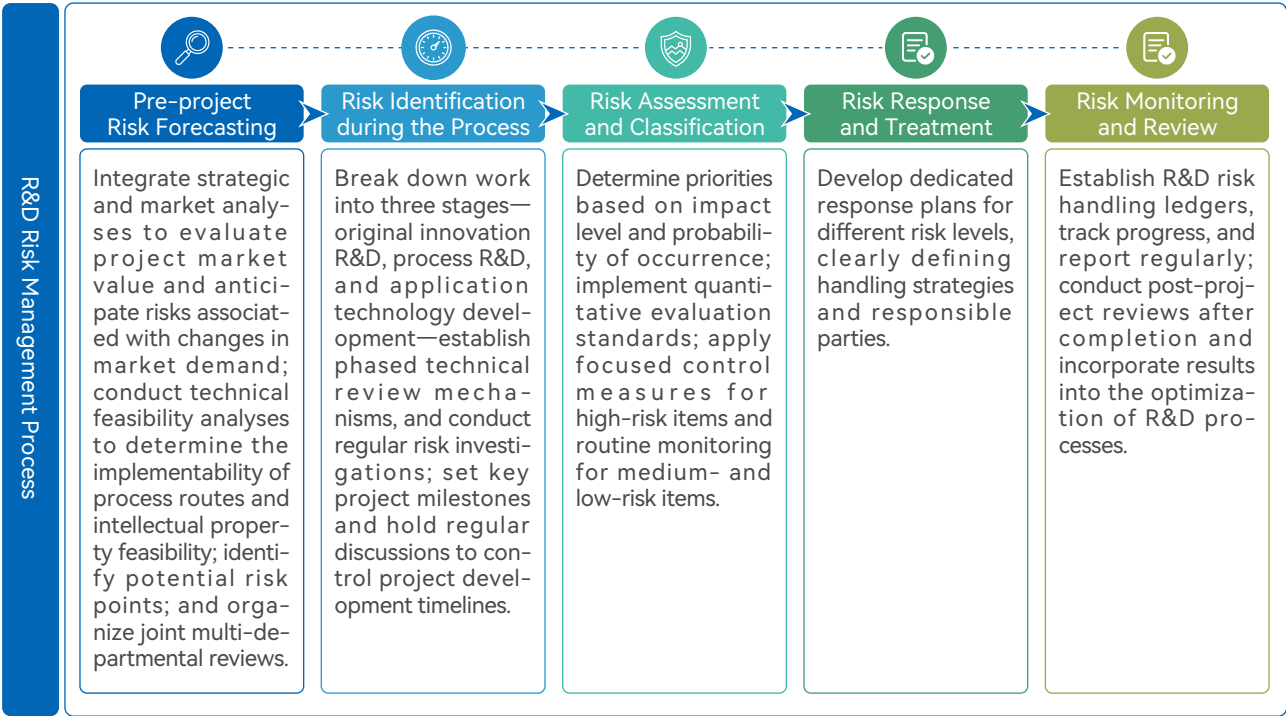
Innovation R&D Strategy

Potential Risks					
Type	Description	Likelihood of Occurrence	Impact Duration	Financial Impact	Countermeasures
Technology R&D Risk	The Company focuses on the research and development of water-soluble polymers, functional monomers, and separation membranes. These technical fields are highly complex and challenging, and the R&D process may be affected by technical bottlenecks, end-use application evaluations, and changes in experimental conditions. Failure to overcome key technical barriers may result in slow progress or even failure of R&D projects.	Medium	Medium term	Increase in R&D Costs	Strengthen R&D project management by fully evaluating technical feasibility prior to project initiation; continuously advance the cultivation of scientific and technological talent to enhance capabilities in solving technical challenges; and collaborate with universities, research institutions, and customers in joint development to share resources and technologies and reduce R&D risks.
	The Company's R&D investment continuously increases and remains at a relatively high level within the industry. Affected by the slowing demand in certain downstream sectors, there is a risk of imbalance between investment and output if the market commercialization efficiency of R&D achievements falls short of expectations.	Low	Medium term		Focus on high-growth sectors such as industrial water treatment and new energy-related fields, optimize project initiation and evaluation mechanisms for R&D projects, and establish dynamic feedback channels for market demand to ensure that R&D directions are precisely aligned with market needs.

Potential Opportunities				
Type	Description	Likelihood of Occurrence	Impact Duration	Financial Impact
Policy-Driven Opportunities	With the advancement of the "carbon peaking and carbon neutrality" goals and the continuous strengthening of policies related to green industrial development and water ecological protection, the target for industrial water reuse rates in key industries will be further increased by 2025. In particular, the electronics industry, leveraging membrane-based recycling technologies, can achieve wastewater reuse rates of over 85%, driving incremental market expansion in the membrane industry and providing broad opportunities for the Company's environmentally friendly product development.	High	Medium to long term	Increase in operating income Increase in Net Profit
Domestic Substitution Opportunities	Dependence on imports of high-end membrane technologies and specialty chemicals has declined in China, while the technological capabilities of domestic enterprises have improved. Leveraging a high-performance product portfolio and rapid-response technical service capabilities, the Company is well-positioned to capture market share in import substitution segments.	Medium	Medium to long term	Enhanced Profitability
Technological Iteration Opportunities	Technological iteration of water-soluble polymer materials is expanding application boundaries and generating growth momentum in emerging fields such as new energy metal smelting and desertification control.	Medium	Medium to long term	Increase in operating income

Impacts, Risks, and Opportunities of Innovation R&D

Feymer has established standardized R&D risk management procedures, embedding risk control into all stages of R&D to achieve full lifecycle management—from risk forecasting, identification, and assessment to response and monitoring—ensuring strong alignment between R&D projects and corporate strategy. Meanwhile, technical accumulation and external collaboration help reduce trial-and-error costs and strengthen the R&D risk prevention framework.



Metrics and Targets for Innovation R&D

Guided by the objective of enhancing independent innovation capabilities, Feymer aligns with the science and technology development strategy and targets tasks and refines annual work plans. In the short term, the Company focuses on iterative upgrades of existing products to consolidate competitive market advantages; in the medium to long term, the Company proactively deploys core technologies for future industries to strengthen technological reserves.

Driven by phased targets, Feymer dynamically optimizes R&D strategies, regularly tracks progress toward R&D and innovation objectives, reviews the effectiveness of innovation task implementation, accurately identifies bottlenecks and challenges, and promptly adjusts resource allocation directions to ensure that R&D strategies support long-term development and drive continuous innovation. During the Reporting Period, the Company's R&D investment amounted to RMB 76.5985 million, accounting for approximately 5.51% of operating revenue.

	Target Description		2025 R&D Targets Achievement	
	On-time Project Delivery Rate		85%	✓
	Number of Intellectual Property Outputs (including patent publications, journal articles, and conference presentations)		18	✓
	Training Duration (person-hours)		200	✓

Innovation R&D Management Measures

Support for R&D and Innovation

To stimulate employees' enthusiasm for technological innovation, Feymer has formulated the *Science and Technology Incentive System*, refining comprehensive evaluation procedures and distribution standards. The Human Resources Office of the General Administration Department and the Finance Department jointly implement the system. By combining spiritual and material incentives, the Company promotes technological breakthroughs, achievement transformation, and industrial upgrading, injecting sustained momentum into high-quality development.

Feymer's R&D incentive system covers two core areas: intellectual property and short- and long-term project incentives. Intellectual property incentives focus on achievements such as patents, software copyrights, and scientific and technological monographs, with graded rewards granted at stages such as application acceptance and certificate issuance. Project incentives distinguish between short-term one-time incentives and long-term performance-linked rewards, covering diversified innovation scenarios such as new product development, process improvement, and cost reduction.

Cultivation of R&D Talent

In accordance with the *Measures for Appointment and Promotion of Technical Positions*, Feymer steadily advances the cultivation of scientific and technological talent by conducting in-depth analyses of the professional capabilities and development potential of research team members, formulating targeted training programs, and enhancing both professional quality and comprehensive capabilities through hands-on project experience. In addition, the Company actively organizes salon-style sharing sessions and training activities, encouraging technical personnel to share R&D achievements and exchange innovative ideas. Through intellectual exchange and collaboration, the Company stimulates innovation vitality and strives to cultivate an innovation culture with distinctive corporate characteristics.

Measures for Cultivating R&D Talent

- Mentorship System**
Assign experienced team members as mentors to provide guidance to new members.
- Communication Platforms**
Organize regular technical seminars and sharing activities to create opportunities for team members to exchange and learn.
- Comprehensive Capability Development**
Develop a series of training courses covering cutting-edge technical knowledge and management skills.
- Industry Expert Training**
Invite senior engineers or external training institutions to participate in teaching and provide professional training.



R&D Platforms and Achievements

With the goal of achieving breakthroughs in key core technologies, Feymer strengthens the development of innovation platforms. The Company has received 4 "high-tech enterprises" recognitions, one national-level "Little Giant" enterprise specializing in niche sectors with advanced technologies, and four enterprise technology centers, forming a multi-level innovation platform system. In addition, it has established 20 research laboratories equipped with more than 200 R&D devices, with cumulative equipment investment exceeding RMB 30 million. Technological achievements have been successfully extended to key sectors such as municipal water treatment, oil and gas extraction, pulp and paper, steel and chemicals, microelectronics, and pharmaceuticals, laying a solid foundation for steady business performance growth and global expansion.

Qualifications and R&D Platforms

High-Tech Enterprise

Jiangsu Provincial Leading Talent Enterprise for Innovation and Entrepreneurship

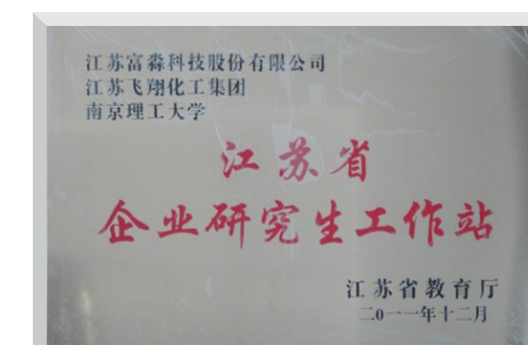
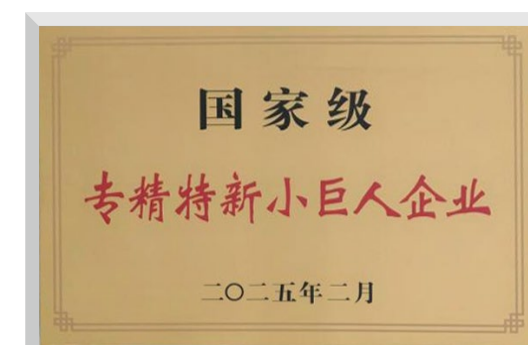
Jiangsu Provincial Postdoctoral Innovation Practice Base

National-Level Specialized and Sophisticated "Little Giant" Enterprise

Provincial Enterprise Technology Center

Jiangsu Provincial Engineering Technology Research Center for Water-Soluble Polymers

Jiangsu Provincial Enterprise Graduate Workstation



Key Innovation Achievements

Launched a new type of paper-strengthening agent that significantly improves paper strength and enable the replacement of traditional mechanical pulp with high-yield pulp in existing processes, thereby increasing wood utilization efficiency and conserving forest resources.



Developed a dedicated flocculant for alumina production adaptable to complex imported bauxite sources with variable impurities, significantly improving red mud sedimentation performance, reducing alkali liquor discharge, lowering caustic soda consumption, and improving production efficiency.

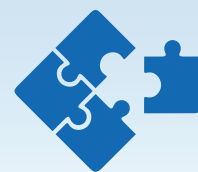


Successfully developed temperature-resistant and salt-tolerant products supporting deep-well fracturing and enhanced oil recovery operations, reducing water injection pressure losses, improving fracturing efficiency, and lowering oil extraction costs.



Key Performance

During the Reporting Period, the Company completed **8** new product development projects, achieving RMB **105.4158** million in new product sales revenue and RMB **108.4406** million in new product output value.



Cooperative R&D Mechanism

Feymer regards collaborative innovation as a key pathway to technological breakthroughs. Guided by the principle of "identifying problems from terminal application scenarios and seeking solutions through source-level technological innovation", it integrates resources from universities, research institutes, upstream and downstream enterprises across the industrial chain, and end customers to establish cooperative R&D models, enabling all parties to leverage their respective strengths, realize value empowerment, and connect the innovation chain from demand to commercialization—thereby driving continuous iteration and upgrading of new technologies and products.



Case University-Enterprise Collaboration Empowering New Developments in Membrane Technology

On May 8, Academician Wang Rong from Nanyang Technological University and her delegation visited the Company's headquarters. Both parties conducted in-depth exchanges on membrane product technology R&D and industrial cooperation. Academician Wang Rong has been deeply engaged in the membrane technology field for more than 20 years, focusing on areas such as seawater desalination and gas separation. Her team's innovative "bioactive molecule addition to the selective layer" technology can simultaneously enhance water permeability and maintain desalination performance. The technology has completed experimental simulations, and both parties expect to jointly develop innovative seawater desalination membrane technologies and realize localized production.

During the exchange, the Company introduced its strategic layout for membrane business development, elaborated on its core product advantages, resource accumulation in the steel and municipal sectors, and international management experience, and clarified its three-step plan for 2025–2030: "R&D—application—global expansion". Both parties reached a high level of consensus and will focus on technological innovation, strengthen risk control, accelerate technology implementation, and achieve win-win industry-academia-research collaboration.

Contribution to Industry Development

While advancing its own high-quality development, Feymer consistently fulfills its industry responsibilities by actively participating in various exchange activities and engaging in industrial development discussions and experience sharing. Additionally, leveraging technological and practical experience advantages, the Company has led and participated in the formulation of a series of national-level and group-level industry standards covering water-soluble polymer products, water treatment membrane products, water treatment applications, and water quality monitoring methods, thereby contributing to the coordinated development of the industry and supporting the establishment of a modern industrial system. As of the end of the Reporting Period, the Company had cumulatively participated in the formulation and revision of 35 national, industry, and group standards, including nine national standards, nine industry standards, and ten group standards that have been officially released.

Category	Number Participated This Year	Number Implemented
National Standards (Item)	2	5
Industry Standards (Item)	2	11
Group Standards (Item)	2	1

Case Brand Renewal Debut Opening a New Chapter in Industrial Water Treatment

From April 21 to 23, 2025, the Company appeared at the 26th China Environmental Expo with a refreshed brand image, showcasing its dual business platforms of "water-based chemicals + industrial water treatment" and demonstrating its innovation capabilities in industrial water treatment. During the exhibition, the Company officially released its new brand identity for the first time. With a concise and international design, it interpreted the philosophy of "Making Every Waterprint Count," conveying its deep commitment to the value of water resources. In addition, the Company conducted in-depth discussions with customers from sectors such as steel, chemicals, and new energy on core businesses including zero liquid discharge of high-salinity wastewater and smart water management, reaching multiple cooperation intentions and further expanding international partnerships, thereby laying a foundation for global market expansion.



Adherence to Science and Technology Ethics

Feymer strictly follows environmental protection and industry standards and integrates technology ethics throughout the entire lifecycle of water-based industrial technology R&D and application. In innovation practices such as water treatment chemicals and membrane separation technologies, the Company prioritizes environmental impact and safety controllability to ensure that technological innovation aligns with sustainable development requirements and does not cross ecological and social ethical boundaries, thereby implementing the development philosophy of "technology for good". During the Reporting Period, the Company did not encounter any accountability actions or penalties imposed by relevant authorities due to violations of science and technology ethics regulations. In addition, the Company did not conduct scientific research or technological development in ethically sensitive areas of science and technology. Therefore, science and technology ethics were not identified as a material topic.



Protection of Intellectual Property Rights

In strict accordance with laws such as the *Trademark Law of the People's Republic of China* and the *Patent Law of the People's Republic of China*, Feymer has formulated internal management systems including the *Core Technology Management System*, the *Special Guidelines for Intellectual Property*, and the *Intellectual Property Acquisition Procedures*, clearly defining management requirements for patents and trademarks from application and registration to routine maintenance, value transformation, and risk prevention and control. Dedicated personnel are assigned to comprehensively manage intellectual property information collection, target setting, and compliance management. As of the end of the Reporting Period, the Company had obtained certification for its intellectual property management system and was honored under the "Suzhou Intellectual Property Advantage Enterprise Cultivation Program".



Intellectual Property Management System Certification

Feymer implements the policy of "promoting development through technological innovation and safeguarding advantages through intellectual property", adopting a dual protection strategy of patents and trade secrets for core technologies. Trade secrets are subject to graded protection measures, with differentiated access rights assigned based on position levels. In addition, through the establishment of a sound intellectual property risk early-warning and response system, Feymer ensures strict protection of intellectual property while respecting the intellectual property rights of others in compliance with regulations, thereby fostering a sound industry environment characterized by fair competition and coordinated development. During the Reporting Period, the Company obtained authorization for 17 new patents, including 14 invention patents and three utility model patents, covering areas such as microbial strain cultivation and manufacturing technology for acrylamide, quaternary ammonium monomer manufacturing technology, water-soluble polymer manufacturing and application technology, and water treatment membrane manufacturing technology. No intellectual property leakage or infringement incidents occurred.

Feymer attaches great importance to intellectual property management and actively organizes intellectual property training and assessments to strengthen awareness of intellectual property protection among all employees and enhance the overall capability for the creation, utilization, and management of intellectual property, thereby supporting product innovation upgrades with high-value patents and reinforcing the core technological barriers for sustainable development.

Category	Newly Added This Year		Cumulative Number	
	Number of Applications (Item)	Number of Grants (Item)	Number of Applications (Item)	Number of Grants (Item)
Number of Patents	36	17	406	310
Number of Granted Invention Patents	5	14	198	131
Number of Granted Utility Model Patents	31	3	208	179
Number of Software Copyrights	0	0	8	8

Consolidating the Foundation of Quality

Feymer adheres to a high cost-performance product positioning and integrates the philosophy of sustainable development throughout the entire product lifecycle. By strictly implementing testing standards higher than industry benchmarks, the Company builds a product system integrating quality assurance, green and low-carbon development, and value empowerment, fulfilling commitments to customers and society through pragmatic actions. During the Reporting Period, no major safety incidents related to product quality occurred in the Company.

Product Quality Governance

Adhering to the quality management policy of "customer satisfaction and pursuit of excellence", the Company strictly complies with the *Product Quality Law of the People's Republic of China* and other relevant laws and regulations. It has formulated the *Quality Control Procedure* and established an internal second-party supervision mechanism covering product manufacturing, environmental safety, ethical integrity, and quality responsibility. Management measures such as reporting of near-miss quality incidents and initial incident reporting have also been implemented to comprehensively strengthen quality safeguards and ensure stable and reliable product quality.

The Quality Management Department includes professional Quality Assurance (QA) and Quality Control (QC) teams responsible for core functions such as quality system development, process compliance supervision, raw material inspection, and finished product testing. These functions are primarily overseen by the Vice President and Chief Supply Chain Officer. Multiple functional departments are also coordinated to strengthen the foundation for quality execution and enhance quality risk prevention and control, forming a quality management system with clear responsibilities and efficient collaboration. As of the end of the Reporting Period, the Company had obtained ISO 9001 Quality Management System certification, and all relevant products had obtained the required qualifications and testing certifications in accordance with applicable laws, regulations, and industry requirements.



ISO 9001 Quality Management System Certification



Kosher Certification



Halal Certification



Organizational Structure for Quality Management

Product Quality Strategy

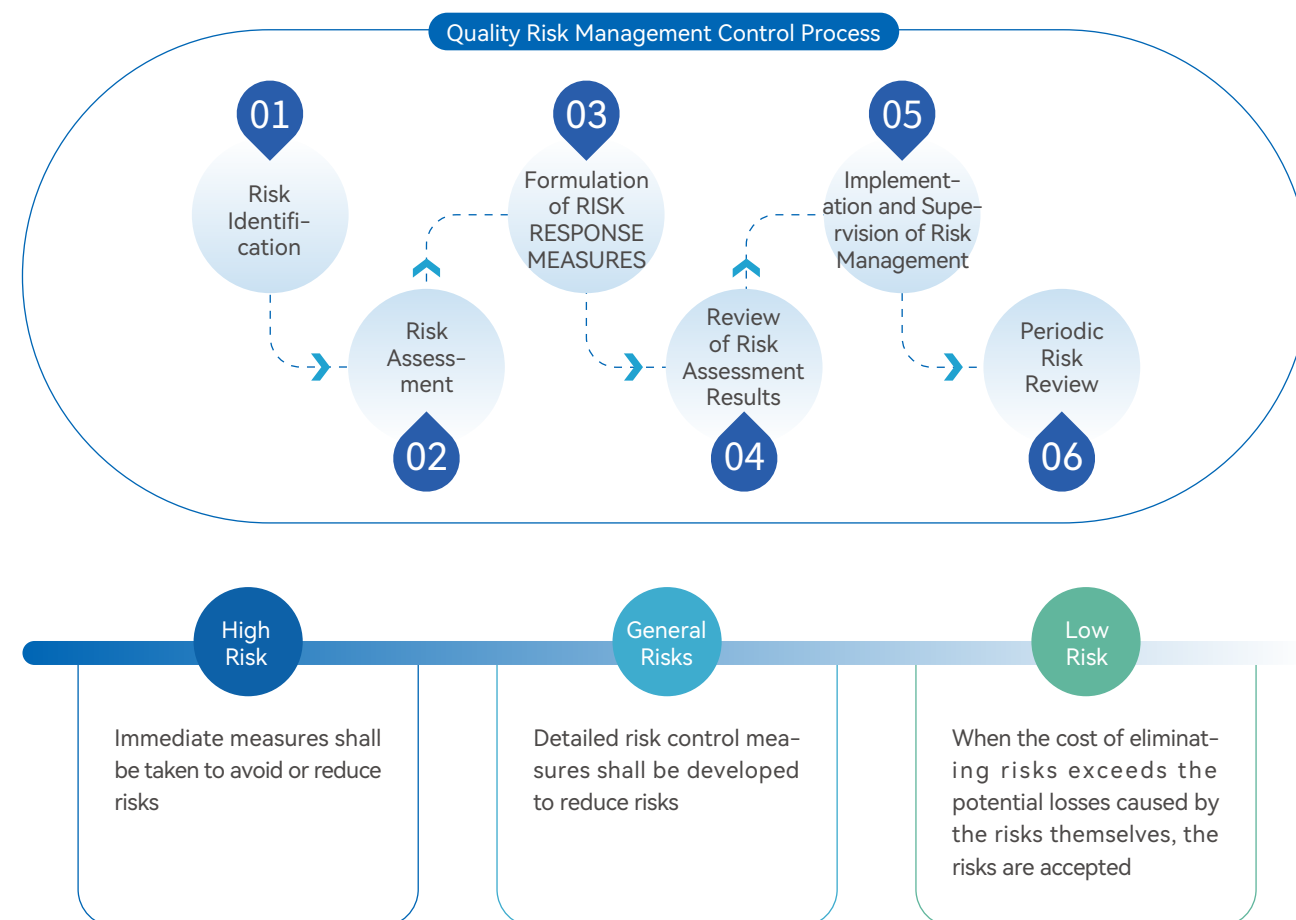
Potential Risks					
Type	Description	Likelihood of Occurrence	Impact Duration	Financial Impact	Countermeasures
Legal risks	Updates to product-related laws and regulations—particularly new requirements regarding limits on hazardous substances in products—and the continuous improvement of environmental safety regulations require the Company to respond promptly and strictly comply to avoid compliance risks.	Low	Medium to long term	Increase in recall costs and legal litigation expenses	Closely monitor updates to domestic and international laws and regulations related to product quality, hazardous substance limits, and environmental safety; promptly collect, organize, and analyze new regulatory requirements to support decision-making; establish strict product quality inspection systems; strengthen quality inspection standards across all stages; and continuously improve inspection capabilities and standards.
Quality Risk	If issues such as improper process control, equipment failure, or unstable raw material quality occur during production, product nonconformities may result.	Low	Medium term	Increase in recall and compensation costs	Optimize production process workflows; regularly maintain and service production equipment to ensure optimal operating conditions and stable output of high-quality products; strengthen incoming raw material inspections; increase sampling frequency and inspection items; and reduce raw material quality risks.

Potential Opportunities				
Type	Description	Likelihood of Occurrence	Impact Duration	Financial Impact
Digital Management Opportunities	Introduce digital quality management systems to enable real-time monitoring and data analysis across the entire production process, accurately identify quality issues, improve production workflows, enhance product quality consistency, and strengthen market recognition.	High	Medium to long term	Reduction in Production Costs Increase in operating income

Product Quality Risk Management

Risk Control Procedure

Relying on internal management systems such as the *Risk and Opportunity Response Control Procedure*, Feymer has established a systematic, clearly defined, coordinated, and well-supervised product risk prevention and control system. Through systematic identification, assessment, monitoring, and response to various quality risks in production and operations, the Company comprehensively enhances quality management effectiveness and ensures long-term stable development.



Quality System Audit

In strict accordance with ISO 9001:2015 and other standards, Feymer conducts regular internal audits, management reviews, and monthly quality system inspections. Through document reviews, record sampling, and on-site inspections, potential issues in production processes, process control, and basic management are accurately identified. Targeted corrective actions are then formulated, with responsible departments and rectification timelines clearly defined. Effectiveness verification is carried out after rectification to prevent recurrence of similar issues and continuously improve the standardized operation of the quality management system.



Internal System Audit

Indicator	Unit	2025
Quality Risk Assessments	Time	3
Number of Sampling Inspections by Third-Party Organizations	Time	4
Internal Quality Audits	Time	4

Metrics and Targets for Product Quality

To strengthen the foundation of quality management and enhance the quality of products and services, Feymer sets annual quality goals scientifically based on the annual business plan and the attainment of the previous year's goals. These goals are broken down and assigned to each responsible department, which is required to develop management and implementation plans to ensure the successful completion of the goals.

The Company holds regular quality review meetings every month to assess progress against goals, conduct in-depth analysis of quality issues across production workshops and related processes, and develop and implement correction and improvement plans, thereby driving tangible and sustained progress in quality and efficiency improvement.

Product Quality Targets for 2025	Achievement
First Pass Yield for Warehousing $\geq 99.8\%$	✓
Customer Complaint Rate (CCR) $\leq 0.20\%$	✓
Severe Quality Incident (SQI) = 0	✓

Product Quality and Safety Control Measures

Product Lifecycle Management

Adhering to the key principle of lean management, Feymer strictly implements internal *Quality Control Procedures* and relevant standards, embraces a management philosophy of full participation and whole process control, performs layered inspection and dynamic optimization across the entire product lifecycle from procurement, manufacturing, quality inspection, to non-conforming product handling, and leverages digital and intelligent technologies to deliver industry-leading quality for all products and services.

Quality Control Measures for the Full Lifecycle of Products

Raw Material Quality Control Raw materials for production must be sourced from suppliers that have passed qualification audits, sample evaluations, on-site inspections, and large-scale production trials. They are stored only after strict inspection; Special use of nonconforming raw materials requires approval from the R&D and quality departments, and must be tracked.

Workshops strictly follow process specifications and operating instructions to control ingredient proportions and reaction conditions; The DCS system and computer software are used to manage and monitor process parameters, ensuring stable product quality; Semi-finished products are tested, and nonconforming intermediates are handled according to plans determined by process or R&D engineers.

Quality Control in Production Process

Outbound and After-Sales Quality Control After packaging, on-site sampling inspections are conducted by QC according to standards. The warehouse inspects product weight and appearance. Products are stored and shipped only after passing inspection; If quality issues are identified after shipment, a recall procedure is initiated, or a negotiated settlement is reached with customers.

For non-conforming raw materials, in-process controls, and finished products, the responsible department must investigate the causes and implement corrective actions. The Quality Department periodically tracks and verifies the effectiveness of corrective actions; Critical steps affecting product quality are recorded during production to ensure full-process traceability.

Control of nonconforming products

Complaint and Return Handling In the event of complaints after product delivery, the Quality Department is responsible for initiating an investigation, analyzing the root causes, and developing corrective corrections. A response must be provided within the specified timeframe; The department also monitors the implementation of corrective actions by responsible teams to prevent recurrence of similar incidents.

Any changes during production, such as changes in raw materials, formulas, or process specifications, must be submitted to the Change Control System, assessed by the Change Review Team, and approved before implementation; After the change, the requesting department organizes an acceptance review to verify the effectiveness of risk control and the change.

Change Control

Case Leveraging Digitalization to Deliver High-Quality Products

With the SCADA data acquisition platform as its core, the Company collects and intelligently analyzes production data in real time, significantly enhancing decision-making efficiency and accuracy. In addition, it has also introduced advanced control systems, such as APC, to achieve precision operations in key processes like drying, effectively reducing production costs and promoting energy conservation. Through digital transformation, the Company drives high-quality development and delivers higher-quality products and services to its customers.

Product Quality Control and Management

Feymer has established a strict raw material management system, and performs supplier qualification audits and annual comprehensive reviews for all raw materials to ensure compliance at the source. For key monomer raw materials used in products such as polyacrylamide, the Company regularly conducts specialized testing for hazardous and toxic substances, with particular focus on acrylamide residues, heavy metals, and volatile organic compounds (VOC), thereby achieving full compliance of all indicators with EU REACH Regulations and China's environmental standards.



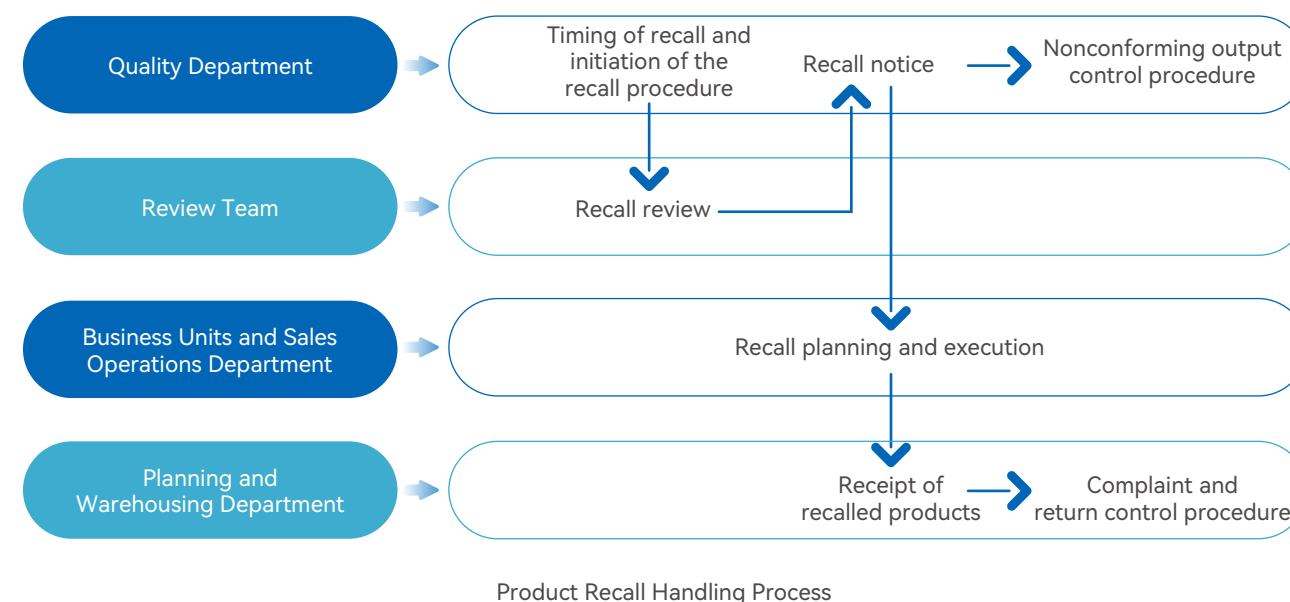
REACH Registration Certificate

Management of Manufacturing Equipment

Placing high importance on production equipment management efficiency, Feymer performs full-process fine management for production equipment. To this end, the Company has developed management systems such as the *Equipment Usage Management System* and the *Equipment Incident Management System*, which cover all key stages from planning and procurement to disposal, and clearly designate the Equipment Support Department as the body responsible for managing all types of production equipment. In addition, the Company develops and implements preventive maintenance plans. Through routine daily inspections, regular patrol inspections, and rapid troubleshooting, the Company maintains stable operation of equipment and provides solid support for compliant and efficient production.

Product Recall Management

To enhance product quality safety and protect consumer rights, the Company has established management documents, including the *Product Recall Control Procedure*, which defines the response process for quality-related recall incidents and clarifies the responsibilities of each department. This ensures that if potential or actual quality issues are identified after product delivery, the recall procedure can be promptly initiated, enabling rapid recall and proper receipt of products. Recalled products are properly managed, root causes are thoroughly analyzed, and corrective actions are implemented in a timely manner to minimize or prevent financial losses for both the Company and its customers. In addition, the Company conducts annual mock recall exercises to ensure the efficient operation of its product recall system through cross-departmental collaboration, effectively safeguarding the legitimate rights and interests of all stakeholders. During the Reporting Period, the Company achieved a product percent of pass of 99.87% at the Fenghuang Factory, and 100% at the Rudong Factory and Changjiu Factory. No product withdrawals or recalls due to health or safety concerns occurred at any of the factories.



Quality Culture Development

Feymer consistently places quality excellence at the core of its corporate strategy. By establishing a culture-led and skill-empowered quality management system, the Company has embedded quality awareness into every aspect of its operations. This approach enables the principle of quality excellence to be internalized as a core belief and externalized as day-to-day practice, ultimately shaping a common value and behavioral standard embraced by all employees.

Awareness Training and Capability Enhancement

Case Quality Month Activities

During the Reporting Period, the Company organized a series of Quality Month themed activities. These included hanging quality-themed banners across the factories to foster a positive environment where "everyone cares about quality"; organizing quality knowledge training and quiz competitions for employees to strengthen execution capabilities in key areas such as raw material control and process control; and conducting hands-on skill competitions to inspire frontline employees to learn and benchmark against standards, thereby enhancing quality responsibility awareness of all employees.



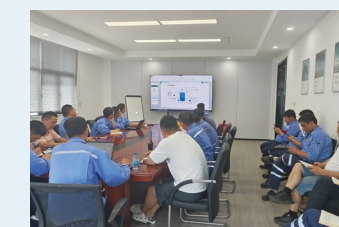
Case Training on High-Risk Processes

The Company provided training on high-risk polymerization processes in the production of PolyDADMAC. Focusing on key quality control points of the polymerization reaction, the training systematically covered process principles and critical parameter control, combined with practical assessments, to strengthen employees' capabilities in risk identification and emergency response.



Case Training on Production Process Interlock Control

The Company provided training on production process interlock control, with particular focus on interlock logic, triggering conditions, and emergency reset procedures. Through practical exercises simulating fault scenarios, the training enhanced employees' precise control over the process interlock system, thereby achieving safe and stable production operations.



Indicator	Unit	2025
Number of Participants in Quality Training	Person-times	442
Total Hours of Quality Training	Hour	2,150.5
Sessions of Quality Training	Session	61
Average Duration of Training on Quality Culture Per Participant	Hour/Person	2.65

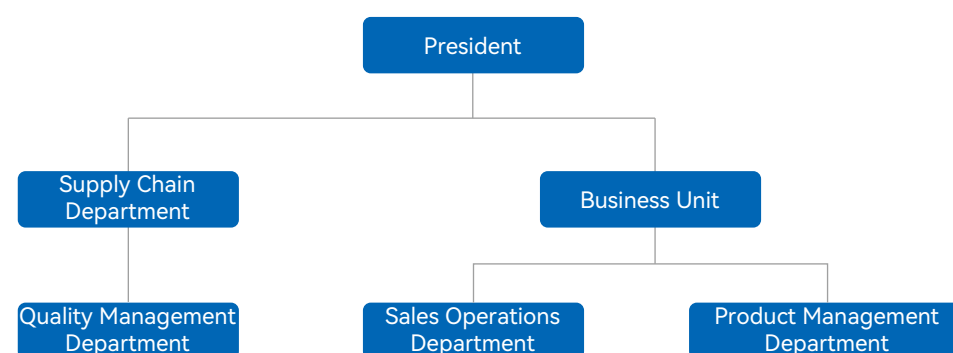
Focusing on Customer Needs

Customer Service Management

Service Management System

Guided by the customer service principle of "accurate information, prompt response, efficient handling, and assured customer satisfaction", Feymer has established management systems, including the *Customer Service Procedure* and the *After-Sales Service Management Manual*. Leveraging a "product + in-depth technical service" marketing model and cross-departmental coordination, the Company has built a full-cycle service system covering inquiry response, on-site diagnosis, problem resolution, and after-sales follow-up.

The Company has established a professional customer service team led by management, which fully performs the core functions of demand response, service follow-up, and quality supervision, to protect customers' legitimate rights and enhance their service experience. As at the end of the Reporting Period, the Company has successfully obtained certification for its after-sales service management system, demonstrating significant achievements in service standardization.



Customer Service Organizational Structure Chart



After-Sales Service Management System Certification

Customer Communication Channels

Feymer recognizes the importance of communication in business development, and actively monitors public opinion and data on platforms such as social media, company website, and official monitoring centers. In addition, the Company has established smooth and open communication channels for customer service consultation, feedback, and complaints. This ensures that customer demands can reach responsible departments directly through multiple official channels, including customer service hotlines and online service platforms, enabling an upgrade of the service model from passive response to proactive support.

Service Hotline
400-928-0389

Customer
Communication
Channels

Online Platform
<https://www.feymer.com>

After-Sales Service Guarantee

Handling of Customer Complaints

Upholding the principles of "customer first, efficiency and convenience, and continuous improvement", Feymer integrates customer service and rights protection into its sustainable development strategy. Guided by internal systems such as the *Customer Complaint Handling Process* and the *Complaint and Return Control Procedure*, the Company standardizes complaint handling from rapid acceptance to targeted measures and from closed-loop resolution to post-hoc review and optimization, systematically transforming customer feedback and demands into the key driver for product upgrade and iteration. During the Reporting Period, Customer Complaint Resolution Rate: 100%.

Tiered and Categorized Complaint Handling

The Company places great importance on customer complaint management. The QA department determines the complaint level based on content and identifies the responsible or supporting departments according to the complaint category. All relevant parties are required to conduct investigations and provide feedback within the specified timeframe. If investigations cannot be completed on schedule, interim progress reports must be submitted promptly to ensure timely and reasonable after-sales service and mitigate the risk of company loss arising from improper handling.



Complaint
Level
Classification

Major Complaint

A complaint that may cause serious harm to the Company's public relations or legal compliance, have a severe impact on customers, result in expected losses exceeding RMB 100,000, or involve three consecutive complaints regarding the same type of quality issues within six months.

General Complaint

A complaint concerning products/services that does not cause a severe impact on customers and does not meet the criteria for a major complaint.

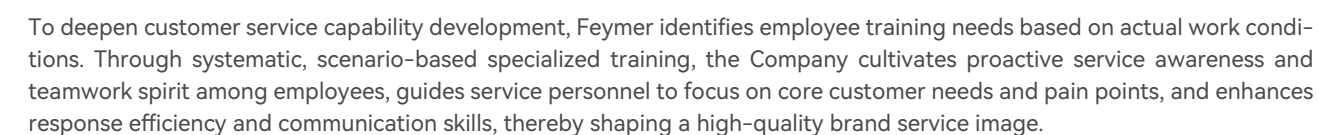


Complaint
Category
Classification

The Company classifies complaints into eight categories: quality, packaging, labeling, transportation, shortage in weight, wrong shipment, and testing discrepancy. For each category, the Company clearly defines the responsible department, time limit for handling, and response content to ensure efficient complaint handling and clear accountability.



Feyrer actively addresses the diverse market needs by establishing management systems such as the *Customer Follow-up System* and the *Customer Satisfaction Survey Control Procedure*. It conducts regular customer follow-ups and satisfaction surveys to comprehensively collect customer evaluations and feedback on key dimensions, including product quality, packaging, and service levels. The survey results are aggregated and analyzed, and optimization measures are developed to address service shortcomings and management gaps, thus continuously improving service quality with a commitment to excellence and enhancing customer satisfaction and loyalty.



Responsible Marketing

Feymer strictly complies with the *Advertising Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China*, and other applicable laws, regulations, and industry standards. Upholding a responsible marketing philosophy and customer value orientation, the Company has established a standardized and transparent marketing management system. In addition, the Company has established management mechanisms for prudent review of promotional information, public opinion monitoring and response, and marketing behavior supervision, and continuously strengthens training and assessment for frontline marketing personnel to ensure that marketing activities are legal and compliant, and that promotional statements are objective and accurate, thereby maintaining fair and orderly market competition and safeguarding consumers' legitimate rights and interests. During the Reporting Period, the Company did not have any incidents of legal or regulatory violations related to marketing or the supply of products or services.

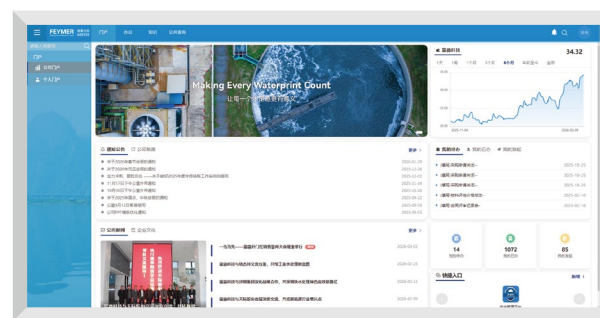
Creating Responsible Supply Chain

Governance of Supply Chain

To strengthen supply chain management and enhance procurement quality and efficiency, Feymer has established the *Procurement Control Procedure*, which details standards and operating specifications for every step of the procurement process, from supplier selection and evaluation to procurement contract signing and implementation. Additionally, the Company has established a Procurement Department responsible for supplier management, procurement planning, and procurement monitoring to ensure that suppliers meet the Company's requirements in terms of quality, delivery timelines, and service level, thereby comprehensively enhancing supply chain resilience and collaboration efficiency.

Digital Procurement

The Company has established a procurement information management system that enables real-time tracking of key information such as purchase order status and delivery progress, achieving visualization and transparency across the procurement process. The system features data analysis capabilities. Through in-depth mining and analysis of procurement data, the system reduces procurement costs, enhances the scientific basis and accuracy of procurement management, and provides strong support for the Company's procurement decision-making.



Procurement Information Management System

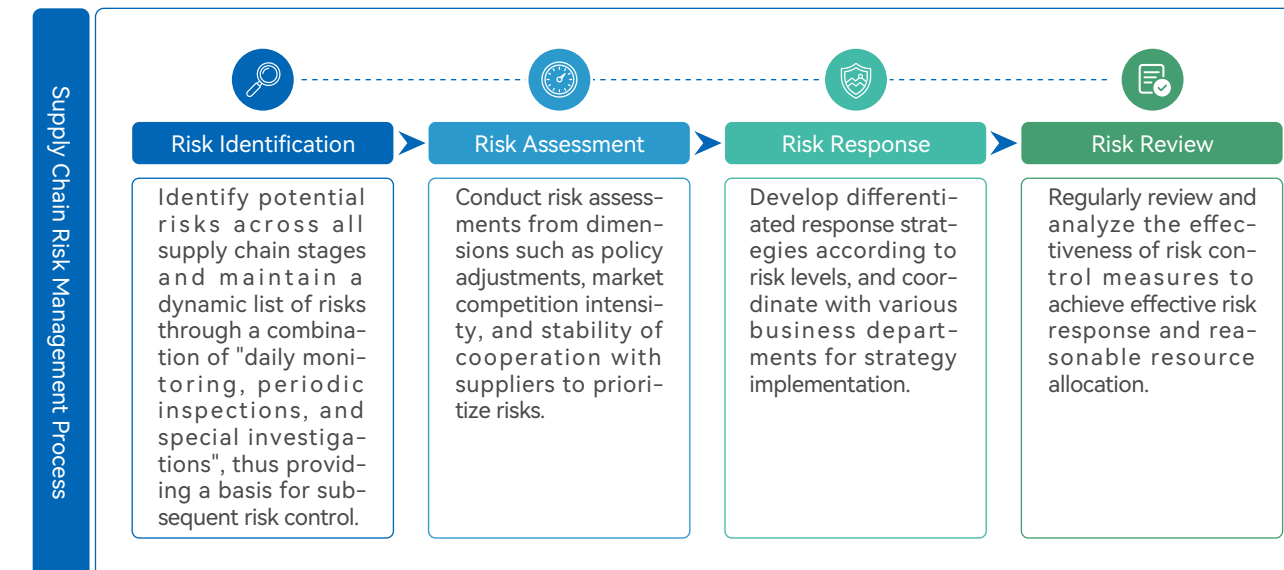
Supply Chain Strategy

Potential Risks					
Type	Description	Likelihood of Occurrence	Impact Duration	Financial Impact	Countermeasures
Market Risk	The Company's principal raw materials are predominantly petroleum derivatives. In the event of international geopolitical conflicts, fluctuations in productivity of the upstream petrochemical industry, or market supply-demand imbalances, there may be risks of raw material shortages or price increases.	Medium	Medium term	Increased Production Costs	Closely monitor international crude oil market trends and optimize order quantities in line with price fluctuation trends to reduce procurement costs; and improve the supply chain system and enhance self-sufficiency in raw materials through industrial chain extension (e.g., acquisition of upstream and downstream enterprises).
Supplier Risks	If suppliers experience capacity constraints, operational deterioration, or strategic adjustments, or if cooperation is terminated due to contractual disagreements or payment disputes, the Company may face raw material supply interruptions or unstable procurement channels.	Medium	Short and medium term	Increase in operating costs	Improve supplier admission and assessment mechanisms by regularly evaluating suppliers from multiple dimensions such as capacity, quality, compliance, and performance capability, and eliminate high-risk partners; and enter into long-term framework agreements with high-quality suppliers to establish strategic partnerships and ensure stable raw material supply.

Potential Opportunities				
Type	Description	Likelihood of Occurrence	Impact Duration	Financial Impact
Market Expansion Opportunities	The Company has established a localized sales and service network. Leveraging its existing export base, the Company expands into emerging overseas markets to mitigate trade barriers in a single market, build a global supply chain system, and enhance its international market share and risk resilience.	High	Medium to long term	Growth in Operating Profit

Supply Chain Impact, Risk, and Opportunity

Based on the operational characteristics of the entire supply chain, Feymer has established a closed-loop risk management system of "pre-incident prevention, in-process control, and post-incident review". According to the *Risk and Opportunity Response Control Procedure*, the Company maintains a comprehensive list of common risks, which clearly defines responsible bodies and response measures at each level, enabling precise risk identification and effective management and providing support for the achievement of operational objectives. During the Reporting Period, no major risks or impacts were reported in the Company's supply chain.



Metrics and Targets for Supply Chain Safety

Feymer aims to build a robust and efficient supply chain management system. By setting management objectives, the Company promotes collaboration across all supply chain stages and thereby improves the operational efficiency and market responsiveness. Furthermore, the Company continuously optimizes resource allocation and deepens information sharing and process integration to achieve controllable, visible, and sustainable management across the entire supply chain, thus steadily enhancing its core competitiveness and risk resilience.

Supply Chain Management Objectives

Strategic Level

Extend upstream to overcome the "bottlenecks" in core raw materials, adapt downstream to meet the diverse needs of customers across multiple industries, optimize industrial layout, and establish a diversified supply and logistics system to ensure stable fulfillment of orders in global markets.

Operational Level

Promote digital management across warehousing, logistics, and procurement processes to enhance operational efficiency and data-driven decision-making capabilities; improve on-time delivery rates and material completeness rates while controlling operating costs through optimized procurement strategies, logistics networks, and inventory management.

Sustainability Level

Closely align with the "dual carbon" goals to promote the development of a sustainable supply chain, and facilitate energy conservation, consumption reduction, and carbon emission reduction across the entire supply chain through initiatives such as green production and low-carbon logistics.

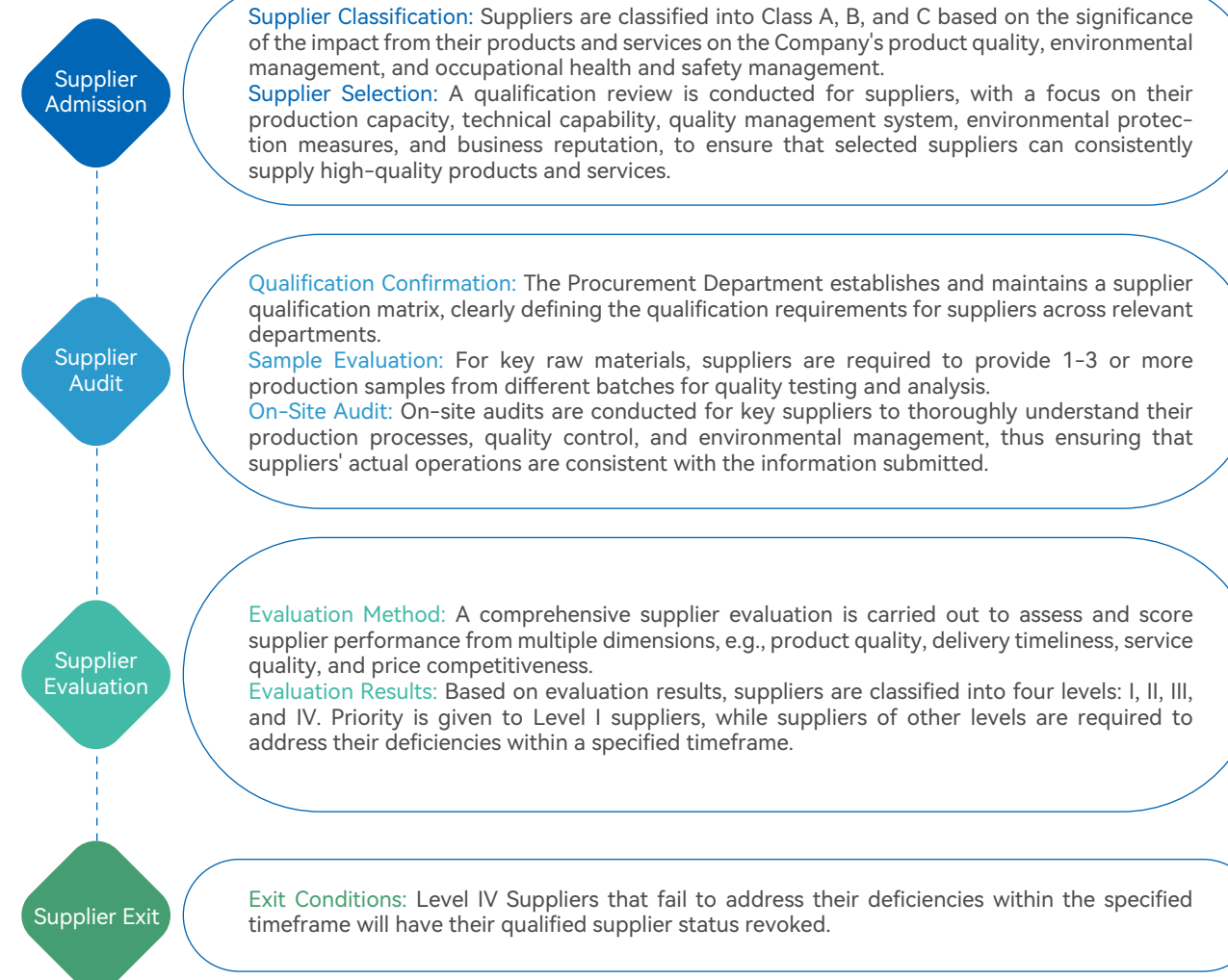
Indicator	Unit	2025
Total Number of Suppliers	Entity	1,117
Jiangsu Province	Entity	668
Anhui Province	Entity	64
other Provinces	Entity	377
Number of Local Suppliers	Entity	732
Proportion of Local Suppliers	%	65.53
Number of Domestic Suppliers	Entity	1,109
Percentage of Procurement Expenditure Paid to Local Suppliers	%	57.87

Management Measures for Supply Chain Safety

Supplier Lifecycle Management

Feymer strictly manages supplier admission, evaluation, audit, and exit processes by establishing a full lifecycle supplier management system. It dynamically adjusts management strategies based on factors such as regulatory requirements, supplier performance, and raw material price fluctuations, thus maintaining a continuous and stable supply of raw materials and fostering mutually beneficial cooperation.

Supplier Lifecycle Management



Supplier ESG Management

Guided by the sustainable procurement philosophy of "moderate environmental protection, civilization and harmony, health and safety", Feymer has established internal policies including the *Sustainable Procurement Policy for Environmental and Social Responsibility*, the *Regulations on Supplier Social Responsibility Management*, and the *Supplier Code of Conduct*, which specify ESG management standards and assessment requirements for suppliers, empowering a green transformation of the supply chain through high-standard procurement. Furthermore, the Company organizes at least one comprehensive supplier ESG training session annually to foster a shared commitment to green development throughout the supply chain.

Build sustainable supply chains



Adhere to the principle of transparent procurement, sign codes of conduct and integrity agreements with suppliers, which clearly define integrity-related requirements and responsibilities during cooperation, and prevent commercial bribery and other improper practices, thus fostering a fair, just, and transparent cooperation environment.
Organize integrity training and awareness activities: For internal employees, the focus is on procurement compliance, anti-fraud measures, and professional ethics education; for core suppliers, training is conducted through a combination of online and offline channels to explain the terms of integrity agreements and share typical cases, thereby strengthening mutual understanding and proactive commitment to integrity-based cooperation.



Work together with upstream and downstream partners to promote environmental protection, energy conservation and emission reduction, taking into account energy conservation and environmental protection factors across product design, procurement, production, packaging, and logistics.
Require suppliers to adopt eco-design techniques during product design wherever possible to reduce environmental pollution and energy/resource consumption, and to improve the recycling of products and components.
Actively participate in suppliers' product development and manufacturing processes, guiding them to reduce the use of various raw, auxiliary, and packaging materials through methods such as value analysis, and to substitute them with more environmentally friendly materials.
Arrange the EHS department to participate in the review process during supplier selection, giving preference to low-toxicity, readily biodegradable, and environmentally friendly products.



Require suppliers to protect employees' human rights, strictly prohibiting discrimination, harassment, forced labor, and other improper practices; provide a healthy and safe working environment; and value employee development by offering diverse training channels and promotion opportunities.
Select suppliers with sound social responsibility performance, maintain social responsibility files for suppliers, review suppliers' social responsibility performance, and document supplier evaluation results and corrective actions.

Case ESG Training for Suppliers

In September 2025, the Company organized an ESG training session for suppliers, focusing on topics such as the use of recyclable packaging materials and cooperation & communication mechanisms. Aiming to deepen suppliers' understanding of ESG concepts and the Company's strategic ESG requirements, the training provided practical guidance across dimensions such as environmental management and social responsibility performance and encouraged suppliers to actively participate in sustainable supply chain development, working together to build a green, low-carbon, and mutually beneficial supply chain ecosystem.

Indicator	Unit	2025
Number of Suppliers Terminated Due to Non-compliance	Entity	0
Number of Potential Suppliers Rejected Due to Non-Compliance	Entity	0
Signing Rate of Integrity Agreement by Suppliers	%	100
Signing Rate of Integrity Commitment by Procurement-Related Personnel	%	100
Number of ESG Training Sessions Conducted for Suppliers	Session	2
Duration of ESG Training for Suppliers	Hour	2

Supply Chain Industry Exchange

Feymer actively participates in various industry exchange activities in the supply chain field, where it shares practical experiences and achievements in supply chain management, explores innovative models of supply chain development with partners, and captures the latest industry trends, technology trends, and market demand changes in a timely manner to provide solid support for the optimization and adjustment of its supply chain strategy.

Case Acrylonitrile Industry Development Conference

In April 2025, the Company was invited to attend the 6th Acrylonitrile Industry Development Conference in Yantai, Shandong Province, where it shared its innovative practices in digital transformation of the supply chain, attracting widespread attention from participating enterprises. During the conference, the Company engaged in in-depth exchanges with multiple upstream and downstream enterprises on topics such as stable raw material supply, industry development status, and future forecasts, promoting coordinated development across the acrylonitrile industry and its supply chain.



Equal Treatment of Small and Medium-Sized Enterprises

Upholding the principle of openness and inclusiveness, Feymer treats all partners equally, provides them with fair competition opportunities, and actively builds communication and collaboration platforms to encourage SMEs to participate in all stages of the supply chain, thereby achieving diversified development of the supply chain ecosystem. During the Reporting Period, the Company strictly followed the corporate accounting standards and internal control systems, and established a sound dynamic fund monitoring mechanism. There were no accounts payable (including notes payable) exceeding RMB 30 billion or 50% of total assets. Therefore, equal treatment of SMEs was not identified as a material topic.

Fortifying Data Security

Data Security Management System

Feymer complies with the *Data Security Law of the People's Republic of China*, the *Personal Information Protection Law of the People's Republic of China*, and other applicable laws and regulations, and has established the *Information Security Management System* to strictly manage network information, server rooms, and servers, thereby guaranteeing the confidentiality, integrity, and availability of data.

The Company has established a robust information security management framework, with the IT and Digitalization Office under the General Management Department primarily responsible for data security execution and supervision, forming a coordinated working mechanism across departments. During the Reporting Period, no data security violations occurred in the Company.

Data Security Management Measures

Data Safety Risk Management

Feymer has established a comprehensive data security risk management system. On this basis, the Company conducts regular internal information security audits and ongoing screening for vulnerabilities to promptly address potential risks. In addition, the Company strengthens cybersecurity protection by deploying a multi-layered protection mechanism to effectively prevent data breaches, cyberattacks and other security incidents, thus fully safeguarding the stable operation of core data assets and business systems.

Data Security Emergency Management

Feymer has developed plans such as the *Digital Factory System Information Security Emergency Drill Plan* and the *Information Security Emergency Response Plan*, which define emergency response procedures and measures for sudden scenarios such as computer viruses, malicious web code injections, and information tampering, providing institutional support for scientific response to data security incidents. Additionally, the Company regularly organizes data security emergency drills to test and enhance its emergency response capabilities, ensuring that data breaches, system failures, or other emergencies can be effectively controlled to minimize losses and impacts.

Customer Privacy Protection

Feymer places great importance on customer privacy protection, and has established the *Customer Information Confidentiality Policy*, implementing three-tier management of customer data as "confidential, secret, and top secret" and clearly defining confidentiality requirements for information collection, use, and storage. In addition, the Company has set up a digital protection system featuring encrypted storage and access traceability, thereby strengthening technical safeguards for customer information security.

The Company strengthens personnel management by conducting comprehensive background checks on employees with access to customer information, performs refined access control in line with the "least privilege" principle, and organizes regular specialized training to deepen employees' awareness of privacy protection and confidentiality compliance, thereby preventing the risk of information leakage caused by human negligence at the source. During the Reporting Period, the Company experienced no customer privacy breaches and received no complaints involving infringement of customer privacy or loss of customer data.

Case Training on Cybersecurity and Information Security

In March 2025, the Company conducted training on network and information security, covering topics such as policies on customer privacy protection and operating procedures for data security. Combining theoretical explanations with case studies, the training enabled employees to gain a deep understanding of the importance of customer privacy protection and to master practical operational skills. After the training, the Company organized centralized assessments to ensure that every employee acquires the required knowledge and can perform their duties in compliance with relevant requirements, thereby laying a solid foundation for customer privacy protection.



Indicator	Unit	2025
Number of Training Sessions on Data Security/Customer Privacy Protection	Session	24
Number of Participants in Training Sessions on Data Security/Customer Privacy Protection	Person	36
Coverage Rate of Training on Data Security/Customer Privacy Protection among Relevant Personnel	%	100

Better Life: Sharing Social Responsi- bility and Enabling Inclu- sive Shared Growth

SDGs Responded in this Chapter

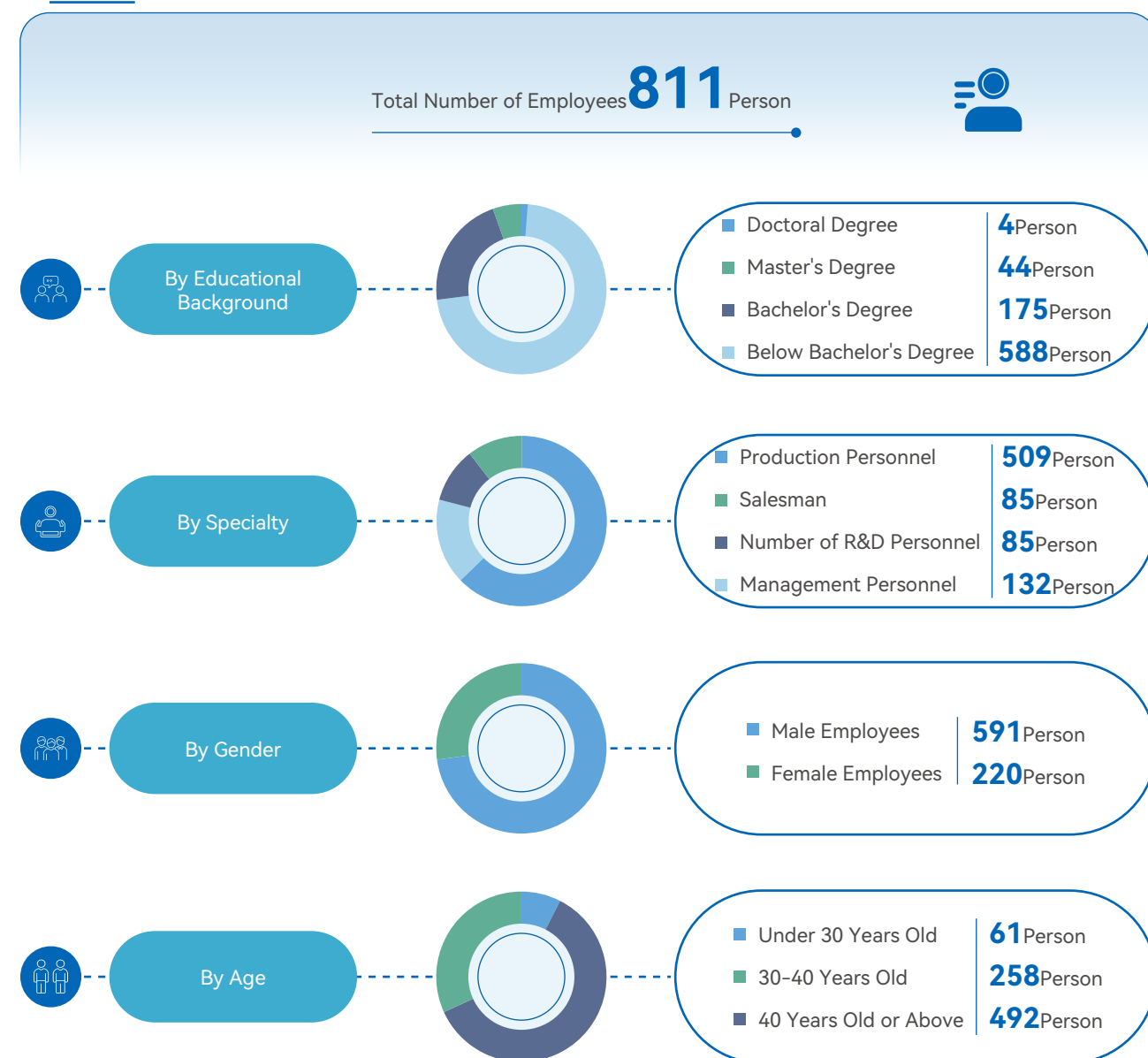
1 NO POVERTY 	2 ZERO HUNGER 	3 GOOD HEALTH AND WELL-BEING 	4 QUALITY EDUCATION 
5 GENDER EQUALITY 	8 DECENT WORK AND ECONOMIC GROWTH 	10 REDUCED INEQUALITIES 	11 SUSTAINABLE CITIES AND COMMUNITIES 



Protecting Employees' Rights and Interests

Feymer strictly complies with the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, and other applicable laws and regulations. Upholding the philosophy of "people-centric approach for co-creating value", the Company has formulated the *Employee Handbook* and established a robust institutional system, covering recruitment, training, career development, etc. In addition, the Company encourages employees to leverage their strengths and take initiative, promotes teamwork and mutual support, and strives to foster a positive, harmonious, and inclusive corporate culture.

2025

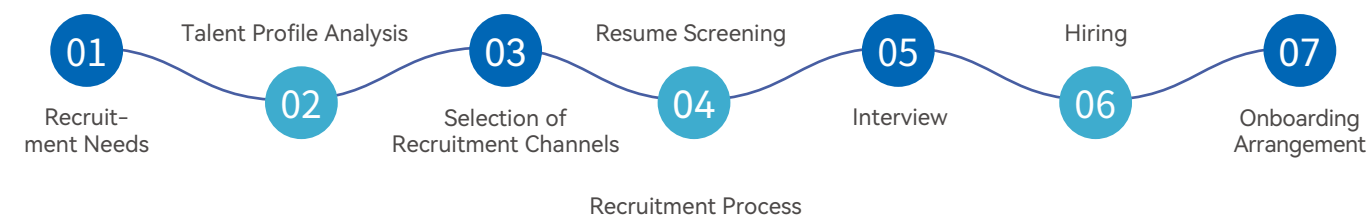


Note: Employees under 30 exclude those aged 30; employees aged 30-40 include those aged 30 but exclude those aged 40

Employee Recruitment Management

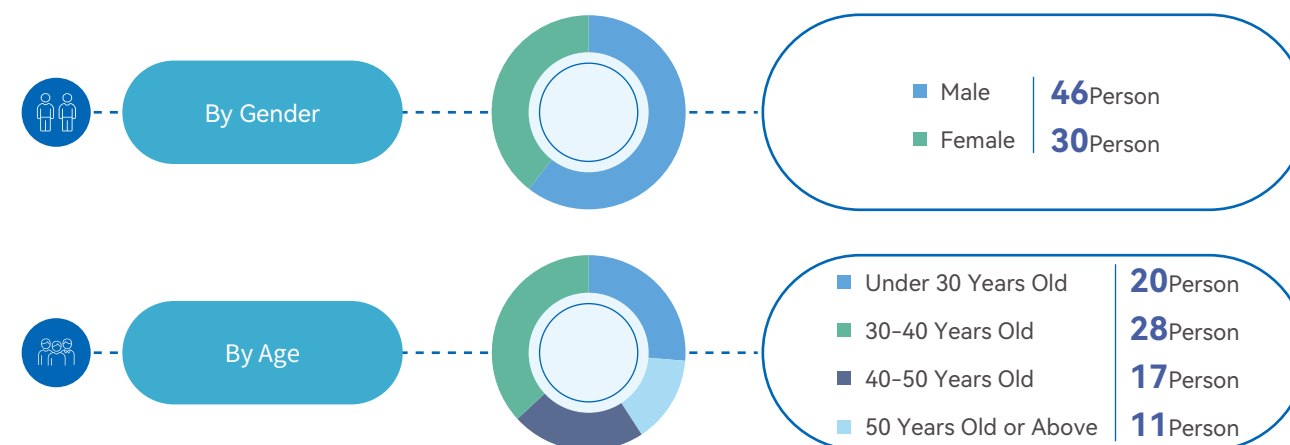
Feymer strictly follows the principles of openness, fairness, and impartiality in recruitment. To this end, the Company has established the *Human Resources Recruitment and Employment Procedure*, which defines standardized operating norms and evaluation criteria for all recruitment steps, including recruitment channel selection, job posting, resume screening, interview arrangements, and hiring decisions. In addition, the Company conducts comprehensive assessments, with a focus on professional competence, overall quality, and job fit. Through a scientific and standardized recruitment mechanism, the Company selects outstanding talent that aligns with its development needs.

The Company places emphasis on diversifying its recruitment channels, and actively collaborates with universities and professional recruitment platforms to carry out campus recruitment, social recruitment, and other recruitment activities. During the Reporting Period, the Company conducted recruitment presentations and job fairs at multiple universities such as Taiyuan University of Technology, Nanjing Tech University, and Jiangsu University of Science and Technology, attracting high-quality young talent and continuously infusing new energy into its development.



Campus Recruitment

Indicator	Unit	2025
Number of New Employees	Person	76
On-campus Recruitment	Person	6
Social Recruitment	Person	70



Note: 1. Data covers the Company's Headquarters Fenghuang Factory
2. New hires under 30 exclude those aged 30; new hires aged 30-40 include those aged 30 but exclude those aged 40; and new hires aged 40-50 include those aged 40 but exclude those aged 50

Compliance with Labor Standards

Equality and Diversity

Feymer follows the labor principles of "legality, fairness, equality, voluntariness, mutual agreement, and good faith". On this basis, the Company has established management policies such as the *Code of Integrity and Compliance*, the *Remedial Procedures for Discrimination or Harassment Cases*, the *Remedial Procedures for Child Labor or Forced Labor Incidents*, and the *Procedures for Rescuing Child Labor and Protecting Minor Workers*, providing clear institutional guidance and operational instructions for regulating labor relations and protecting employees' legitimate rights and interests.

The Company integrates these principles into daily management, fully respects individual differences, and explicitly prohibits discrimination in employment, promotion, and compensation based on such factors as ethnicity, race, gender, or religion; resolutely prohibits child labor and forced labor, and employs a prudent identity verification mechanism to effectively prevent use of child labor; and adopts a zero-tolerance policy toward abuse, bullying, and harassment, thus fostering an open, inclusive, equal, and respectful workplace for all employees. During the Reporting Period, the Company experienced no incidents of labor discrimination, misuse of child labor, or forced labor.

Measures to Promote DE&I Culture

- Conduct regular training on human rights protection to enhance employees' understanding of lawful employment, equal opportunity, and labor protection concepts;
- Provide accessible ramps and disabled-friendly restrooms to create a convenient environment for employees with disabilities;
- Maintain open reporting channels including telephone and email for discrimination or harassment cases, and address complaints in a timely manner to fully safeguard the legitimate rights and interests of affected individuals.

Indicator	Unit	2025
Number of Employees of Minority Nationalities	Person	2
Proportion of Employees of Minority Nationalities	%	0.25
Number of Veteran Employees	Person	3
Signing Rate of Employment Contract	%	100

Care for Female Employees

Feymer continuously strengthens special care for female employees, and has formulated the *Leave Management Policy* which explicitly provides that female employees are entitled to statutory leave benefits such as prenatal check-up leave, maternity leave, and breastfeeding leave. In addition, the Company sets mother-and-baby rooms in office areas, and provides flexible work arrangements and dedicated support for female employees during pregnancy and lactation, effectively safeguarding their work-life needs during these special periods.

The Company regularly arranges health check-ups for female employees and organizes a series of celebration activities during International Women's Day to holistically care for their physical and mental well-being. In addition, the Company strictly follows the principle of equal pay for equal work to ensure that male and female employees in the same roles receive equal compensation, fully demonstrating respect and protection for female employees' legitimate rights and interests.



Lactation Room

Women's Day Event

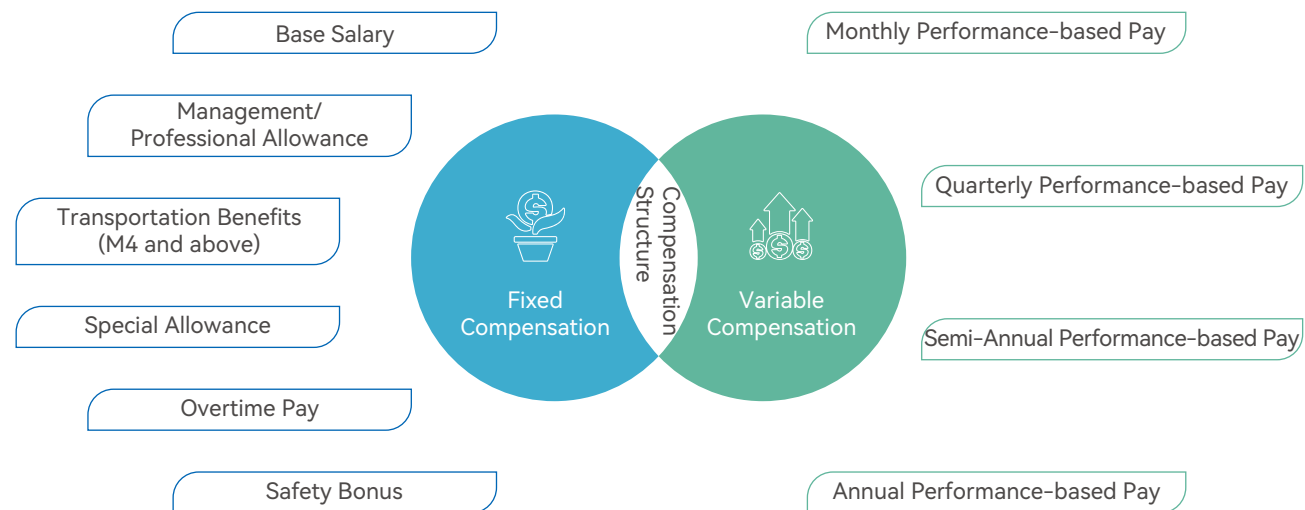
Indicator	Unit	2025
Number of Female Employees in Management	Person	23
Proportion of Female Employees in Management	%	17
Number of Employees on Maternity Leave	Person	5
Return-to-work rate for Employees on Maternity Leave	%	100
Number of Employees on Parental Leave	Person	22
Return Rate of Employees on Parental Leave	%	100

Compensation and Benefit Management

Compensation Management

Feymer adheres to the principles of market orientation, effective incentives, and performance linkage, and has established the *Compensation Management Policy*, which divides employee compensation into fixed and variable components. Factors such as job category, rank, employee competence, and performance are comprehensively considered to ensure that employee compensation is both stable and market-competitive.

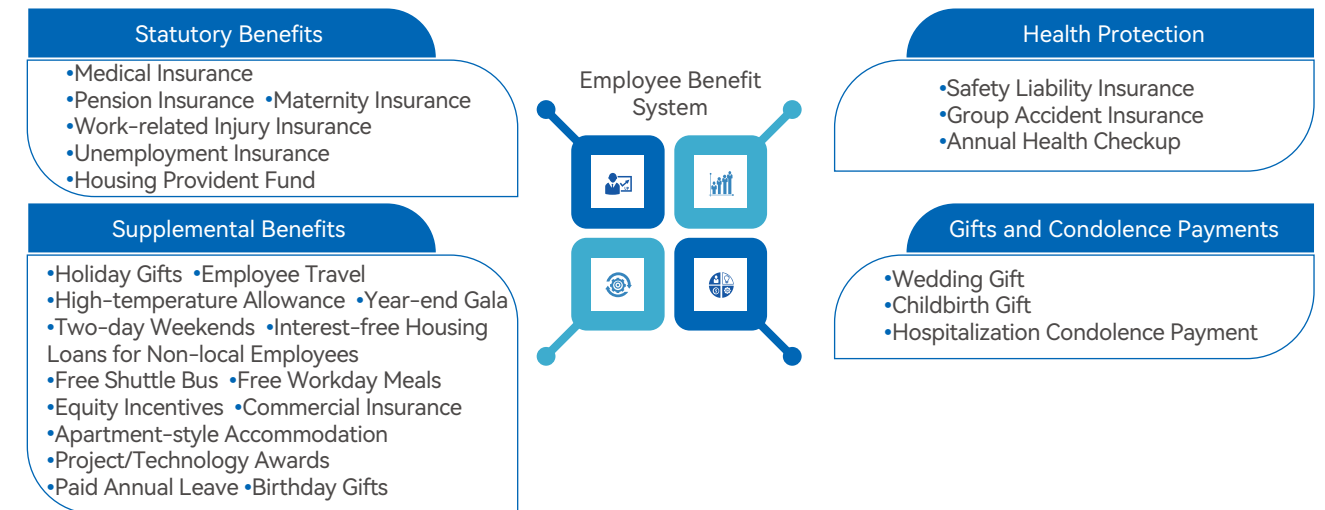
In addition, the Company implements an equity incentive plan for core employees, establishing a mechanism for profit and risk sharing between the Company and employees. This promotes the long-term shared growth of core talent and the Company, continuously enhances employees' sense of belonging and recognition, and effectively stimulates all employees' enthusiasm for work and innovation. During the Reporting Period, the Company completed the repurchase of unvested shares under the 2022 Employee Stock Ownership Plan.



Welfare Benefits

To fully implement the benefits system, Feymer has formulated the *Implementation Measures for Employee Benefits*. In accordance with regulations, the Company pays social insurance and housing provident fund contributions and purchases supplemental commercial insurance for eligible employees, and regularly distributes holiday benefits and high-temperature subsidies, thereby establishing a dual-layer protection system of "basic security + supplementary benefits". Taking into account employees' actual needs, the Company gradually expands special benefits such as health protection and team-building activities, thus continuously attracting and retaining key talent to empower high-quality corporate development.

The Company has formulated the *Measures for Attendance Management*. In strict accordance with national labor laws and regulations, the Company implements paid leave policies, including annual leave, sick leave, marriage leave, maternity leave, and paternity leave, to integrate humanistic care into corporate management and fully safeguard employees' legal rest rights.



Key Performance

During the Reporting Period, the social insurance coverage rate of the Company reached **100%**, with an average of **8** days of paid annual leave per employee and welfare expenditures (including Five Social Insurances and One Housing Fund) of RMB **29.4178** million.

Performance Evaluation and Appeal

Following the fundamental principles of "strategic orientation, goal focus, fairness and justice, and personnel development", Feymer has established the *Performance Management Policy*. Through a clear performance goal framework, regular performance evaluations, and robust processes for real-time feedback and targeted coaching, the Company effectively links individual employee performance with its strategic objectives, injecting strong momentum for sustainable and healthy development.

The Company maintains open performance appeal channels. Any employee who has objections to evaluation results may submit a *Performance Evaluation Appeal Form* along with supporting documentation to the Human Resources and Administration Department. The Company will set up a dedicated review team to conduct investigations in accordance with regulations, making every effort to ensure the fairness and transparency of performance evaluations. During the Reporting Period, 811 employees received regular performance and career development assessments, representing an assessment coverage rate of 100%.

Labor Relations Management

Feymer has established the *Regulations on Individual Resignation Management* and the *Regulations on Dismissal Management*, which define operating procedures for resignation and dismissal to ensure that all aspects of labor relations are handled in a compliant and standardized manner. Adhering to the philosophy of harmonious employment, the Company has established a tiered dispute resolution mechanism consisting of "investigation and verification – communication and mediation – legal adjudication and litigation – corrective and preventive actions". In addition, the Company properly resolves labor disputes in strict accordance with legal procedures and company regulations. During the Reporting Period, the Company's voluntary turnover rate was 8.4%, with no labor disputes or employee complaints.

Employee Care and Communication

Employee Activities

Feymer actively builds cultural exchange and team collaboration platforms for employees, and regularly organizes activities such as outdoor team-building, festival celebrations, and interest-based competitions. These activities enrich employees' spiritual and cultural life, allow employees to release work pressure in a relaxed and pleasant atmosphere, deepen team consensus, and strengthen development momentum, thereby laying a solid humanistic foundation for the inheritance of corporate culture.

Case Battle on the Green, Unity for the Future

In July, a representative team of the Company, composed of employees from various departments, participated in the 2025 Yonglian Village National Fitness Football League. On the pitch, team members showed seamless coordination and tenacious effort, fully demonstrating their unity, perseverance, and a never-give-up attitude.



Case Fragrant Rice, Binding Hearts

In November, the Company organized a creative rice ball making activity. At the event, employees rolled up their sleeves to make rice balls while sharing tips and techniques, with laughter filling the air. Through collaborative interaction, beautifully shaped plump rice balls were made. Employees not only enjoyed the hands-on experience but also strengthened collegial bonds in a relaxed and pleasant atmosphere, further enhancing team cohesion.



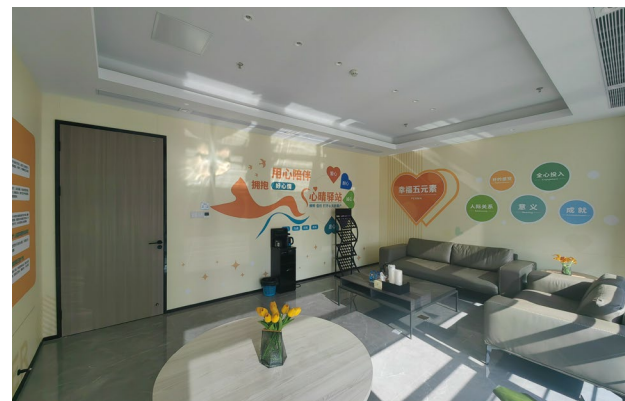
Case Gathered in Warmth, Forward in Joy

In December, the Company hosted a Christmas celebration. The venue was adorned with warm and festive lights and a Christmas tree, along with fun games and gifts. The event allowed employees to enjoy heartwarming moments in the cold winter, feel the Company's genuine care, and together embrace the challenges and opportunities of the coming year.



Employee Mental Health Protection

Feymer integrates employees' mental health into its corporate care system, sets up a psychological counseling room, and engages experienced psychologists to provide professional consulting services. Counseling facilities are available both at the headquarters and factories, effectively safeguarding employees' physical and mental well-being. In addition, the Company regularly organizes mental health lectures to help employees master stress management and emotional regulation techniques and continuously enhance their psychological resilience, thus providing strong support for employees to engage in work and life with a healthy mindset.



Psychological Counseling Room

Case "Caring for Workers' Mental Health" Lecture

During the Reporting Period, the Company invited the Director of the Occupational Health Section of the Center for Disease Control and Prevention to deliver a special lecture on occupational mental health for manufacturing workers under the theme of "Caring for Workers' Mental Health". The lecture focused on occupational stress regulation, emotion management, and mental health maintenance, aiming to guide employees to scientifically adjust their physical and mental state, alleviate work stress, and enhance both mental health and occupational well-being.



Employee Care and Support

Feymer has established a long-term employee support mechanism, focusing on the pressing and long-standing concerns that trouble and matter most to employees, and has built a dual support system of "material assistance + emotional care". Through measures such as regular visits and heart-to-heart conversations, the Company precisely addresses employee needs and effectively resolves their concerns. In addition, the Company provides care services for retired employees by conducting holiday visits and health-focused activities to convey organizational warmth, thus enabling retired employees to share in the Company's development achievements.



Care for Retired Employees

Democratic Governance

To deepen democratic management, Feymer has established a trade union according to law to protect employees' legitimate rights and interests, coordinate labor relations, organize cultural and sports activities, and support employees in difficulty. In addition, the Company regularly holds Workers' Congress meetings to encourage employees to offer suggestions on matters directly affecting their interests, such as compensation adjustments and benefits optimization, thereby effectively safeguarding employees' rights to information, participation, and supervision.

The Company has established integrated online and offline communication channels, and built a comprehensive, convenient, and efficient internal communication platform. On this basis, the Company promptly responds to and properly handles employee concerns, fosters a positive interaction mechanism, and promotes transparent and scientific management, thus creating a fair, just, and uplifting work atmosphere.

Online Channels

Feymer Circle in Feishu (Feymer Community, Interest Groups, Feedback Board, and Newcomer Onboarding)
Feishu Subscription Account (Feymer Cultural News)

Employee Communication Channels

Offline Channels

Mid-Autumn Festival Talk Session
Executive Communication Meetings
New Employee Symposium
Workers' Congress

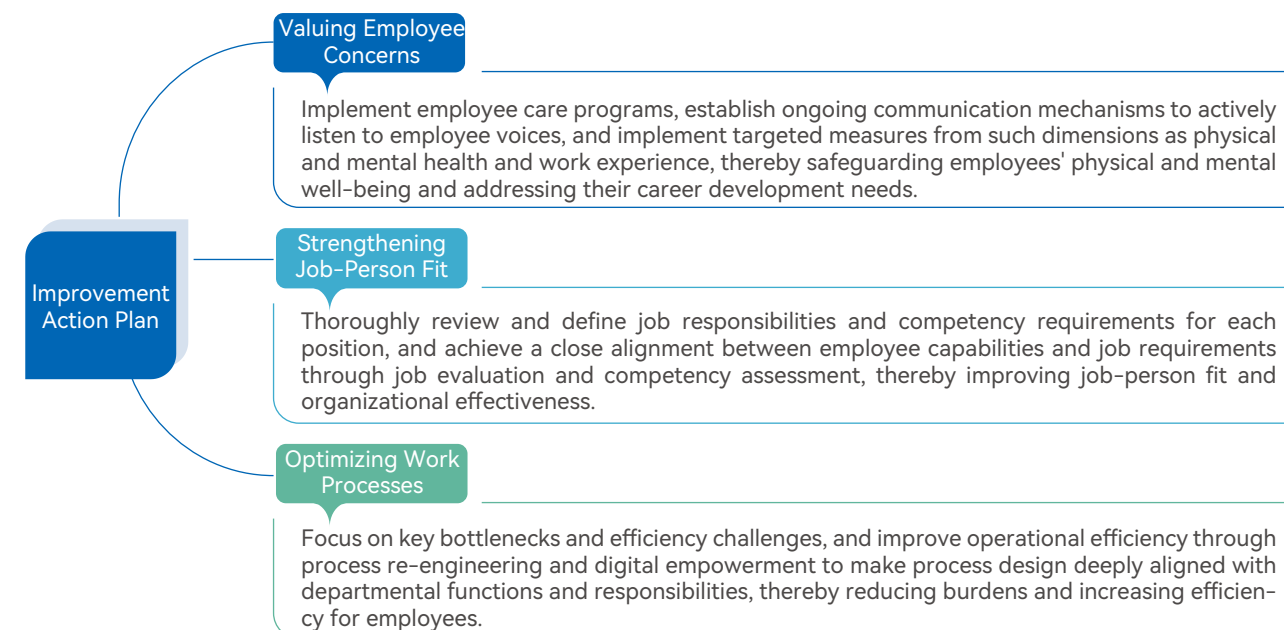
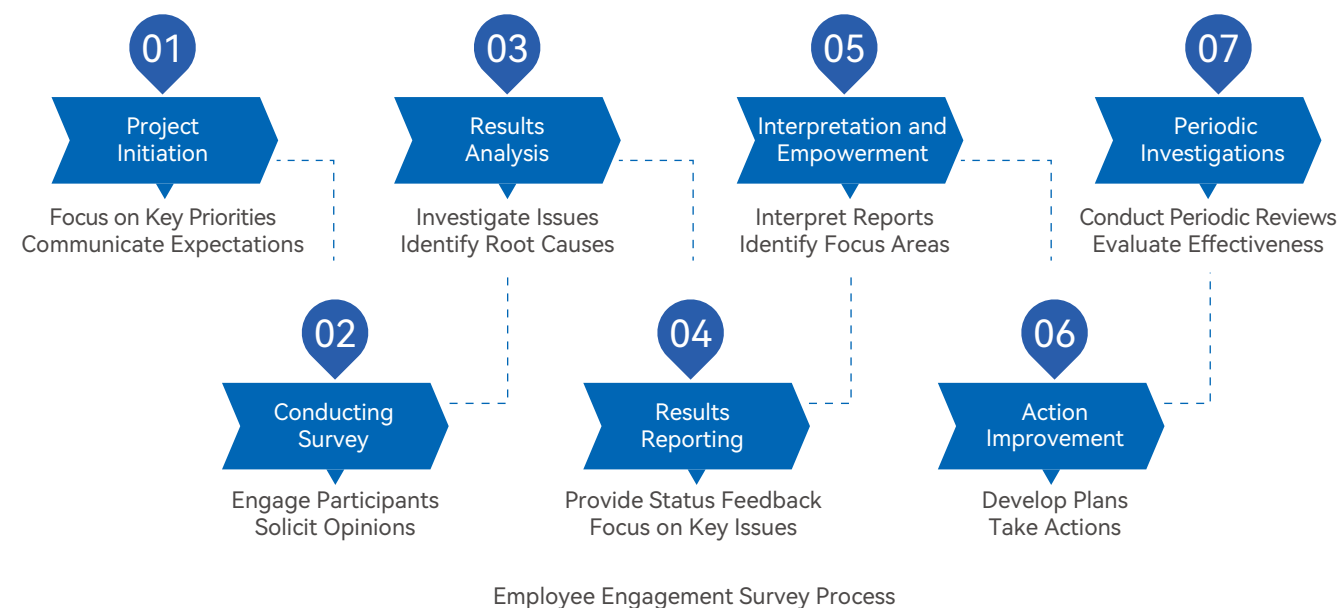
Key Performance

During the Reporting Period, the Workers' Congress approved **3** projects, and the trade union approved **3** projects. Trade union members accounted for **100%** of in-service employees.

Employee Engagement Survey

To enhance internal governance efficiency and strengthen team cohesion, Feymer conducted an employee engagement survey during the Reporting Period. Through questionnaires, the Company broadly collected employee feedback on work rewards, training and development, leadership efficiency, and cultural vision, and identified key drivers of engagement, thus providing clear guidance for subsequent management optimization.

Based on the survey results, the Company conducted an in-depth analysis, attached great importance to reasonable suggestions from employees, and developed and implemented improvement measures such as optimizing work processes, improving job-person fit, and implementing employee care programs to further enhance employee engagement and satisfaction, thereby promoting coordinated growth between the Company and employees. During the Reporting Period, a total of 818 employee participations were recorded in the engagement survey, representing a participation rate of 93.4%.



Employee Engagement Survey

Empowering Employee Growth

Employee Training

Training System

Upholding the employment philosophy of "merit-based promotion, dedicated cultivation, strength-based deployment, and virtue-based selection", Feymer has developed the *Training Control Procedure*, forming a training system led by the Human Resources and Administration Department with coordinated support from all other departments, and defining the management standards for the entire process from training planning, goal setting, curriculum development, to effectiveness evaluation. This helps the Company achieve efficient allocation of training resources and build a high-quality, professional talent pool for its steady development.

The Company has established a robust training evaluation mechanism, which covers four dimensions: reaction, learning, behavior, and result. In addition, the Company quantifies employees' participation and performance in training and outcome transformation by leveraging tools such as points-based rankings, financial incentives, and written examinations, and dynamically optimizes training content to continuously strengthen the foundation for talent pipeline development.

Employee Training System			
Category	Program	Objective	Duration
Leadership Development	Lingyun Program Wutong Plan Manager Training Program	Develop core managers Develop mid-and front-line managers Experience sharing and knowledge extraction	3years 2.5years Long-term
Role Adaptation	Promotion Training Transfer Training	Quick adaption to new roles Quick adaption to new roles	Long-term Long-term
Professional Skills	Annual External/Internal Training	Problem-solving and capability enhancement	Long-term Long-term
Comprehensive Competence	Academic advancement General Competency Training	Compliance with national policies Capability enhancement	Long-term Long-term
EHS	Certification for Dual Special-Grade Qualifications EHS Competency Matrix	Compliance with national policies Comprehensive safety competency	Long-term Long-term
Onboarding Training	Eaglet Plan Three-level New Employee Training	Rapid integration of key new hires Ensure new hires are qualified and competent for their roles	Long-term Long-term

Training Measures

Internal Trainers

To build an internal knowledge-sharing system, reduce training costs, and improve training effectiveness, Feymer has established the *Internal Trainer Management System* and created an endogenous talent development model. On this basis, the Company selects skilled and experienced core employees from various departments to serve as internal trainers, and develops training courses covering core modules such as production operations, technology R&D, and marketing, thereby promoting the extraction and efficient transfer of best practices and advanced methods. During the Reporting Period, 25 internal trainers conducted a total of 33 training sessions.

Training Platform

The Company focuses on a talent-driven growth strategy and actively advances the digital upgrade of its training system. Meanwhile, it has introduced the "Times Bright CreSuccess" online learning platform and independently built a Feishu online course system. These platforms integrate course resources covering multiple areas such as professional skills and competencies, and innovatively offer multi-dimensional learning models including video instruction, document study, and online assessments. Employees can select suitable courses based on their job responsibilities and career development plans. The platforms enable flexible and convenient learning scenarios and provide solid support for talent growth and capability advancement.



"Times Bright CreSuccess" Online Learning Platform

Qualification

To comprehensively enhance employees' professional competence and overall capabilities, the Company has established and implemented the *Incentive System for Professional Certification, Title Evaluation, and Academic Advancement*. This system encourages employees to actively participate in various professional qualification examinations, apply for professional title evaluations, and pursue higher education. Employees who successfully obtain relevant certifications are rewarded, thereby stimulating employees' intrinsic motivation for self-learning and self-improvement, and fostering a positive, learning-oriented corporate culture.

Professional Qualifications

Construction Engineer, Cost Engineer, Registered Electrical Engineer, Registered Utility Engineer, Registered Environmental Protection Engineer, Certified Public Accountant, Certified Safety Engineer, Customs Broker, Human Resources Management Professional, Labor Relations Coordinator, etc



Professional Skills

Professional skill certificates issued by industry associations, categorized by business type (e.g., quality, procurement, and supply chain) and by profession (e.g., internal auditor, psychological counselor, and logistics specialist)

Title

Engineering: Engineer
Finance & Economics: Economist, Accountant, Auditor, Statistician, etc

Academic Degree

Associate Degree, Bachelor's Degree, Master's Degree, Doctorate Degree

Tiered and Graded Training

Based on employees' job responsibilities and career development plans, the Company has established a tiered and categorized training system, covering core training modules such as new employee orientation, job skill enhancement, and management capability development. Differentiated courses are tailored for employees across different functions and levels, achieving targeted and systematic talent development. The Company delivers training through multiple ways such as internal trainers, external experts and case studies to continuously strengthen employees' business skills and innovation awareness, thus empowering current and future development.

Selected Training Courses

Type of training	Training Topics	Targeted trainee
Leadership Training	•Capability Enhancement for Frontline Managers •Three Pillars for Management in the AI Era •Leadership and Team Management for Frontline Supervisors	•Shift Leader •Production Supervisors •Shift Supervisors
Professional Skills Training	•AI-Enabled Equipment Management •Everrising Holdings Secretary-Level Training •Forklift Skills Training at Fenghuang Factory •Fundamentals of Textile Printing and Dyeing—A Tuft of Cotton's Wonderful Journey •Comprehensive Solutions for Feymer Paper Chemicals	•Equipment Engineers •CEO Assistants •Forklift Operators •All Employees of the Chemicals Business Unit •All Sales Personnel in the Southern Region
General Skills Training	•PPT Skills Enhancement •Excel Application Training •Work Extraction—Overhaul Efficiency Improvement	•Office Staff •Sales Operations Personnel •Production and Equipment Supervisors at Fenghuang Factory and Membrane Factory

Case Secretary-Level Certification Training

During the Reporting Period, the Company organized a specialized training program for secretary-level certification. Through systematic learning and interactive discussions on key competencies including document processing, meeting management, and communication & coordination, the training helped participants strengthen their professional foundation and enhance their overall performance capabilities, thereby further improving the standardized operation of the Company's administrative support system.



Case Capability Enhancement Training for Production Team Leaders

In May 2025, the Company conducted management capability enhancement training for production team leaders based on an integrated "online learning + offline discussion" model. For the online component, the Company established a systematic teaching framework featuring 11 core thematic courses. These covered standard operating procedures such as five pre-shift inspections, ten in-shift controls, and three post-shift clearances, as well as soft skills such as upward reporting, downward communication, and employee emotion management. For the offline component, the Company focused on interactive practice. Through fishbowl meetings, team co-creation, and review discussions, team leaders were guided to tackle real management challenges. By exchanging ideas and sharing experiences, they deepened their learning and effectively enhanced frontline management efficiency.



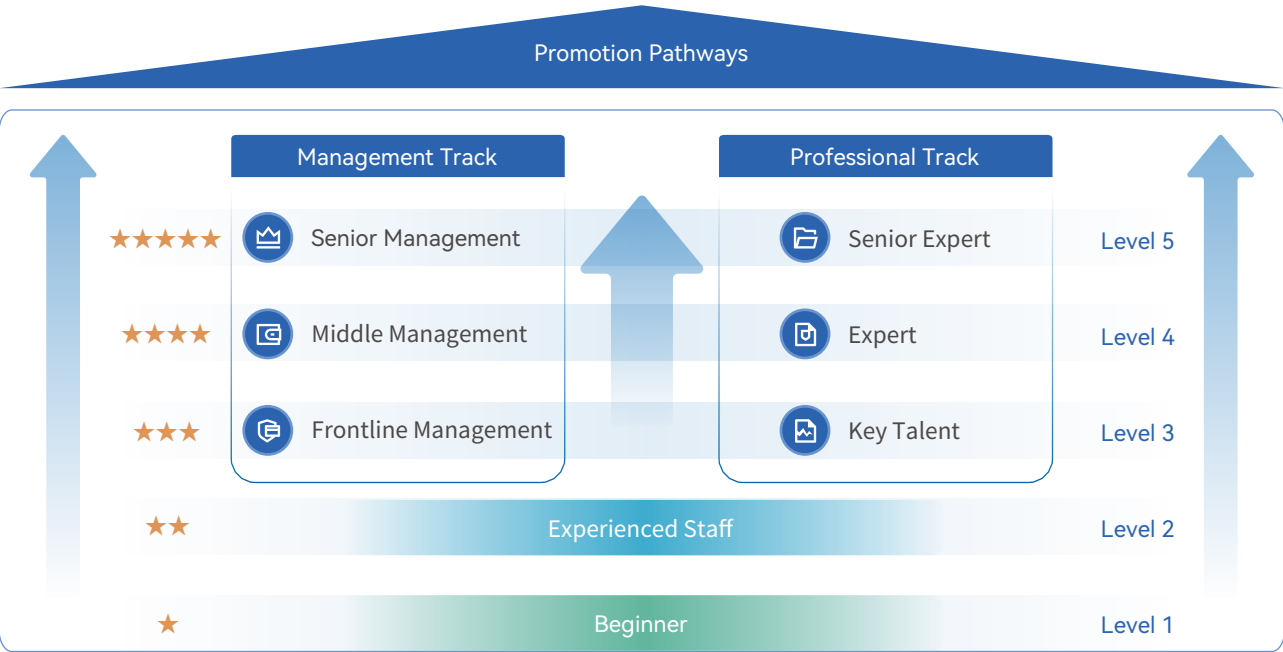
Indicator	Unit	2025
Investment in Employee Training	RMB 10,000	22.8
Number of Employee Training Sessions	Sessions	235
Number of Participants in Employee Training	Person-times	3,164
Total number of employees trained	Person	873
Total Duration of Employee Training	Hour	8,910
Average Training Duration per Employee per Year	Hour/Person	10.99
Coverage Rate of Employee Training (Training Ratio of Employee)	%	100

Note: 1. The total number of employees trained includes those who left and rejoined the Company during the Reporting Period;
2. The total training hours exclude specialized training hours such as work safety training hours.

Career Development

Feymer has established a dual-track promotion system, offering both management and professional pathways. For the management track, the Company provides specialized leadership training for core employees with management potential to accelerate their growth into versatile management professionals. For the professional track, the Company provides customized skills training to enhance employees' technical expertise and innovation capabilities and accelerate the development of industry-specific experts.

The Company has established the *Position Change Management System*, which outlines the criteria, processes, and standards for promotions, transfers, and rotations. The system encourages employees to apply for internal transfers based on their career development needs, provides opportunities for cross-departmental and cross-functional learning and growth, broadens employees' career horizons, and helps the Company build a pipeline of versatile talent to support high-quality development. During the Reporting Period, 65 employees underwent internal transfers or internal recruitments.



Guarding Health and Safety

Feymer integrates safety culture into the core of its corporate culture, and has established a robust occupational health and safety management system, with a "zero accident" target. The Company implements a safety control model characterized by full employee participation, end-to-end process control, and full-element coverage, continuously improving intrinsic safety levels and steadily advancing standardized work safety practices.

Occupational Health and Safety Governance

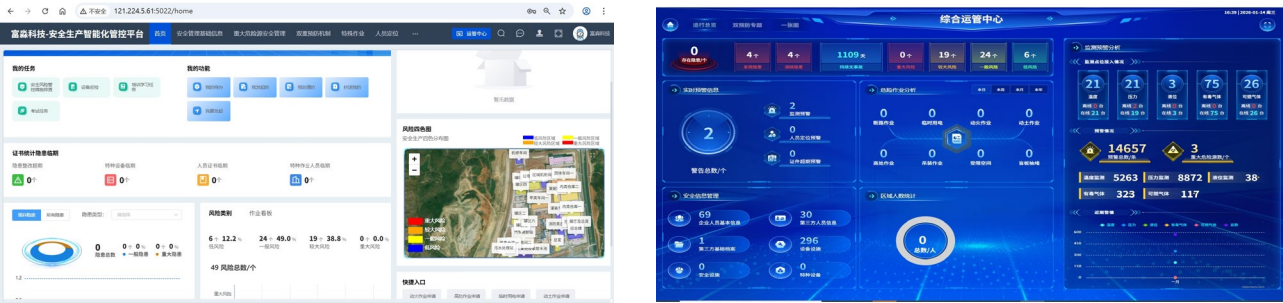
Feymer strictly complies with relevant laws and regulations, including the *Law of the People's Republic of China on Work Safety* and the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*. Upholding the principle of "Safety First, Prevention as the Priority, and Comprehensive Management", the Company has developed management systems such as the *Occupational Health Management System*, the *Work Safety Responsibility Evaluation System*, and the *Work Safety Reward and Penalty System*. In addition, the Company has established a work safety system led by management and centered on the EHS Department to coordinate policy revisions, education and training, emergency drills, safety inspections, and contractor management. As at the end of the Reporting Period, the Company and its subsidiaries Feymer Membrane and Jiangsu Changjiu have obtained ISO 45001 Occupational Health and Safety Management System certification.

To strengthen work safety supervision, the Company implements a work safety responsibility system that extends "horizontally to all areas and vertically to all levels". In addition, the Company requires all employees to sign letters of commitment on work safety annually, and regularly tracks and assesses the performance of safety responsibility by each department and workshop. Assessment results are linked to employees' annual performance and year-end bonuses. This fully motivates employees to actively fulfill their responsibilities and consciously comply with safety rules, effectively enhancing safety management implementation.



Digital Safety Management

The Company actively embraces intelligent transformation by introducing a "five-in-one" digital management platform. The platform integrates risk identification, hazard inspection, corrective action tracking, and data analysis, and enables safety managers to monitor risks across production areas in real time and to promptly allocate resources for hazard remediation, thus significantly improving safety governance efficiency and precision, and advancing scientific and refined work safety management.



Work Safety Digital Management Platform

Occupational Health and Safety Strategy

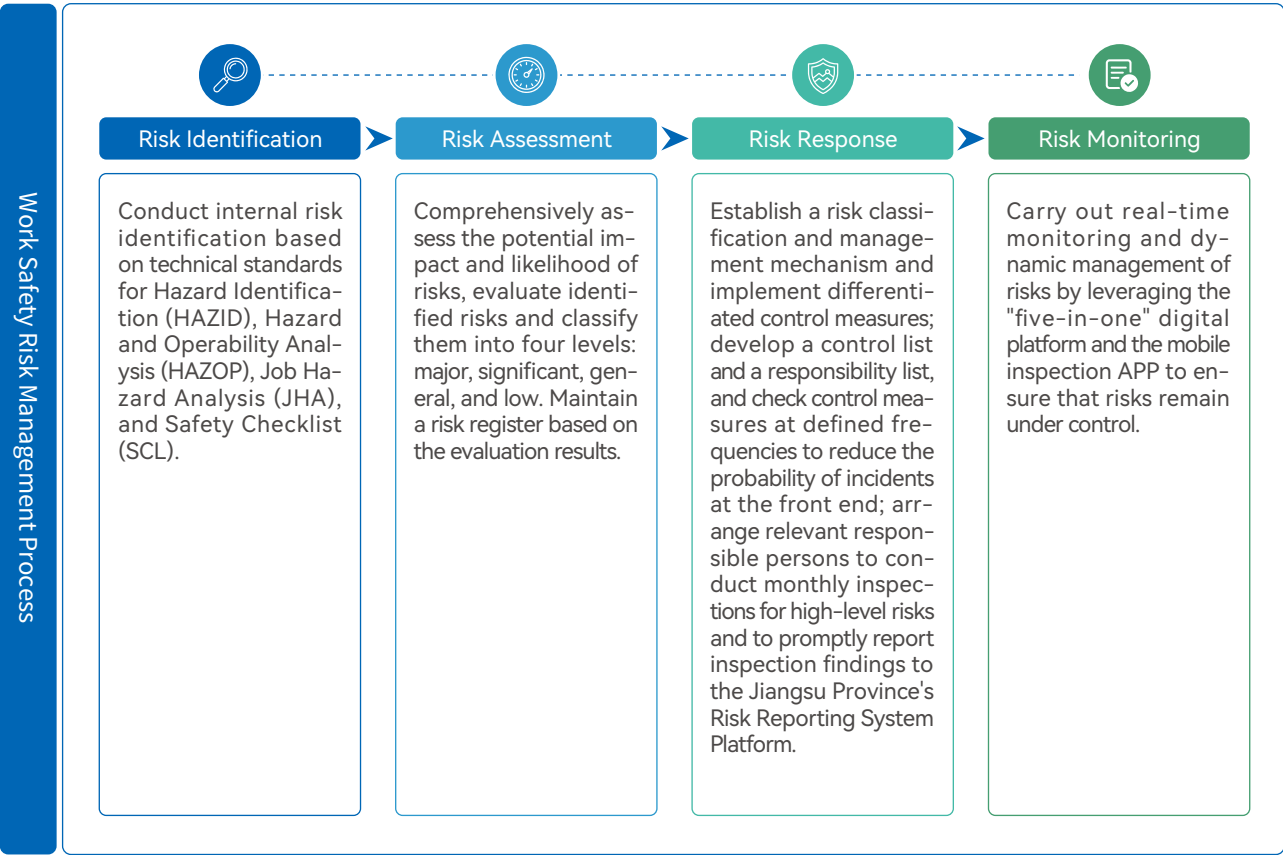
Potential Risks					
Type	Description	Likelihood of Occurrence	Impact Duration	Financial Impact	Countermeasures
Work Safety Risks	Aging production equipment or untimely/improper maintenance may lead to fire, explosion, or other safety incidents, potentially resulting in production interruption and delay.	Low	Short and medium term	Increased Production Costs Increased Maintenance Costs	Improve safety management policies such as those for dust explosion prevention, and establish control standards and operating procedures; conduct regular maintenance of production equipment and perform safety inspections; and develop scientifically sound emergency response plans and organize regular emergency drills.
Occupational Health Risk	Long-term exposure to hazardous substances such as dust and dangerous chemicals during production may damage employees' respiratory systems, skin, and other health aspects, leading to occupational health issues.	Low	Short term	Increase in medical costs	Implement a special medical examination mechanism for employees exposed to occupational hazard factors, and thoroughly identify occupational health risks; equip production workshops with effective protective facilities, provide employees with personal protective equipment (PPE), and guide and supervise employees on the correct use of personal protective equipment.

Potential Opportunities				
Type	Description	Likelihood of Occurrence	Impact Duration	Financial Impact
Efficiency Enhancement Opportunity	The Company implements comprehensive occupational health and work safety measures for employees, effectively enhancing employees' work focus and efficiency, supporting sustained business growth, and strengthening core competitive advantages.	High	Medium to long term	Increase in operating income

Occupational Health and Safety Risk Management

Risk Management Process

Guided by the principle of "proactively managing risks before they escalate into hazards and addressing hazards before they lead to incidents", Feymer has established a dual-prevention framework that integrates risk classification controls and hazard identification and remediation processes. In addition, the Company continuously improves risk control processes, defines clear responsibilities and inspection standards, addresses safety hazards at the source, and enhances overall safety management efficiency.



Inspection of Potential Hazard

Feymer has established a robust hazard identification mechanism. Through daily inspections, special inspections, seasonal inspections, holiday inspections, and expert assessments, the Company regularly inspects production sites, equipment, facilities, and work environments to promptly identify potential risks. For hazards identified during inspections, the Company maintains a hazard ledger which clearly defines responsible persons, corrective actions, and deadlines for rectification, and strictly implements a "Inspect-Record-Rectify-Verify" closed-loop process to ensure hazards are fully eliminated. In addition, the Company encourages employees to actively report risks and hazards, and provides rewards to employees reporting major hazards, striving to foster a culture of safety management characterized by full participation and joint prevention. During the Reporting Period, the Company conducted a total of 816 safety hazard inspections, and achieved a compliance rate of 99.9%. All hazards not yet rectified have been included in the register for ongoing follow-up to promote implementation of corrective actions.

Anqing Factory

Establish the *Hazard Identification and Remediation System*, clearly defining departmental responsibilities and workflows; Conduct hazard identification, develop a hazard rectification list and a major hazard checklist, and implement tiered management of identified hazards.

Changjiu Factory

Develop a hazard rectification plan, conduct a follow-up review of hazard rectification, and issue the *Review Opinion on Work Safety Accident Hazard Remediation*.

Rudong Factory

Conduct hazard identification based on the Company's self-inspections and external expert evaluations, prepare closed-loop rectification reports, deepen and broaden hazard identification, and promptly eliminate potential hazards.



Hazard Identification Training

Safety Emergency Management

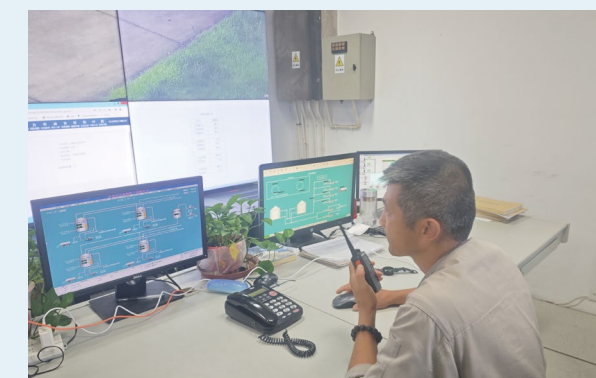
Feymer continuously strengthens its work safety emergency management system, and has established internal policies including the *Work Safety Accident Emergency Response Plan*, the *On-Site Disposal Plan*, and the *Fire Safety Management System*, which clearly define emergency responsibilities across all levels and coordination mechanisms. In addition, the Company improves supporting measures such as emergency material reserves and risk classification management, thereby comprehensively enhancing risk prevention and emergency response capabilities.

The Company regularly organizes emergency drills covering multiple scenarios such as fire, leakage, and equipment failure. Based on simulated real conditions, the drills test the feasibility and effectiveness of emergency response plans to ensure rapid and scientific response to sudden incidents, thus minimizing casualties and property losses. During the Reporting Period, the Company and its subsidiaries conducted a total of 38 safety emergency drills.



Case Emergency Drill

In June 2025, Jiangsu Changjiu organized special emergency drills focusing on such scenarios as natural disasters, extreme weather, and major hazards. During the tabletop exercise, department heads strictly followed the procedures outlined in the response plans, and identified key steps such as information transmission and resource allocation. During the field exercise, emergency response teams made rapid responses, and efficiently completed practical operations including personnel evacuation, leak stoppage, and casualty treatment. After the drills, the Company conducted comprehensive evaluations, developed corrective measures to address issues such as communication inefficiency and some employees' lack of emergency skills, and incorporated these measures into subsequent training plans, thereby continuously enhancing the emergency response capabilities of all employees.



Metrics and Targets for Occupational Health and Safety

Taking into account its annual business objectives and risk control requirements, Feymer establishes occupational health and safety management objectives scientifically. The objective system covers key dimensions such as accident prevention, hazard remediation, and occupational hazard control. By regularly tracking progress against these objectives, the Company drives a shift in safety management from "passive response" to "active prevention", effectively promoting steady improvement in occupational health and safety management and creating a safe, healthy, and reliable working environment for all employees. During the Reporting Period, the Company invested RMB 16.1242 million in work safety, representing approximately 1.16% of operating revenue.



Occupational Health and Safety Targets for 2025 Achievement

Incidence Rate of Occupational Diseases: 0	✓
Incident Reporting Participation Rate: 98%	✓
Timely Non-Conformance Rectification Rate: 95%	✓
Corporate Training Compliance Rate: 98%	✓
Number of Tier A/B Significant Incidents: 0	✓

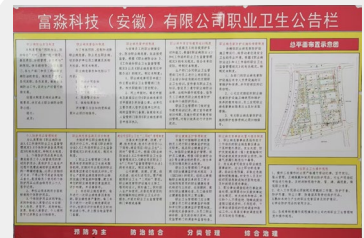
Safety Management Measures

Prevention of Occupational Diseases

The Company always prioritizes employee health, strictly follows national occupational health standards and strengthens comprehensive occupational disease prevention through multiple measures. By improving the work environment, optimizing production processes, enhancing personal protection equipment or taking similar measures, the Company aligns preventive measures with employees' actual work scenarios and health needs, thus building a strong line of defense for employee health and safety.

Notification of Occupational Hazards

Place warning signs in hazardous work areas, clearly indicating occupational hazards and their protective requirements, including the use of personal protective equipment, operational precautions, and emergency response methods, which enable employees to fully understand risks and prepare protective measures. Continuously disseminate occupational disease prevention knowledge through bulletin boards, internal notices, and other channels, thus strengthening employees' self-protection awareness and practical skills.



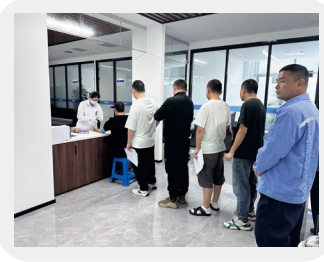
Occupational Hazard Testing

Annually engage a third-party professional testing agency to scientifically monitor occupational hazard factors such as dust, noise, and chemical toxins at the production site, based on job roles and time periods, ensuring full coverage. Based on the test results, develop rectification plans to prevent occupational risks at the source. Promptly update and post occupational hazard notification signs, safeguarding employees' right to know and fostering a transparent and compliant working environment.



Occupational Health Checkups

For employees exposed to occupational hazards, establish a regular medical examination mechanism, and scientifically design differentiated examination items based on the type and level of hazard associated with each role, to ensure precise alignment with protection needs. Maintain occupational health monitoring records to continuously track the health status of employees with potential risks, urge them to seek timely medical treatment and adjust their job positions as needed, thereby effectively protecting employees' health and life safety.



Health Protection Facilities

Based on the occupational hazards specific to each work area, provide employees with complete safety protection facilities: 1) in dust-prone work areas, install dust removal devices, and regularly clean and maintain them to effectively reduce dust concentration; 2) in high-noise work areas, set up sound barriers and sound-absorbing materials to mitigate hearing impacts; 3) for positions with exposure to toxic substances, install fume hoods, exhaust vents, and similar facilities to reduce toxic accumulation, continuously improving the working environment.

职业场所防护设施一览表				
防护设施名称	使用场所	设施位置	数量	防护用途
除尘设备	除尘车间	除尘房	1	降低粉尘浓度，保障员工健康
隔音屏障	喷涂车间	喷涂房	1	降低噪音，保障员工听力
通风设施	喷漆房	喷漆房	4	降低有害气体浓度，保障员工健康
除尘设备	除尘车间	除尘房	2	降低粉尘浓度，保障员工健康
隔音屏障	喷涂车间	喷涂房	4	降低噪音，保障员工听力
通风设施	喷漆房	喷漆房	3	降低有害气体浓度，保障员工健康
除尘设备	除尘车间	除尘房	1	降低粉尘浓度，保障员工健康
隔音屏障	喷涂车间	喷涂房	4	降低噪音，保障员工听力
通风设施	喷漆房	喷漆房	1	降低有害气体浓度，保障员工健康
除尘设备	除尘车间	除尘房	1	降低粉尘浓度，保障员工健康
隔音屏障	喷涂车间	喷涂房	1	降低噪音，保障员工听力
通风设施	喷漆房	喷漆房	1	降低有害气体浓度，保障员工健康
除尘设备	除尘车间	除尘房	1	降低粉尘浓度，保障员工健康
隔音屏障	喷涂车间	喷涂房	1	降低噪音，保障员工听力
通风设施	喷漆房	喷漆房	1	降低有害气体浓度，保障员工健康

Distribution of Personal Protective Equipment

Provide employees with personal protective equipment (PPE) that meets national standards, including dust masks, gas masks, protective gloves, and protective clothing. Regularly replace and update PPE to ensure effectiveness and suitability. Instruct and supervise employees on proper use of PPE, thereby providing ongoing and reliable health protection for all employees.

Training on Occupational Health and Safety

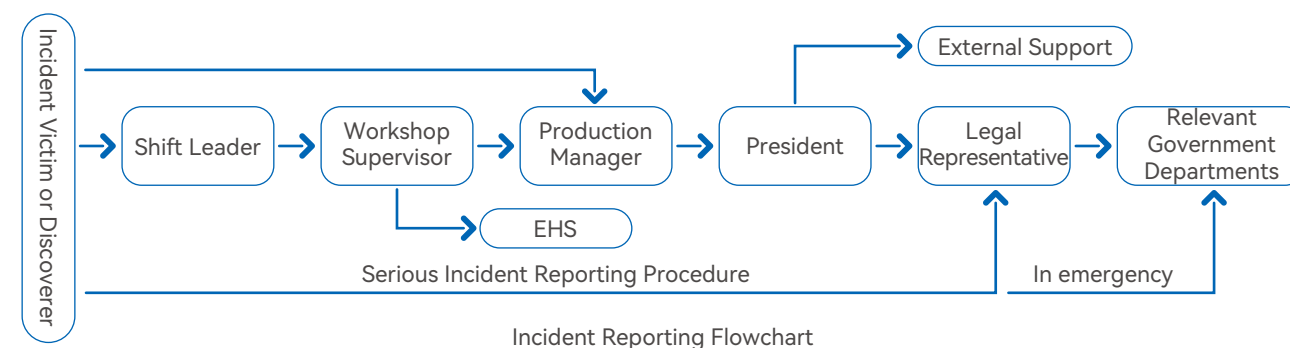
Conduct annual occupational health training through thematic lectures, case studies, and practical demonstrations to educate employees on core knowledge such as hazard identification, proper use of PPE, and emergency response skills. Evaluate training effectiveness, and based on the evaluation results, iteratively optimize training content and delivery methods to enhance training relevance and effectiveness, thereby reducing the probability of occupational diseases.



Indicator	Unit	2025
Permit Holding Rate for Personnel Engaged in Special Operations	%	100
Investment in Work-Related Injury Insurance	RMB 10,000	56.25
Coverage Rate of Work-Related Injury Insurance	%	100
Investment in Production Safety Liability Insurance	RMB 10,000	11.84
Coverage Rate of Safety Production Liability Insurance	%	100
Detection Rate of Occupational Hazard Factors	%	100
Qualification Rate in Detection of Occupational Hazard Factors	%	100
Number of New Occupational Diseases	Case	0
Coverage Rate of Health Checkups	%	100

Safety Accident Management

Feymer has established the *Incident Management System* to provide clear guidelines and procedures for handling all types of work safety incidents. The EHS Department organizes investigations through on-site inspections, personnel interviews, and data retrieval to determine the causes, define responsibilities, and develop corrective measures for identified management weaknesses, which clearly define responsible individuals/bodies and completion deadlines, thus forming a closed-loop management mechanism to prevent recurrence of similar incidents.



Indicator	Unit	2025
Number of Major Work Safety Accidents	Case	0
Number of Work-Related Deaths	Person	0
Work Hours Lost due to Work-related Injury	Hour	800
Total Man-hours	Hour	1,200,000
Injury Rate per Million Working Hours	Person/ Million Working Hours	0.83

Construction of Safety Culture

Feymer firmly upholds a strong awareness of the "red line" in work safety and a bottom-line mindset. Leveraging the "Safety Awareness Month" campaign, the Company organizes a variety of activities, including safety knowledge lectures, accident warning education, and safety knowledge competitions, thus fostering a strong cultural atmosphere where "everyone values safety and knows how to respond to safety emergencies".

The Company has set safety culture bulletin boards throughout office areas and factory sites, with regular updates on safety laws and regulations, typical case studies, and standard operating procedures. This builds a convenient and efficient safety knowledge learning platform, guiding employees to integrate safety concepts into their daily work and comprehensively develop standardized safe work habits.



Case Specialized Training on Safety Responsibility System

During the Reporting Period, the Company conducted specialized training on the work safety responsibility system. By combining regulation explanations with typical case studies, and through centralized lectures, interpretation of responsibility checklists, and group discussions, the training clarified the responsibility boundaries, job requirements, and accountability standards for each level and position, and reinforced the awareness of "dual responsibility per role, collective accountability for safety", thereby providing solid support for preventing and mitigating safety risks and eliminating responsibility-related incidents.



Case Safety Competition

In June 2025, Anhui Feymer hosted a competition on the donning and use of safety emergency equipment, covering such competition items as fire extinguisher use and air respirator donning. Participants were required to complete equipment selection, donning, and operations within a specified time limit. Judges conducted comprehensive evaluations based on operational compliance, completion speed, and emergency response capability, and team awards were presented. This competition fully motivated staff participation, fostered a "learning, competing, and surpassing" safety culture, and further consolidated the effectiveness of safety training.



Indicator	Unit	2025
Total Investment in Training on Work Safety	RMB 10,000	8
Sessions of Training on Work Safety	Session	12
Total Participants in Work Safety Training	Person	811
Total Duration of Training on Work Safety	Hour	10,020
Average Duration of Safety Training	Hour/Person	12.36
Coverage Rate of Safety Training	%	100
Coverage Rate of Training on Safety Risk Prevention	%	100

Contractor Safety Management

To effectively manage safety risks in outsourcing, Feymer has developed the *Contractor Management System*, which defines management requirements for contractor admission review, process supervision, and performance evaluation, and has established a robust risk prevention and control mechanism to ensure contractor compliance, thus preventing safety incidents at the source. During the Reporting Period, the Company experienced no contractor-related injuries or fatalities.



Management of Hazardous Chemicals

In compliance with the *Regulations on the Safety Management of Hazardous Chemicals*, Feymer has established the *Hazardous Chemicals Management System*. This system enables strict control over the entire chemical lifecycle, including identification and registration, procurement and distribution, handling and storage, and usage and disposal. Regular training sessions and risk assessments are conducted to enhance employees' understanding of properties of hazardous chemicals, hazard identification and labeling, safe handling procedures, and emergency response protocols. These measures effectively mitigate potential risks and ensure compliance with safety standards.

Management of Explosive Chemicals

- Procurement of hazardous chemicals requires a permit, and must strictly follow the product name and quantity specified in the permit. Quotas cannot be exceeded.
- Procedures for receipt acceptance, requisition, use, and return to storage require the involvement of at least two persons.
- Information on the purchase, use, and sales of hazardous chemicals must be recorded in the Public Security Bureau's Explosive Precursors Management System within five days.

Management of Precursor Chemicals

- Production and operation permits or filings must be completed before production. Sales require verification of buyers' purchase and transport certificates. Product packaging and manuals must clearly indicate ingredient information.
- Sales ledgers, purchase certificates, and other documents are retained for two years for review. Inventory counts are conducted and reported on time every month.



Contributing to Public Welfare

Rural Revitalization

In alignment with the national rural revitalization strategy, Feymer promotes the coordinated development of the local economy and the industry by leveraging local resource advantages, and introduces advanced production technologies and management expertise to empower the modernization of agriculture and rural areas. While enhancing the added value of agricultural products and building regionally distinctive brands, the Company helps farmers expand production and sales channels and increase their income. These practical efforts consolidate the foundation for industrial revitalization and contribute to the grand vision of rural revitalization.

Case Brand-Driven Agricultural Support to Promote Industrial Upgrading

Leveraging the unique advantages of "century-long cultivation history" and "China's Agricultural Product Geographical Indication" at Fenghuang Town, the Company proactively engaged in peach tree adoption activities, and promoted a shift from dispersed planting into centralized layout and standardized management, thereby improving the quality and scale of the industry. Relying on its brand influence and resource integration capabilities, the Company enhances the market recognition and awareness of Fenghuang honey peaches, opens up direct farm-to-market channels, strengthens product market competitiveness, and helps farmers achieve stable income growth, fully demonstrating the mission and commitment of a locally responsible enterprise.



Social Contribution

Charitable Activities

Upholding the philosophy of "taking from society and giving back to society", and guided by its development direction and strategic planning, Feymer prioritizes support for the local economy and industrial development, educational donations, poverty alleviation, and volunteer activities as key focuses of its public welfare efforts. Through these initiatives, the Company actively gives back to society, vividly embodying its original aspiration to care for its hometown and improve people's livelihoods.



Charity Certificate

Case Heartwarming Education Support

In August 2025, the Company's General Party Branch, in collaboration with the General Party Branch of Gaozhuang Village, hosted the sixth "Innovating for Excellence - Fostering the Future Talented through Education" scholarship ceremony. Scholarships were awarded to outstanding students from Gaozhuang Village. Students were also invited to visit the Company, allowing them to experience the charm of modern industry and technological innovation, and inspiring their youthful energy, thereby contributing to rural education development.



Volunteer Activities

Guided by the Lei Feng spirit of "serving the people wholeheartedly", Feymer actively organizes employees to participate in various volunteer activities, continuously injecting positive energy into community development and livelihood improvement. These efforts have been widely recognized by society, establishing the Company as a model for corporate social responsibility in the new era.

Case Blood Donation

In March 2025, in response to the call of the Zhangjiagang Red Cross Blood Station, the Company organized employees to participate in a voluntary blood donation activity. Blood donation knowledge was widely disseminated through internal announcements, corporate emails, and other means, encouraging active participation. Under the professional guidance of blood station staff, employees successfully completed information registration, health screening, and blood collection procedures, conveying life hope and social warmth through their donations.



Indicator	Unit	2025
Total Investment in Social Welfare	RMB 10,000	16.46
Number of Participants in Volunteer Activities	Person-times	1,277
Total Hours of Volunteer Service	Hour	20
Total Investment in Rural Revitalization	RMB 10,000	1.48
People Benefiting from Rural Revitalization	Person	50

Corporate Governance: Developing on Integrity and Pursuing Compliance for Long-Term Sustain- ability

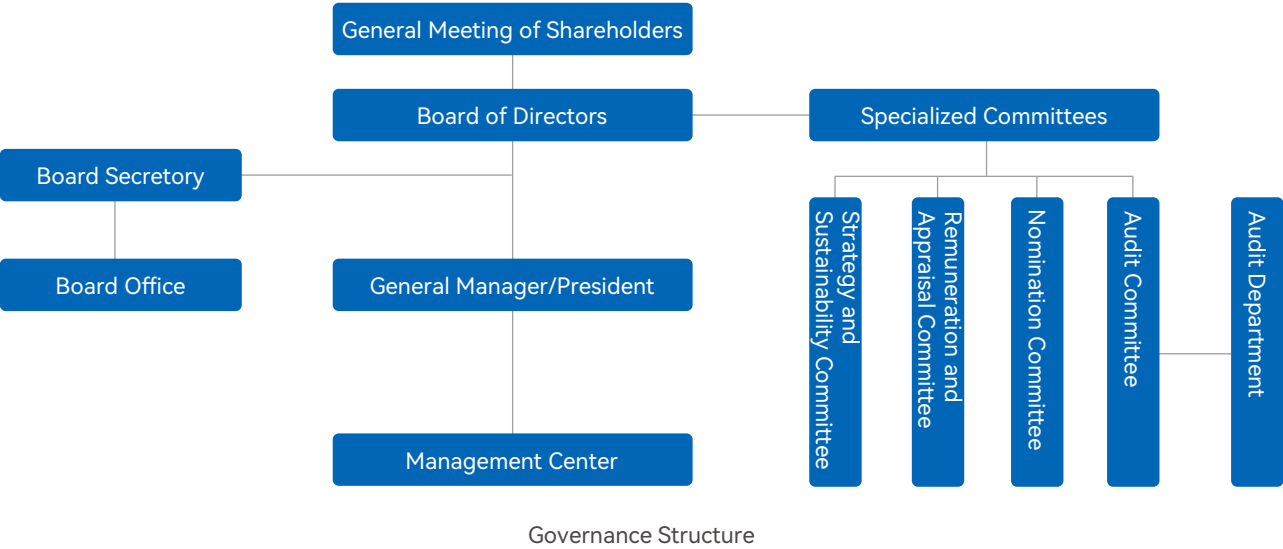
SDGs Responded in this Chapter



Standardization of Corporate Governance

Governance Structure

Feymer complies with the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Code of Corporate Governance for Listed Companies*, and other relevant laws, regulations, and regulatory requirements. Meanwhile, the Company strictly implements its internal governance systems, establishing a governance structure characterized by clear powers and responsibilities, effective checks and balances, scientific decision-making, and strong supervision. Each governance body fulfills its duties diligently and operates according to standards, laying a solid foundation for long-term win-win cooperation between the Company and its stakeholders.



Governance Structure

General Meeting of Shareholders

As the Company's highest decision-making authority, the General Meeting of Shareholders exercises decision-making power on major issues, e.g., formulation of business strategies, approval of profit distribution plans, and amendments to the Company's Articles of Association. In accordance with the *Articles of Association*, the *Rules of Procedure for the General Meeting of Shareholders*, and other relevant regulations, the Company standardizes procedures for convening and holding shareholder meetings, and combines on-site voting and online voting to guarantee equal rights to participation, information access, and voting for all shareholders, especially minority shareholders, thus promoting continuous, efficient, and standardized corporate governance.

Key Performance

During the Reporting Period, the Company held a total of **3** General Meetings of Shareholders, including **1** Annual General Meetings of Shareholders and **2** Extraordinary General Meetings of Shareholders, at which **22** proposals were reviewed and approved.

Board of Directors

The Board of Directors, as the core governance body of the Company, assumes the dual responsibilities of strategic decision-making and operational supervision and is accountable to the General Meeting of Shareholders, in accordance with applicable laws and regulations. The Company has established the *Rules of Procedure for the Board of Directors* to define the scope of authority, procedures, and voting mechanisms for board meetings, regulate directors' conduct, and achieve scientific, efficient, and compliant decision-making by the Board. This strengthens the governance foundation for the Company's stable operations and long-term development.

Board Committees

The Board of Directors has established four specialized committees, i.e., Strategy & Sustainability, Audit, Nomination, and Remuneration & Appraisal, and formulated rules of procedure for each committee. Based on the designated area of expertise, each specialized committee deliberates critical issues such as formulating medium- and long-term development strategies, enhancing the financial and internal control systems, establishing criteria for the selection of senior executives, and designing equity incentive programs. These efforts provide professional support for scientific decision-making by the Board and effectively mitigate operational risks.

Board Diversity

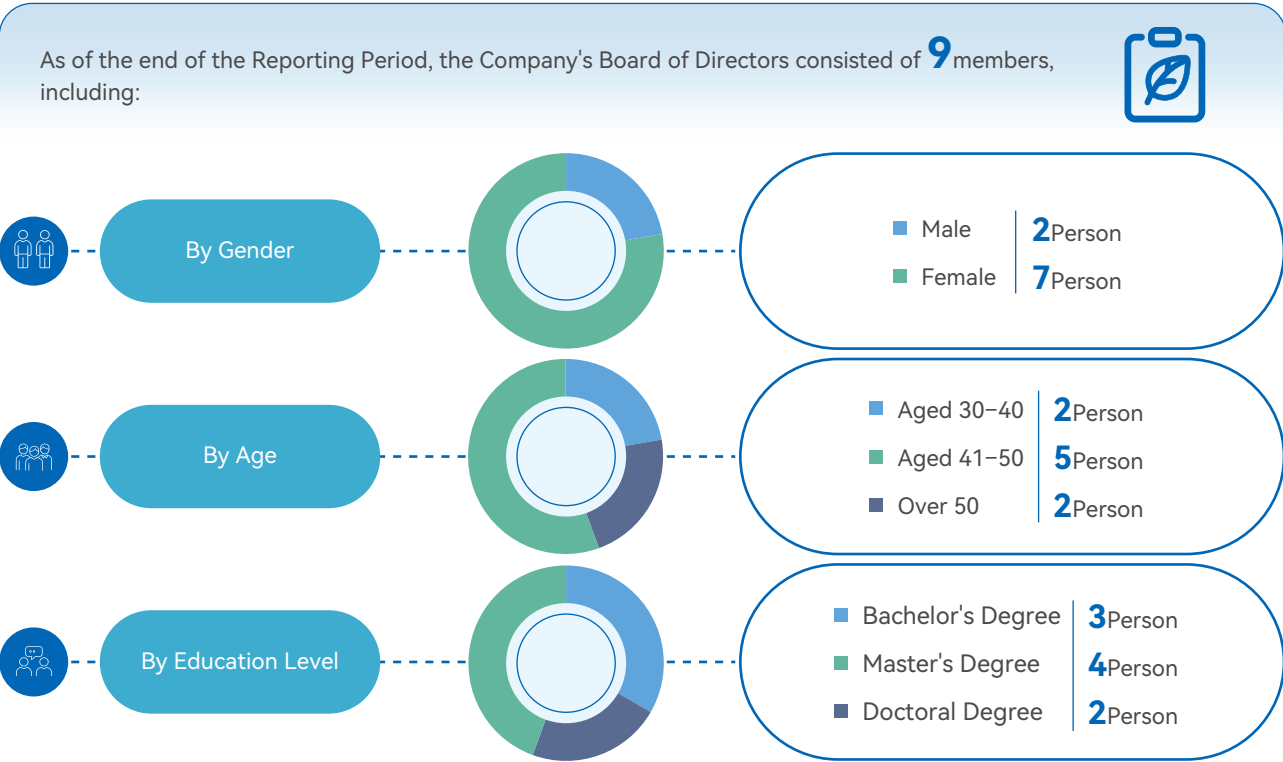
To continuously improve the governance structure, the Company takes into full consideration the diversity of board members in terms of gender, age, educational and cultural background, and professional expertise. Board members have deep expertise and extensive experience in areas such as industry operations, financial management, and risk control. The diverse backgrounds enable them to provide independent insights from multiple perspectives, effectively broadening decision-making horizons and offering multi-dimensional professional support for the Company's strategic planning and business development.

Key Performance

During the Reporting Period, **17** meetings of the Board of Directors were held, at which **100%** of Board members were present and **70** proposals were reviewed approved. **2** meetings of the Strategy Committee, **4** meetings of the Remuneration and Assessment Committee, **4** meetings of the Audit Committee and **4** meetings of the Nomination Committee. A total of **41** proposals were reviewed and approved at these meetings.

Members of the Board of Directors	Position	Gender	Age	Specialty
Qian Xin	Chairman of Board of Directors and General Manager	Male	44	Master of Finance
Zhang Liuyu	Directors	Male	54	Mechanical Engineering Researcher-Level Senior Engineer
Yang Kai	Directors	Male	40	Business Administration
Liu Changfeng	Directors	Male	41	MBA Certified Public Accountant & Certified Tax Agent
Li Ping	Executive Director & Deputy General Manager (Vice President)	Male	53	Master of Applied Chemistry
Wang Lihua	Worker director	Female	49	Financial management major
Wang Jing	Independent Directors	Male	36	Doctoral Degree Professor of Chemical Engineering and Technology
Xu Hanyou	Independent Directors	Male	50	Doctoral Degree Professor of Accounting
Hang Xuefang	Independent Directors	Female	45	Master's Degree

Key Performance



Board Independence

The Company has established and implemented the *Independent Director System*, which defines the qualifications, appointment procedures, scope of authority, and performance guarantees for independent directors. The Company attaches great importance to the active participation of independent directors in the decision-making of specialized committees, and enables independent directors to provide independent and objective professional opinions on key issues such as related-party transaction review, executive compensation determination, internal audit supervision, and major strategic decisions, thereby effectively safeguarding the overall interests of the Company and the legitimate rights and interests of minority shareholders.

Indicator	Unit	2025
Independent Directors	Person	3
Proportion of Independent Directors	%	33.33

Assessment of Board Effectiveness

The Company integrates the performance evaluation of independent directors into the Board effectiveness framework, and establishes and continuously improves relevant evaluation mechanisms. Independent directors conduct year-end performance reporting every year to comprehensively present their annual work performance. They are evaluated across dimensions such as diligence, independent decision-making, supervision and checks-and-balances, and professional contributions. This strengthens the foundation for scientific decision-making by the Board, and improves the overall operational efficiency of the Board and the efficiency of corporate governance.

Management of Remuneration for Directors and Senior Management

Directors and Senior Management Remuneration System

The Company has formulated the *Remuneration Management System for Directors and Senior Executives*, building a performance-centered incentive and restraint framework. Executive compensation is divided into two main components: base salary and performance-based pay. Taking into account multiple indicators such as the Company's annual business performance, departmental performance, and individual goal achievement, the Company conducts comprehensive evaluations of senior executives' work performance, and based on the evaluation results, determines the performance-based pay, fully motivating executives to actively fulfill their responsibilities and supporting the Company's steady business growth and implementation of its long-term strategy.

Key Performance

During the Reporting Period, the Company paid a total of RMB **10,017,672.95** in remuneration to directors and senior executives.

Compensation Clawback Mechanism

The Company has established a compensation clawback mechanism for directors and senior executives. If any relevant individual commits serious dereliction of duty or abuse of power, is penalized or publicly censured by regulatory authorities for significant violations, or engages in other serious misconduct that materially harms the Company's interests as determined by the Board of Directors or the General Meeting of Directors, the Company will suspend the payment of corresponding compensation. The Remuneration and Appraisal Committee will then initiate the performance-based pay clawback procedure.

Remuneration and Sustainability

The Company integrates sustainable development into its executive performance evaluation system. For the Chief Supply Chain Officer and factory managers, the KPI framework includes the core indicator of "Total Recordable Incident Rate (TRIR) per 200,000 man-hours", and differentiated quantitative targets are set based on the actual conditions of each production facility, i.e., 0.3 for the Fenghuang Factory, and 0 for Membrane Factory, Rudong Factory, and Anqing Factory. Safety performance is directly linked to executive compensation. Through this performance-driven approach, the Company reinforces executives' primary responsibility for environmental protection and safety management, thereby strengthening the foundation for sustainable development.

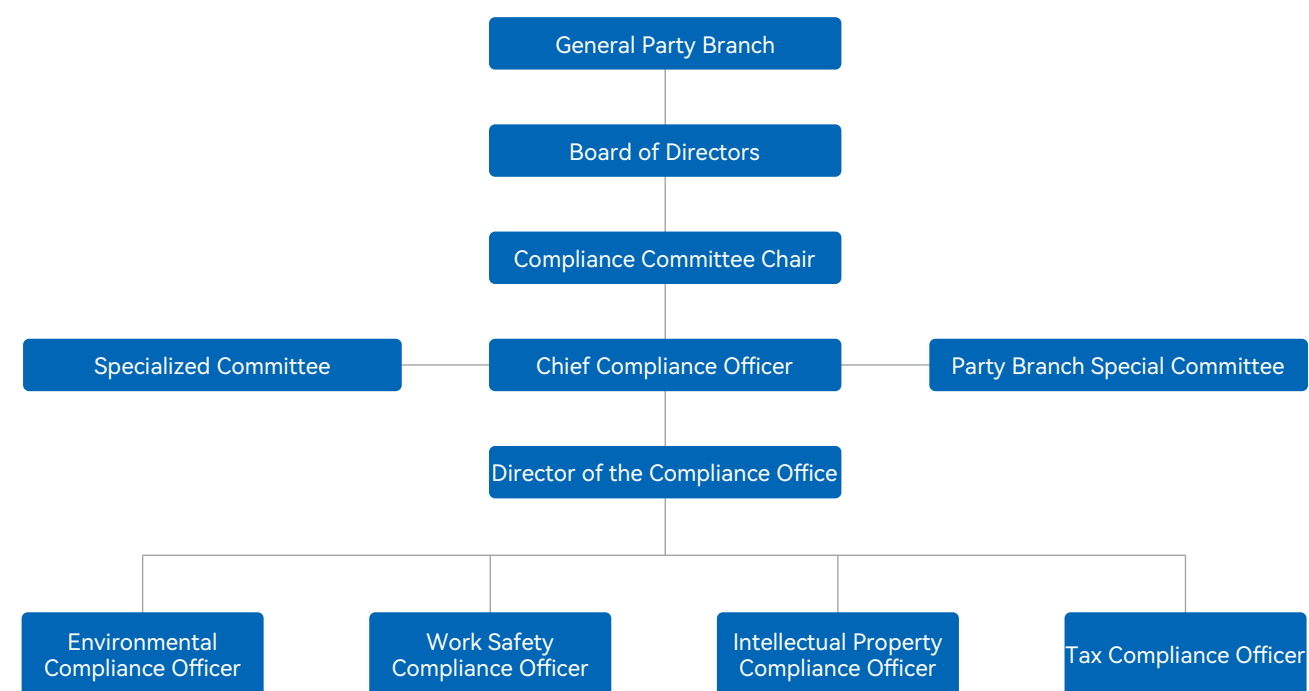


Compliance Risk Management

Compliant Operations

Compliance Management System

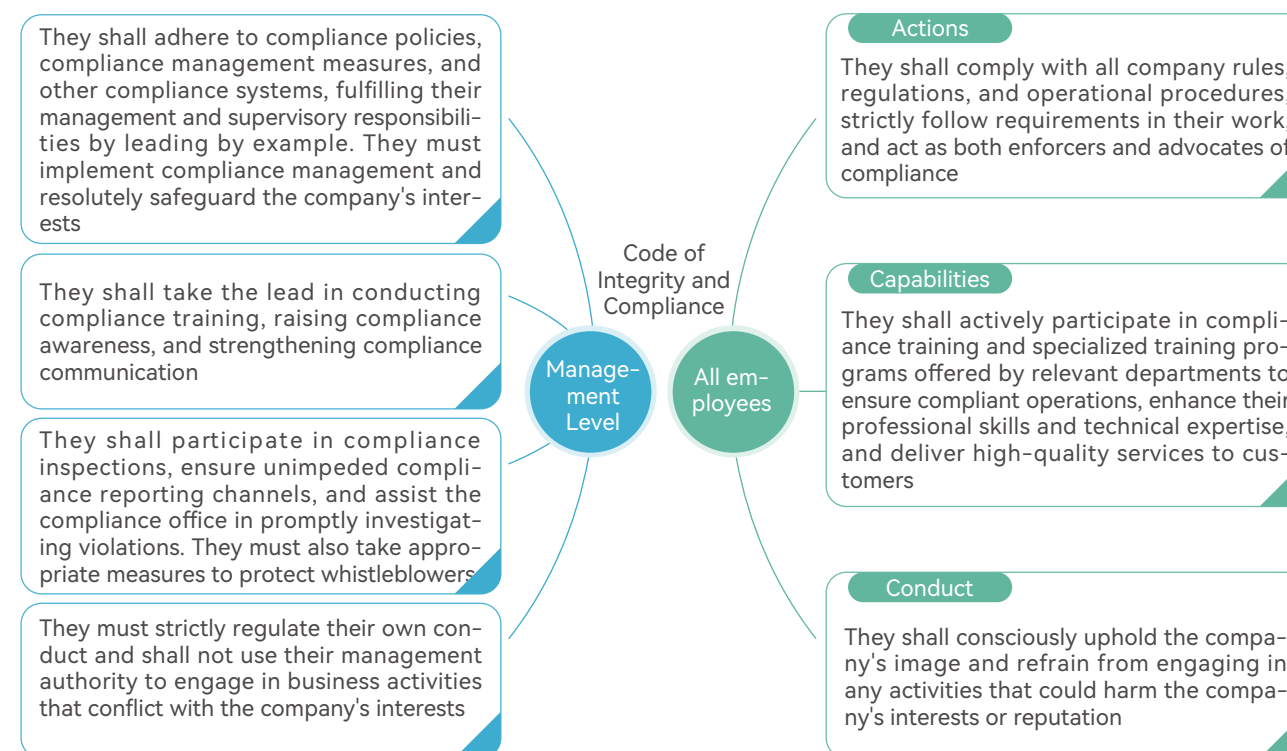
Upholding the compliance management principle of "Integrity in Operations, Sustainability in Growth", Feymer has developed management documents such as the *Compliance Management Manual* and the *Compliance Operation Regulations*, establishing an operating system characterized by "overall leadership of the General Party Branch, decision-making by the Board, and coordination by the Compliance Committee". Through the establishment of specialized management mechanisms in key areas such as environmental protection, work safety, intellectual property, and tax administration, which are implemented jointly by functional departments and business units, the Company enhances compliant operations and drives sustainable growth.



Compliance Management Structure

Compliance Management Measures

To strengthen company-wide compliance awareness and standardize operating management, the Company has formulated the *Code of Integrity and Compliance*, which clearly defines the core responsibilities and behavioral baseline for management and all employees in compliance management. On this basis, the Company guides employees at all levels to strictly adhere to compliance requirements, actively manage risks, and jointly maintain an orderly environment for compliant operations.



Construction of Compliance Culture

Feymer has established the *Compliance Training System* and *Compliance Culture Development Program*, which clearly define training standards, cultural development pathways, and compliance responsibilities of all employees. These systems promote the integration of compliance requirements into all aspects of daily operations and throughout the entire business process. In addition, the Company has set up a reward and penalty mechanism linking bonuses to compliance management, motivating employees to actively engage in compliance practices and driving the overall elevation of compliance standards across the industry.

Case Special Compliance Training

During the Reporting Period, the Company's Legal Department conducted dedicated compliance training for the Sales Department, systematically explaining compliance red lines and key points of risk prevention. This training enhanced frontline employees' compliance awareness and practical capabilities, and promoted the deep integration of compliance requirements into business scenarios, thus driving steady business growth.



Key Performance

During the Reporting Period, the Company conducted **8** compliance management training sessions, covering **1,122** participants, with a total training duration of **85.6** hours. No compliance risk incidents occurred.

Import and Export Compliance Management

Feymer has established an import-export compliance management system to achieve efficient, compliant, and controllable customs clearance. At the export stage, the Company strictly follows standardized operational procedures. Throughout the entire process from contract entry, order conversion and freight booking to stock preparation and customs declaration, all fundamental documents such as booking orders, MSDS, and maritime/air transport certificates are properly prepared according to regulations. For hazardous goods exports, additional documents including dangerous goods packing certificates, commodity inspection documents, and safety data sheets are provided, enabling categorized and complete management of basic and special documents.

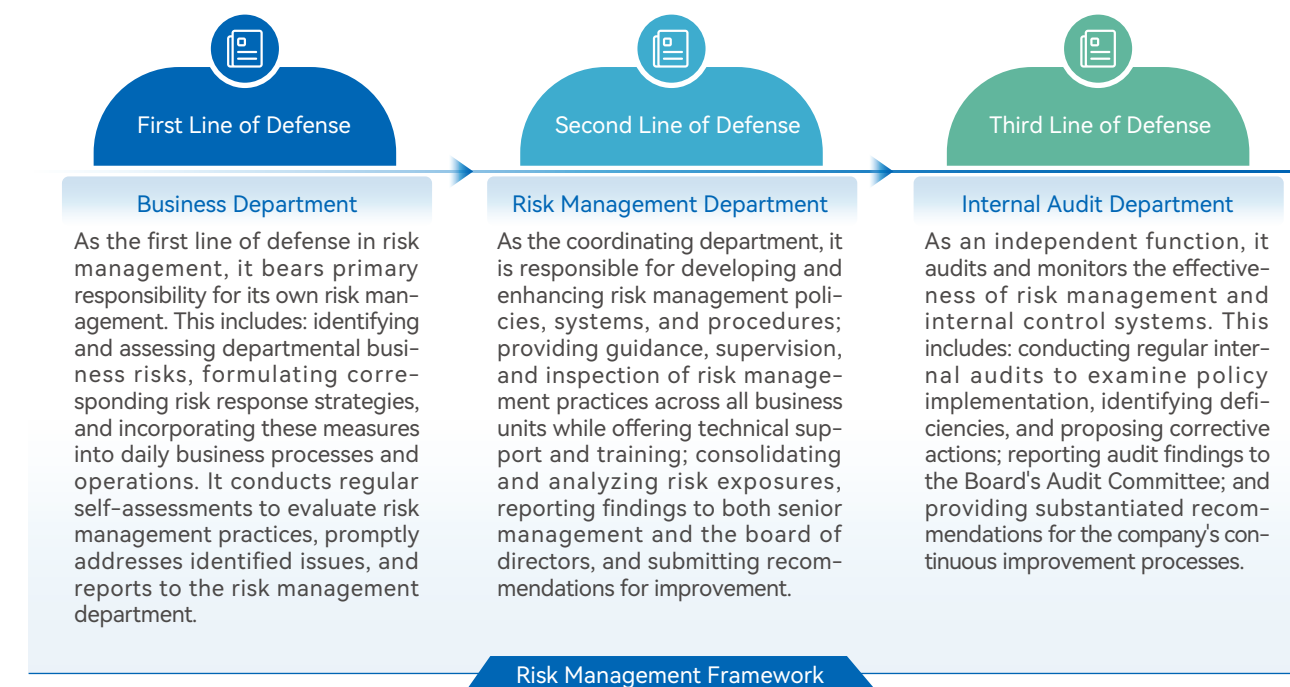
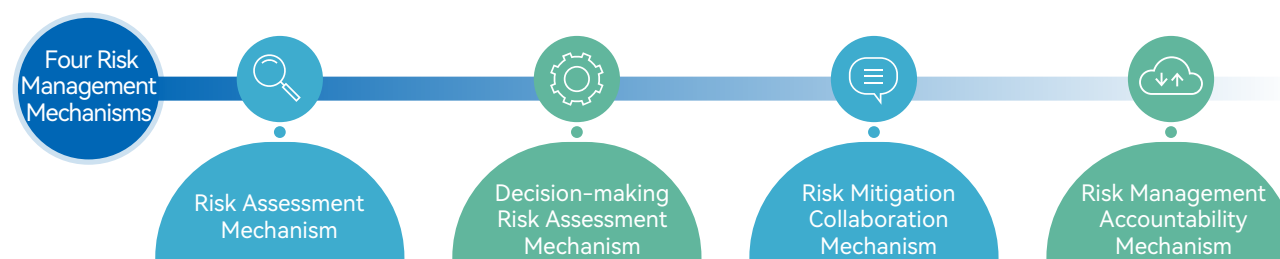
For the transportation of hazardous goods, the Company strictly follows the *International Maritime Dangerous Goods (IMDG) Code* and relevant domestic standards. Through certification of packaging compliance and standardized transport labeling, the Company has built a robust defense line for transportation. At critical stages, including document preparation, bill of lading confirmation, and shipping document compilation, the Company adopts a multi-level review mechanism to ensure full consistency of customs declaration and shipping documents with the actual cargo information, and comprehensively strengthens accountability for compliance management to effectively prevent import-export compliance risks.

Risk Management and Internal Control

Risk Management System

Feymer improves its overall risk management capability by establishing four major mechanisms, i.e., risk assessment, decision-making risk assessment, risk mitigation collaboration, and risk management accountability. In addition, the Company has also established a Three Lines of Defense framework comprising the business department, risk management department, and internal audit department under the unified leadership of the Board of Directors, comprehensively enhancing risk control effectiveness.

Feymer has set up a multi-tiered risk reporting system. Through data analysis, expert consultations, internal audits, and other methods, the Company identifies and evaluates risks across five key areas: corporate strategy, legal compliance, operations, market dynamics, and financial performance. For identified high-priority risks, the Company implements a hierarchical and categorized management system with corresponding mechanisms to ensure effective risk control and safeguard the security and sustainability of the Company's business operations.



Internal Control Management

Feymer strictly complies with the *Audit Law of the People's Republic of China*, the Company's *Articles of Association*, and other relevant regulations. Upholding the principles of legality, independence, objectivity, and fairness, the Company has revised and improved the *Internal Audit System*, under which the Audit Department is responsible for conducting risk audits, internal control evaluations, and special audits. By standardizing audit procedures, improving file management, and establishing clear reward and punishment mechanisms, the Company further enhances the professionalism and authority of internal audits, providing effective safeguards for compliant and steady operations.

The Company conducts an internal control self-evaluation every year, prepares and discloses the *Internal Control Self-Evaluation Report*, and engages third-party auditing firms to audit the effectiveness of annual financial statements and internal controls and to issue audit reports, thereby comprehensively enhancing internal control management. During the Reporting Period, the Company maintained effective internal control over financial reporting in all material respects, and there were no material and significant deficiencies in internal control over non-financial reports.



Training on Risk Management

The Company organizes specialized training on risk management across various areas to help employees improve their ability to identify and respond to risks in business operations, legal and regulatory compliance, and financial markets. These initiatives promote the deep integration of risk prevention concepts into practice and effectively strengthen the risk prevention awareness of all employees.

Case Legal Risk Awareness Training

In December 2025, the Company organized a company-wide training session entitled *Criminal Legal Risk Identification and Compliance Guidelines*. The training systematically outlined potential criminal legal risks in business operations, clarified the boundaries of compliance behavior and risk reporting channels, and comprehensively enhanced employees' legal awareness and adherence to bottom-line principles. By moving the risk prevention frontline to every employee, the Company has built a strong internal compliance defense line for its steady and sustainable development.



Tax Management

Upholding the principles of legal compliance, full payment of all due taxes, and full entitlement to all applicable tax benefits, the Company has formulated management documents such as the *Invoice Management Regulations*, *Financial Reporting and Disclosure Management System*, and *Tax Declaration Management System*. These systems strictly regulate invoice application and issuance, tax declaration and payment, and filing of tax-related materials, while strengthening supervision and control over tax activities to effectively prevent and mitigate potential tax risks. During the Reporting Period, the Company completed tax declaration and payments on time, with total taxes paid amounting to RMB 34.0691 million.

Related-Party Transactions

To maintain lawful, fair, and reasonable related-party transactions, the Company strictly complies with relevant laws and regulations, and has formulated the *Related Party Transactions Policy* based on actual operations, which clearly specifies pricing principles, decision-making procedures, and information disclosure requirements for related-party transactions, thereby safeguarding the legitimate rights and interests of shareholders and the Company. During the Reporting Period, all related-party transactions of the Company fell within the scope of normal business operations and went through the necessary decision-making procedures as required. These transactions complied with the operational standards for listed companies and the principles of market fairness, had no harm to the interests of the Company and all shareholders, and had no adverse impact on the Company's current or future financial condition or operating results.

Investor Relations Management

Information Disclosure

Guided by the core principle of information transparency, Feymer has established regulations such as the *Information Disclosure Management System* and the *Internal Reporting System for Material Information*, which clearly define the scope and content of information disclosure, as well as the preparation, review, and disclosure requirements for periodic reports and interim announcements. By optimizing internal reporting management mechanisms, refining the reporting, transmitting, reviewing and filing processes for internal major events, and developing confidentiality requirements and penalties for violations, the Company has built a clear, closed-loop, and effectively controlled information disclosure management system. This ensures that information disclosures are truthful, accurate, complete, timely, and fair, and effectively protects investors' legitimate rights and the Company's market credibility.

Key Performance

During the Reporting Period, the Company disclosed **4** periodic reports and **88** interim announcements, and experienced no information disclosure violations.



Public Opinion Management

Feymer has formulated the *Public Opinion Management System* and built a comprehensive public opinion management framework, which clearly defines the scope of control and handling principles for negative reports, rumors, and other public opinion. In addition, the Company has established a Public Opinion Management Leading Group headed by the Chairman. The Board Office is designated as the core department responsible for coordinating multi-channel public opinion collection, real-time monitoring, and file management, thereby solidifying the foundation for public opinion management.

The Company classifies public opinion as "major" or "general". General public opinion is addressed flexibly, while major public opinion is managed and addressed by the Leading Group through investigation, media communication, investor guidance, and the release of announcements. In addition, the Company strictly implements the confidentiality obligations and accountability mechanisms, building a robust defense line against public opinion risks.

Communication with Investors

To build a transparent and trustworthy bridge of communication with the capital markets, Feymer has established the *Investor Relations Management System*. On this basis, the Company enhances two-way information exchange with existing and potential investors, safeguards investors' legitimate rights such as the right to know and right to vote, enables the fair reflection of the corporate value in the Company's investment value, thus continuously improving market value management.

The Company has built a diversified investor communication system. Through channels such as announcements, the SSE "e-Interactive" platform, investor hotline, email, and official website, the Company promptly responds to investor inquiries and addresses market concerns. Through diverse activities such as performance briefings, shareholders' meetings, on-site visits, one-on-one communications, and surveys, the Company carefully listens to investors' feedback and suggestions, continuously strengthening investor confidence in and recognition of the Company's development.

Key Performance

During the Reporting Period, the Company responded to **22** inquiries on the SSE e-Interactive platform, with a response rate of **100%**; responded to over **200** investor calls and emails; held **3** online performance briefings; received over **20** institutional research visits; and published **1** record of investor relations activities.

Return to Shareholders

Feymer strictly complies with relevant laws and regulations on profit distribution and its *Articles of Association*. Based on its actual operations, cash flow status, and strategic planning, the Company prudently develops profit distribution plans. Before deliberating cash dividend proposals, the General Meeting of Shareholders fully solicits the opinions from minority shareholders through multiple channels, balancing reasonable returns for investors with sustainable development of the Company to achieve scientific and reasonable profit distribution. In addition, the Company grants unvested shares through share repurchase, and completes vesting and settlement promptly after the expiration of the employee stock ownership plan, effectively enhancing earnings per share.

Protection of Creditors' Rights and Interests

Supported by a robust and comprehensive internal control system, Feymer strictly maintains its defense lines for asset security and fund management. "Feymer Convertible Bonds" issued by the Company carried a credit rating of A, and they were all redeemed and delisted in February 2026. During the bond tenure, the Company consistently honored the spirit of contract and related agreements, strictly fulfilled its obligations of principal and interest payment, and maintained an excellent record of performance, with no debt default. Relying on a transparent and standardized information disclosure mechanism, robust business strategies, and a strict and efficient risk control system, the Company effectively safeguards the legitimate rights and interests of its creditors, and continuously shapes and maintains a high-quality market credit image.

 Adherence to Business Ethics

Anti-Commercial Bribery and Anti-Corruption

Anti-Corruption Management System

Feymer always prioritizes compliance, integrity, and honesty as core principles of business development. Guided by the *Anti-Corruption Management System and the Code of Conduct for Senior Management*, the Company embeds integrity requirements into all aspects of business management. In addition, the Company has set up a special working group for combating commercial bribery, and established a three-tier management system consisting of the decision-making level, execution level, and supervision level, with clear responsibilities and coordinated interaction, laying a solid foundation for long-term and institutionalized integrity-based development.

The decision-making level, led by senior executives, oversees the top-level design and strategic deployment of integrity governance. The execution level, led by department heads as primary responsible persons, promotes the implementation of integrity requirements. The supervision level, under centralized management by the Audit Department, is responsible for lead verification and handling, compliance self-inspections, and integrity training. The three levels form a company-wide, end-to-end system of code of conduct for business operations.

Anti-Corruption Risk Management

Supported by this three-tier management system (coordinated leadership at the decision-making level, efficient implementation at the execution level, and rigorous oversight at the supervision level), the Company facilitates collaboration across finance, procurement, audit and other functions. Based on strict audit procedures, the Company conducts in-depth anti-corruption risk investigations, focusing on high-risk areas such as bidding qualification review, fixed asset disposal and transfer, and bulk commodity procurement pricing. Joint reviews are carried out by cross-verifying procurement ledgers, conducting on-site asset inspections, and tracing the flow of payments. These efforts effectively strengthen checks and balances and process supervision at each stage, thereby building a comprehensive defense system against integrity risks. During the Reporting Period, the Company carried out integrity risk assessments in such key areas as expense reimbursement, invoice compliance, financial internal control, and approval processes, and maintained a rectification ledger. Corrective measures were developed and fully implemented for all issues identified through self-inspections, achieving closed-loop resolution. During the Reporting Period, the Company carried out integrity risk assessments in such key areas as expense reimbursement, invoice compliance, financial internal control, and approval processes, and maintained a rectification ledger. Corrective measures were developed and fully implemented for all issues identified through self-inspections, achieving closed-loop resolution.

Integrity Culture Development

Feymer embeds anti-corruption education into its daily management system, regularly organizes training on integrity and legal compliance, reinforces the ideological and behavioral commitment to integrity, and guides all staff to respect the rules, remain alert to potential violations, and strictly adhere to ethical and legal boundaries. These efforts aim to embed the value of integrity deeply within the Company, fostering a clean and upright working environment. For suppliers, the Company provides integrity training and education and compliance guidance to enhance their awareness of integrity and build a robust compliance defense line across the supply chain.

 Case Anti-Corruption Training

During the Reporting Period, the Company focused on such key positions as sales, and organized specialized anti-corruption training. The training systematically interpreted relevant domestic and international laws and regulations and conducted in-depth analysis through typical case studies to enhance the integrity awareness and legal risk prevention capabilities of employees in critical roles. This builds a compliance defense at the source of business operations, thus safeguarding the Company's healthy and sustainable development.

Integrity Supervision Mechanism

Feymer continuously improves the anti-corruption supervision mechanism. Internally, the Company strengthens full-process supervision and management, conducts regular integrity risk inspections focused on key positions and critical business processes, and regulates the exercise of authority and employee conduct. Externally, the Company has established standardized mechanisms for supplier management from admission review and cooperation management to supervision and accountability, creating a collaborative system for integrity building and joint risk prevention. The Company gives full play to the oversight function of the supervision level and reinforces the professional supervisory responsibilities of the Audit Department. Through special audits, routine inspections, and lead investigations, the Company enhances the application of oversight results and the closed-loop management of problem rectification, creating a sustainable integrity governance system based on a full-spectrum, multi-level supervisory synergy.

Integrity Management of Business Partners

Guided by national laws and regulations, and business ethics, Feymer firmly resists commercial bribery, improper transfer of benefits, and other violations. Besides, the Company has established a comprehensive integrity management system for business partners, embedding integrity requirements into the entire cooperation lifecycle. All partners are required to conduct business dealings based on the principles of integrity, transparency, fairness, and justice. The Company is committed to working with business partners to foster a clean and upright cooperation ecosystem, deepen mutual trust on the basis of integrity, and achieve long-term mutual development through compliant operations, jointly maintaining a fair and orderly market environment.

Whistleblowing and Protection of Whistleblowers

Feymer has formulated the *Whistleblowing and Investigation System*, which clearly defines the scope of reportable matters and the time limits for case handling. Upholding the principles of objectivity, fairness, and compliance with relevant rules, the Company strictly follows compliance investigation procedures while fulfilling whistleblower protection responsibilities to safeguard their legal rights, thus promoting the efficient operation of the integrity supervision mechanism.

Reporting Channels

Whistleblowing Hotline: 0512-58110626
Whistleblowing Email: fmsj@feymer.com
Written or face-to-face reporting: Audit Department, Feymer Headquarters Building, No. 26 Zhongshan Road, Fenghuang Town, Zhangjiagang City, Suzhou, Jiangsu Province

Handling Process

Case Acceptance: Receive integrity-related reports through face-to-face interviews, letters, phone calls, and other channels, and complete registration.
Classification and Handling: Classify cases on corruption, commercial bribery, and other matters by type and severity, and designate individuals/departments for investigations.
Compliant Investigation: Conduct investigations strictly in accordance with the procedures, and form investigation conclusions and recommendations.
Reporting: Report investigation progress and results in a timely manner according to management authority.

Whistle-blower Protection

Retaliation against whistleblowers constitutes a serious violation of company rules and will be strictly punished once verified. All employees are strictly prohibited from retaliating against whistleblowers, investigators, or individuals assisting in investigations. A whistleblower who experiences retaliation may report the matter to the Company, which will investigate and address it in accordance with relevant regulations.

Anti-monopoly and Anti-unfair Competition

The Company complies with applicable laws and regulations, including the *Anti-Monopoly Law of the People's Republic of China* and the *Anti-Unfair Competition Law of the People's Republic of China*, and has established the *Anti-Unfair Competition Policy*, which incorporates anti-monopoly and fair competition requirements into the Code of Conduct for all employees, and clearly defines various forms of unfair competition, such as false advertising, commercial defamation, and trade secret infringement. The Human Resources Department is designated to oversee compliance with anti-unfair competition practices. Through regular training and awareness campaigns, the Company raises employees' awareness and vigilance regarding unfair competition practices, thereby safeguarding market order and the Company's reputation.



Case Training on Anti-Monopoly and Anti-Unfair Competition

During the Reporting Period, the Company organized specialized training on anti-monopoly and anti-unfair competition, with emphasis on relevant laws and regulations such as the *Anti-Monopoly Law of the People's Republic of China* and the *Anti-Unfair Competition Law of the People's Republic of China*. The training provided systematic interpretations and case-based warnings on key compliance risks such as monopoly agreements and false advertising. This further strengthened employees' compliance awareness regarding lawful operations and fair competition, and promoted stable, orderly, and standardized business operations.

Indicator	Unit	2025
Sessions of Training on Anti-Commercial Bribery and Anti-Corruption	Session	16
Total Number of Participants in Training on Anti-commercial Bribery and Anti-Corruption	Person	1,122
Including: Directors and Senior Management	Person	8
Percentage of Directors and Senior Management	%	72.73
Signing Rate of Integrity Agreements and Related Commitments to Business Ethics Among Employees in Key Positions	%	100
Number of Concluded Corruption Litigation Cases	Case	0
Amount Involved in Lawsuits or Major Administrative Penalties Due to Commercial Bribery and Corruption	RMB 10,000	0
Number of Training on Anti-Monopoly and Fair Competition	Session	16
Number of Participants in Training on Anti-Monopoly and Fair Competition	Person	1,122
Amount Involved in Lawsuits or Major Administrative Penalties Due to Unfair Competition	RMB 10,000	0

Note: The total number of participants in anti-commercial bribery, anti-corruption, anti-monopoly, and fair competition training includes those who left and rejoined the Company during the Reporting Period

Appendix

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 Feedback Form

We appreciate your time in reading the *2025 Environmental, Social and Governance Report of Jiangsu Feymer Technology Co., Ltd.* To improve Feymer's performance in environment, society, and governance, further enhance its sustainable development capabilities and levels, and strengthen communication with all sectors of society, we sincerely hope that you will provide valuable feedback and suggestions on our work and report amidst your busy schedule, through the following modes.

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Your Information

Name: _____ Tel. _____
Unit: _____ Email: _____



Multiple Choice Questions (Please check the appropriate box)

1. Your overall assessment of Feymer's 2025 Environmental, Social, and Governance (ESG) Report:
☐ Good ☐ Average ☐ Needing Improvement ☐ I don't know
2. How do you think Feymer has performed in terms of customer service?
☐ Good ☐ Average ☐ Needing Improvement ☐ I don't know
3. How do you think Feymer has performed in terms of technological innovation?
☐ Good ☐ Average ☐ Needing Improvement ☐ I don't know
4. How do you think Feymer has performed in terms of corporate governance?
☐ Good ☐ Average ☐ Needing Improvement ☐ I don't know
5. How do you think Feymer has performed in terms of team building?
☐ Good ☐ Average ☐ Needing Improvement ☐ I don't know
6. How do you think Feymer has performed in terms of social welfare?
☐ Good ☐ Average ☐ Needing Improvement ☐ I don't know
7. How do you think Feymer has performed in terms of sustainable supply chains?
☐ Good ☐ Average ☐ Needing Improvement ☐ I don't know
8. Do you have any other comments on Feymer's performance in sustainable development?

