

2025

Shenzhen Huntkey Electric Co., Ltd

Environmental, Social and Governance (ESG) Report



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About This Report

Huntkey 航嘉

Report Overview >>>

This report is the first Environmental, Social and Governance (ESG) Report released by Shenzhen Huntkey Electric Co., Ltd. (hereinafter referred to as Huntkey, the Company, or we). It aims to systematically disclose to stakeholders—including the Company's shareholders, local governments and regulatory authorities, employees, customers, partners and suppliers, media and the public, and local communities—our philosophy, management approach, actions, and highlights in ESG performance for the year 2025.

Scope of the report >>>

This report covers Shenzhen Huntkey Electric Co., Ltd. and its subsidiaries, including Shenzhen Huntkey Electronics Co., Ltd. (hereinafter referred to as Huntkey Electronics), Heyuan Huntkey Industrial Co., Ltd. (hereinafter referred to as Heyuan Huntkey), and Heyuan Yongjia Industry Co., Ltd. (hereinafter referred to as Yongjia). Unless otherwise specified, the reporting period is from January 1 to December 31, 2025.

Reporting Framework >>>

This report has been prepared with reference to the Global Reporting Initiative's Sustainability Reporting Standard (GRI Universal Standards 2021) and the United Nations Sustainable Development Goals (SDGs) Corporate Action Guide.

Report Access >>>

Both the Chinese and English reports are available for downloading via Huntkey official website (www.Huntkey.com).

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Message from Management

Global industrial restructuring and accelerated energy transition bring widespread uncertainty. An enterprise's ability to uphold sustainable commitments amid complex market conditions has become a core benchmark for its resilience and long-term value creation. In 2025, Huntkey adhered to the corporate vision of to be a respected enterprise, guided by the values of humility, value creation, and pursuing dreams, and the strategic axis of consolidating fundamentals, stabilizing expectations, and benefiting the long run, and continued to build a sustainable industry ecosystem with self-driving force.

As a professional manufacturer of IT and consumer electronic power supply products, Huntkey recognizes that high-quality growth is inseparable from systemic sustainable operational capabilities. In 2025, the company achieved stable growth in operating revenue, and steady progress in product shipments and market expansion. At the same time, we took ESG as an important lever for governance advancement, transformed sustainable strategies from a sense of responsibility into organizational capabilities, and continuously strengthened the foundation in multiple dimensions such as governance system, operational mechanism, risk control, and green manufacturing.

Anchoring in Low Carbon to Drive the Green Manufacturing Engine

Huntkey 航嘉

We believe that green manufacturing is not an option but a necessary path for survival. In response to the global carbon neutrality trend and increasingly stringent industry standards, the Company proactively integrates environmental responsibility into R&D design, process optimization, and product delivery to build a low-carbon, efficient, and intelligent green manufacturing system.

To this end, we continued to advance key initiatives such as intelligent testing lines, process energy efficiency improvements, and end-to-end hazardous substance management to form a systematic solution that spans from source substitution to process emission reduction.

Empowering Employees and Ecosystem Partners to Build a Responsible Value Chain

We firmly believe that employees are the Company's greatest asset and that partners are the starting point of co-creating value. Whether building organizational resilience or improving market responsiveness, we rely on broad trust, mutual respect and collaboration.

Under the strategic pillar of Putting Clients First, Empowering Value Creators, Building Platforms, Attracting Talent, Growing Together, the Company has initially established an employee management system covering occupational health, safety management, capability development, and cultural cohesion. We actively promote fair employment and diversity and inclusion policies, enhance frontline safety training and performance incentives, and facilitate parallel development paths in talent cultivation and value realization. Meanwhile, in supply chain collaboration, we have established a green supplier entry mechanism and promoted traceable materials, conflict mineral commitments, tiered management, and closed-loop annual audits, thereby fostering a collaborative and mutually beneficial ecosystem.

Consolidating Governance Foundations to Strengthen Corporate Resilience

Robust governance is a strategic consensus consistently upheld by the Company. We have established a three-tier governance structure centered on the Board of Directors, encompassing the decision-making level, executive level, and business lines to ensure rigorous decision-making, enforceable institutional execution, and timely feedback loops. At the same time, we continuously refine our compliance management system and strengthen supervision mechanisms in key areas such as production safety, financial transparency, anti-corruption, and data compliance.

Vision Illuminates the Future, and Value Guides the Way

We understand that ESG is not a decorative add-on but an intrinsic driver for navigating cycles. Looking ahead, Huntkey will remain committed to putting clients first, empower value creators, steadfastly advancing digital empowerment, green leadership, and shared responsibility. In a dynamic environment, we will strive for steady progress and collective success, embarking on a new journey toward sustainable development with all stakeholders.

About Huntkey

Huntkey 航嘉

Company Overview >>>

Shenzhen Huntkey Electric Co., Ltd. (hereinafter referred to as Huntkey) is a core enterprise of Huntkey Group founded in 1995. The company is located in Huntkey Industrial Park, Bantian Street, Longgang District, Shenzhen. It is a member of the International Power Manufacturers Association (PSMA), the Vice Chairman of the China Power Supply Society (CPSS), and a member of the China Electric Vehicle Charging Technology and Industry Alliance.

The corporate mission of Huntkey is rooting in electronic and electrical power technology, focusing on the power supply, energy storage, and thermal management industries, driving technological progress, and leading low-carbon development in the industry.. The company is mainly engaged in the research and development, design, manufacturing, and sales of power and electronic systems required for products in the fields of IT, ICT, AIOT, and other integrated professional service providers. The company's products cover power supplies, adapters, chargers, smart electricians, heat sinks, precision components, inverters, energy storage, etc. required for computers, data centers, consumer electronics, industrial automation, new energy, etc. At the same time, it has strong supporting capabilities for hardware structural components, injection molded parts, wire materials, transformers, SMT, and OEM whole machine assembly and testing capabilities.

Huntkey has passed multiple international standard certifications such as ISO 9001, QC080000, ISO 14001, ISO 45001, ISO 50001, RBA, etc. While continuously pursuing business performance, it actively fulfills its ESG responsibilities and contributes to global sustainable development.

Corporate Vision

To be a respected enterprise

Core values

Stay Humble
Create Value
Pursue Dreams

Business Philosophy

Putting Clients First
Empowering Value Creators
Building Platforms, Attracting Talent, Growing Together

Huntkey has a professional R&D team and has established an R&D system aligned with international standards. Adhering to independent innovation and focusing on electronic product application technologies, the company collaborates with universities and research institutes both at home and abroad on multiple projects. The company boasts a laboratory and industrial design platform spanning nearly 3,000 square meters, equipped with over 2,500 pieces of testing equipment and software systems, along with a self-developed Product Lifecycle Management (PLM) system and Computer-Aided Design (CAD) system. In 2012, the Huntkey Laboratory obtained the CNAS accreditation certificate issued by the Certification and Accreditation Administration of China. In the same year, it was recognized as a "Shenzhen Municipal Research and Development Center" by the Shenzhen Development and Reform Commission, the Bureau of Economy and Trade, and other departments. In 2018, the laboratory was once again honored with the designation of Guangdong Provincial Engineering Technology Research Center for Green and Intelligent Power Supply certified by the Guangdong Provincial Department of Science and Technology. Additionally, the company has established scientific research laboratories at its industrial bases in Heyuan and Hefei.

In terms of brand building, Huntkey continuously advances the operations and sales of its proprietary brand, steadily enhancing its brand influence and establishing a diversified product portfolio across key market segments, including esports, commercial, and consumer markets.

Research Directions: High-efficiency, high-frequency, and compact AC-DC power supply technology, smart home technology, EV charging pile technology, ultra-low standby power consumption technology, thermal management technology, low-noise and interference suppression technology, wireless charging technology, high-reliability home appliance and industrial control technology, microcontroller application technology, mold design technology, advanced materials technology, software simulation technology, experimental testing technology, process and automation technology, and user experience.

ODM and OEM Manufacturing Solutions

Centered on clients' needs, the company has built a highly collaborative design, R&D, and manufacturing system. On the design and R&D front, it is deeply involved in critical stages such as product definition, industrial design, structural layout, feature integration, and material selection. On the manufacturing front, its services cover pilot production management, process optimization, and delivery assurance, creating a comprehensive service loop from concept ideation and prototyping to mass production. Furthermore, leveraging automated production and testing lines, refined process control, and an integrated information management platform, the company precisely meets the diverse requirements of global clients for various power products in terms of functional specifications, lead times, quality consistency, and environmental compliance.

Thanks to its outstanding delivery performance and continuously optimized supply chain capabilities, Huntkey has earned high recognition and secured long-term partnerships with numerous renowned global brands, including Lenovo, Dell, and Hikvision.

Through its ODM and OEM manufacturing solutions, Huntkey has established stable, mutually trusting, and long-term partnerships with its clients, jointly enhancing the market competitiveness of end products while ensuring brand consistency. Looking ahead, the company will continue to optimize its manufacturing capabilities and response efficiency, driving the deep integration of green smart manufacturing and flexible production to deliver even more sustainable value to its partners.

Huntkey Product Portfolio

Product Type	Details	Pictures
Switching Power Supply	Providing design, development, and manufacturing services for a wide range of power supplies from 5W to 3200W, including PC power supplies, industrial power supplies, chargers, adapters, server power supplies, and power converters.	
Chassis	Providing design, development, and manufacturing services for Chassis of various sizes.	
Cooling Fan	Providing design, development, and manufacturing services for both consumer and industrial cooling fans.	

Rank	Company Name	Rank	Company Name
238	深圳市南集团有限公司	36.20	
239	深圳伟佳电子股份有限公司	37.56	
240	深圳长江船舶股份有限公司	37.60	
241	深圳市米星电气股份有限公司	37.33	
242	深圳市鑫源科技股份有限公司	37.24	
243	深圳市卓越物业管理有限责任公司	37.08	
244	深圳市微承进出口有限公司	36.96	
245	深圳市航嘉驰源电气股份有限公司	36.78	
246	金龙集团股份有限公司	36.75	
247	深圳市艾比鑫光电股份有限公司	36.63	
248	深圳市南北诺斯集团有限公司	36.56	
249	深圳市华宝新能源股份有限公司	36.06	
250	深圳市三诺股份有限公司	36.03	
251	深圳市东方富源供应链股份有限公司	35.58	
252	深圳市瑞智源科技股份有限公司	35.54	
253	深圳市中孚源供应链股份有限公司	35.52	
254	深圳市星源材料科技股份有限公司	35.41	
255	第一业证券股份有限公司	35.32	
256	海合科技股份有限公司	35.25	
257	爱德科技股份有限公司(深圳)有限公司	35.02	
258	东江环保股份有限公司	34.87	

Named to the 2025 Top 500 Enterprises Lists
for Guangdong Province and Shenzhen



Top 100 Industrial Enterprises of Longgang District, Shenzhen



Awarded the 23rd China
Automation and Digitalization
New Quality Award



Honored as a 'Low-Carbon Frontrunner'
Enterprise and Awarded the First Batch of
Carbon Footprint Product Labels



Honored with the 'Best
Quality Award' by JWIPC



Honored with the 'Excellent
Procurement Partner' Award
by xFusion

01 Huntkey's ESG Strategy and Governance

Keeping pace with the dual-carbon strategy and the global wave of sustainable development, Huntkey actively responds to national policies and market demands by deeply embedding ESG development concepts into corporate governance and full-scope operations. From four key dimensions including strategic vision, organizational structure, multi-stakeholder communication, and issue-oriented research, the company has built an ESG management system characterized by clear strategy, closed-loop management, and multi-party synergy. This ensures the full-chain implementation of ESG responsibilities from top to bottom, thereby solidifying the foundation and accumulating momentum for the company's high-quality and sustainable development.

- **ESG Vision and Strategy**
- **ESG Management Structure**
- **Stakeholder Engagement**
- **Management of Material Issues**



ESG Vision and Strategy

Huntkey has established To be a respected enterprise as its ESG development vision, adhering to its industrial mission: rooted in electronic and electrical power technology, focusing on the power supply, energy storage, and thermal management industries, driving technological progress, and leading low-carbon development in the industry. The company coordinates balanced development across three key dimensions including environmental protection, social value, and internal governance, and deeply integrates its ESG strategy into the overall development blueprint. By systematically planning and implementing at different levels across key areas such as green manufacturing, eco-friendly products, safe production, employee care, and compliant supply chains, Huntkey continues to solidify its foundation for sustainable development.



Corporate Vision

To be a respected
enterprise



Core values

Stay Humble
Create Value
Pursue Dreams



Mission

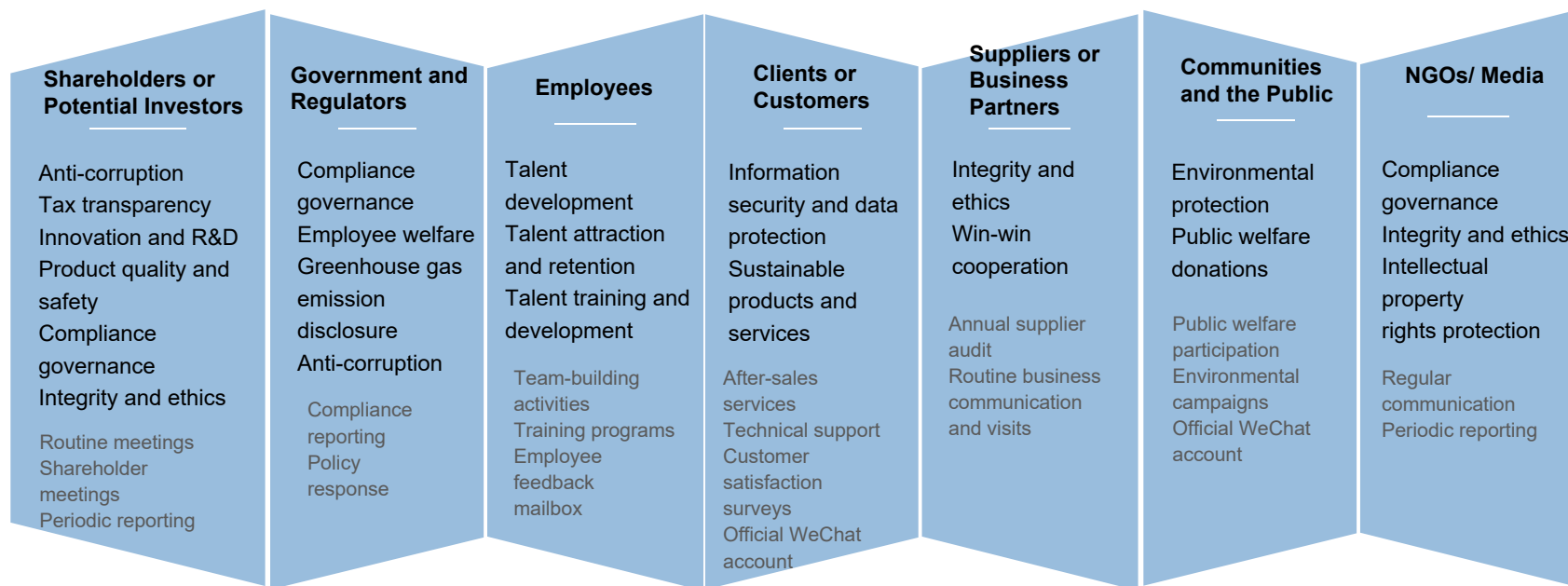
Rooted in electronic and electrical power technology, focusing on the power supply, energy storage, and thermal management industries, driving technological progress, and leading low-carbon development in the industry.

ESG Management Structure



Stakeholder Engagement

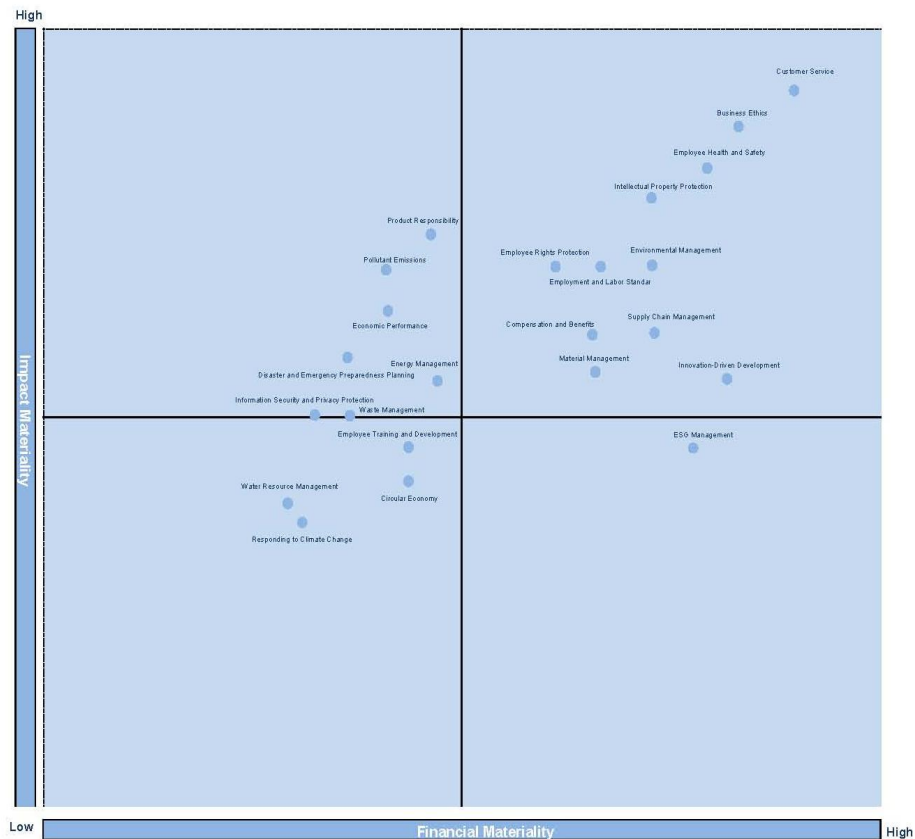
Huntkey deeply understands that uniting forces from all sides is the key to improving responsible governance and achieving sustainable development. The company proactively builds diverse communication platforms, maintains close interaction with various stakeholders, and continuously gathers feedback and expectations regarding environmental, social responsibility, corporate governance, and other aspects. Based on this input, Huntkey dynamically adjusts its ESG strategies and implementation measures, ensuring that corporate development always responds to the needs of all parties, working together to build a long-term development framework.



Management of Material Issues

To achieve targeted ESG efforts and efficient resource allocation, Huntkey has established a systematic materiality assessment process by referencing the Universal Standards of the GRI Standards (2021) and various international disclosure frameworks, while aligning with the company's strategy and operational status. Through questionnaire surveys conducted among stakeholders, Huntkey identifies core issues that have a material impact on the company's operations, society, and the environment, thereby strengthening the direction and implementation capacity of its ESG strategy.

During the reporting period, the Company conducted a comprehensive assessment of 30 ESG issues based on the principle of double materiality referring to financial materiality and impact materiality. A matrix method was used to determine the prioritization of each topic.



Green Development for a Sustainable Future

Global green and low-carbon transformation has become an irreversible trend. Huntkey has anchored itself to the direction of sustainable development, deeply integrating ecological and environmental protection concepts into the company's development. Leveraging five core dimensions, including climate response, low-carbon operations, three-waste management, green products, and technological innovation, the company has established a comprehensive green operational framework, achieving green management across the entire product lifecycle. Guided by the dual carbon goals, we continue to strengthen technology research and development, improve resource utilization efficiency, steadily enhance environmental performance, drive industrial green transformation and upgrading, and set a benchmark for sustainable development in the industry.

- **Responding to Climate**
- **Low-carbon Green Operations**
- **Compliance with Waste Management Regulations**
- **Green Products**
- **Science, Technology, and Innovation**



Responding to Climate

Huntkey has a deep understanding of the profound impact of climate change on both ecosystems and industries. The company has established a systematic greenhouse gas management mechanism, comprehensively identifying climate risks and development opportunities, and steadily advancing its low-carbon transformation. Leveraging green manufacturing and technological innovation, Huntkey responds to global climate governance requirements through energy-efficient products and green operations, continuously empowering sustainable development across the industry.

Low-Carbon Industrial Alliance >>>

To actively practice the concept of sustainable development and respond to the national "dual carbon" goals, the company established Huntkey Low-Carbon Alliance, aiming to work with upstream and downstream partners across the industrial chain to build a green and low-carbon industrial ecosystem. Centered on product lifecycle carbon management, the Alliance focuses on several key areas such as green technology research and development, clean energy substitution, carbon footprint accounting, and supply chain emission reduction empowerment. Through the establishment of normalized low-carbon coordination mechanisms and standard systems, Huntkey Low-Carbon Alliance has effectively leveraged the company's leading role as the chain leader of the industrial chain, driving suppliers and customers to achieve collaborative carbon reduction, comprehensively enhancing the company's green manufacturing capabilities and supply chain resilience, and injecting strong green momentum into promoting high-quality and sustainable development of the industry.



2025 Partners Conference & the 4th Low-Carbon Alliance Summit

Greenhouse Gas Management >>>

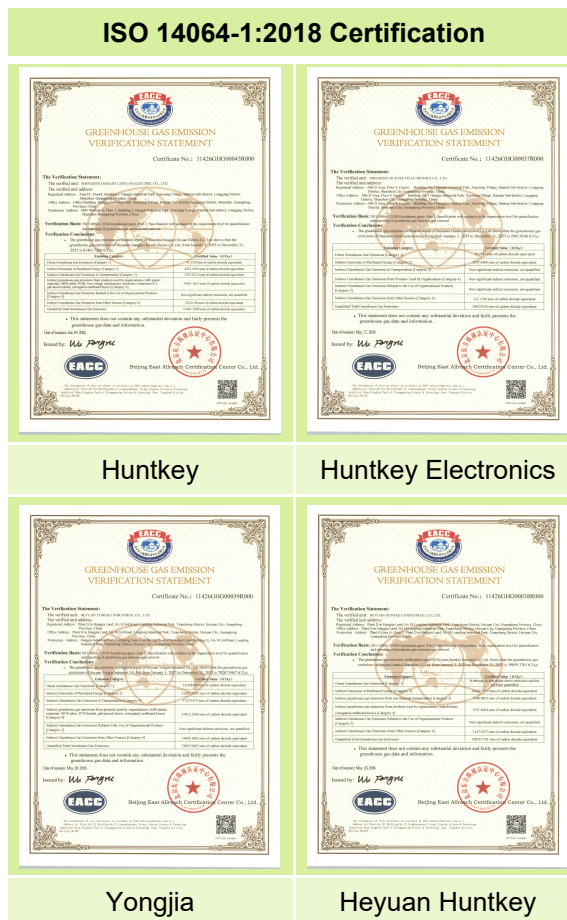
Against the backdrop of the global drive to address climate change and advance carbon neutrality, Huntkey actively responds to the national requirements for ecological civilization construction, implements the new development philosophy, and proactively carries out climate change response efforts. The company's greenhouse gas emissions mainly originate from fuel consumption of company-owned vehicles, process gas consumption, and purchased electricity consumption. In accordance with the ISO 14064-1:2018 standard, the company systematically calculates Scope 1, Scope 2, and Scope 3 carbon emissions, ensuring that the data is authentic, accurate, and traceable.

During the reporting period, Huntkey's total carbon emissions amounted to 162,552.7699 tCO₂e

Scope 1 emissions were
1331.1052tCO₂ e

Scope 2 emissions were
30266.7121tCO₂ e

Scope 3 emissions were
130954.9526tCO₂ e



Factory	Huntkey	Huntkey Electronics	Yongjia	Heyuan Huntkey
Scope 1 unit: tCO ₂ e	41.9527	54.2981	1234.8544	0
Scope 2	4523.3503	2697.4460	12403.3201	10642.5957
Scope 3	56896.4265	212.1796	64629.7722	9216.5743
Total	61461.7295	2963.9236	78267.9467	19859.1701

Identify Climate Risks and Opportunities >>>

Huntkey has established a climate change risk assessment and dynamic update mechanism, regularly evaluating climate-related risks and opportunities, and developing targeted response plans accordingly. In 2025, the company introduced scenario analysis to assess the potential impacts of extreme climate events on its own operations as well as on upstream and downstream partners in the industrial chain, driving the shift of climate risk management from reactive response to proactive early warning.

scenario analysis

Under the low-carbon scenario: the company conducted risk scenario analysis based on the International Energy Agency's (IEA) IEA NZE 2050 framework. In this scenario, global CO₂ emissions will be 45% lower than 2010 levels by 2030, net-zero emissions will be achieved by 2050 and countries will significantly strengthen the implementation of energy and climate policies to ensure global temperature rise remains below 1.5° C.

Under the high-emissions scenario: the Company conducted analysis based on the Shared Socioeconomic Pathways (SSP5-8.5) from the Intergovernmental Panel on Climate Change's Sixth Assessment Report (IPCC AR6 SSPs). In this scenario, CO₂ emissions are projected to approximately double from current levels by 2050.

Type of Risk	Name of Risk	Impact Scope	Impact Scope	Risk Description	Risk Mitigation Measures	Potential Financial Impact	IEA NZE 2050			SSP5-8.5		
							Short-term	Mid-term	Long-term	Short-term	Mid-term	Long-term
Physical Risk	Acute Physical Risks	Upstream Value Chain	Own operations	Extreme weather conditions may cause equipment damage and production interruptions, which may affect the supply of raw materials in the upstream supply chain.	Enhance the disaster resistance rating of buildings, deploy weather warnings, strengthen emergency management for sudden environmental incidents, increase supplier reserves, and improve supply chain risk resistance capabilities.	Increased Operational Costs	Low	Low	Medium	Low	Low	High
	Chronic Physical Risks	Upstream Value Chain	Own operations	Global warming may cause equipment to overheat, affecting normal operation and service life.	Include high temperature resistance and other characteristics in procurement requirements to improve the high temperature resistance and service life of products and equipment.	Increased Operational Costs	Low	Medium	Medium	Low	Medium	High
Transition Risk	Compliance Risk		Own operations	Companies need to take measures to meet customer ESG-related requirements for suppliers.	Establish an ESG management framework, customize an innovative carbon footprint management platform, and continuously improve ESG information disclosure.	Increased Compliance Costs	Low	Medium	High	Low	High	High
	Market Risk		Own operations	The market's demand for green products continues to grow.	Implement green design for products through lifecycle management.	Increased Operational Costs Increased Capital Expenditures	Low	Low	Medium	Low	Low	Medium
	Technological Risk		Own operations	It is necessary to continuously monitor and adapt to new developments in cleaning technology, otherwise there is a risk of being eliminated from the market.	Increase R&D investment to ensure that products are green and intelligent, and meet market demand.	Increased Operational Costs Increased Capital Expenditures	Low	Medium	Medium	Low	Medium	High

Identify Climate Risks and Opportunities >>>

Type of Opportunity	Name of Opportunity	Impact Scope	Opportunity Description	Opportunity Enhancement Strategy	Potential Financial Impact	IEA NZE 2050			RCP 6.0		
						Short-term	Mid-term	Long-term	Short-term	Mid-term	Long-term
Market Opportunity	Promote Low-carbon Products and Services	Own operations Downstream Value Chain	Market demand can be met by developing and providing equipment that complies with environmental protection standards.	Increase investment in clean technology research and development, work closely with supply chain partners to jointly develop environmentally friendly and energy-efficient materials and components, and promote the construction of photovoltaic projects.	Increased Products and Services Business Increased Market Share	Low	High	High	Low	High	High
Reputation Opportunities	Enhance Brand Awareness and Reputation	Own operations	Actively fulfill social responsibilities, strengthen corporate image building, and win public and customer recognition and support.	The Company has established an ESG governance framework, conducted comprehensive carbon audits, and incorporated green design concepts into the entire product life cycle.	Increased Market Competitiveness	Medium	Medium	High	Medium	High	High

Low-carbon Green Operations

Huntkey has deeply integrated low-carbon and green operations into its core development strategy. By continuously improving its environmental management system and enhancing the efficient utilization of energy and resources, the company steadily reduces its ecological footprint across the entire operational process. In response to global resource constraints and carbon neutrality goals, Huntkey actively optimizes production energy efficiency and adopts renewable energy sources. While achieving economic benefits, the company is fully committed to building a resource-saving, environmentally friendly benchmark for intelligent manufacturing.



Electricity Management

- ✓ Certification Management
- ✓ Promotion of Energy-Saving Equipment
- ✓ Introduction of New Energy-Saving Technologies
- ✓ Regular Inspections



Water Resources Management

- ✓ Leak Detection and Inspection
- ✓ Wastewater Recycling
- ✓ Graded Metering
- ✓ Awareness Training



Fuel Management

- ✓ Carpooling for Green Travel
- ✓ Use of New Energy Vehicles

Resource and Energy Management

During the reporting period, Huntkey successfully obtained ISO 50001:2018 certification. The energy usage is as follows:



Huntkey
ISO 50001:2018
Certification



Rooftop Distributed PV

Factory		Shenzhen Industrial Park		Heyuan Industrial Park	
		Huntkey	Huntkey Electronics	Yongjia	Heyuan Huntkey
Purchased Electricity	kwh	10236140	6104199	28068160	24083719
Solar Electricity	kwh	1295708		5592204	
Gasoline	L	19460.71	23541.06	19792.13	0
Diesel	L	0	1372.9	59313.78	0
Natural Gas	M³	0	0	480465	0
Water	M³	183735	28537	277012	44695

ESH Policy: Conserve Energy, Prevent Pollution, Protect Environment, and Ensure the Health of All Employees.

Environmental Aspect Identification

Resource/Energy Utilization Environmental Aspect

Utilization Status × Feasibility of Technical Improvement ≥ 12 points → Significant Environmental Aspect

No significant environmental aspects were found under this category.

Environmental Pollution Environmental Aspects

Frequency of Occurrence × Degree of Impact ≥ 12 points → Significant Environmental Aspect

The following are identified as significant environmental aspects under this category: Wastewater discharge, Waste gas emission, Noise emission, Chemical management, Hazardous waste treatment, Fire.

Interested Party (External Supplier) Environmental Impact Environmental Aspects

Severity of Hazard × Degree of Company's Influence ≥ 20 points → Significant Environmental Aspect

No significant environmental aspects were identified under this category.

ISO 14001 Certification



Huntkey



Huntkey Electronics



Yongjia

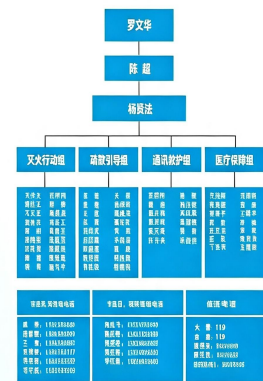


Heyuan Huntkey

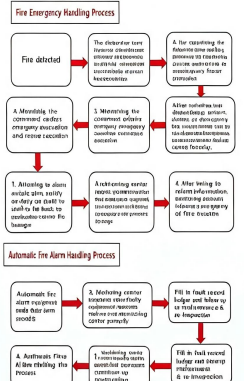
The company continuously promotes the iterative optimization of its emergency management system, dynamically improving emergency plans through drill review and evaluation, as well as accident case analysis mechanisms.

EHS System Document	Document Code	E01-447-01
Vollitter Fire Brigade Organization Chart & Fire Accident Emergency Response Process	Parson	03
	Version	1 of Total-147-ges

Volunteer Fire Fire Brigade Organization Chart



Fire Emergency Handling Process



Compliance with Waste Management Regulations



Huntkey deeply recognizes that the standardized management and control of wastewater, waste gas, and solid waste during production and operations play a vital role in ecological environmental protection and the health of surrounding communities. The company strictly complies with national environmental laws, regulations, and industry standards, and fully integrates the green governance principle of Reduce, Reuse, Recycle & Harmless Disposal throughout the entire process of three wastes management. Through continuous optimization of production processes, upgrades of environmental protection technologies, and a full-process closed-loop management and control model, the company steadily reduces pollutant output from production, continuously lowers the environmental load of its production and operations, and practices the concept of green and low-carbon manufacturing.



Wastewater Management

Strictly control the entire-process wastewater discharge in accordance with environmental laws and regulations, and establish a wastewater management and control mechanism based on the Water Resource Management Procedure to reduce pollution at the source.

Domestic sewage: Strictly control oil leakage from equipment; have septic tanks cleaned by third-party contractors annually; promptly clean up construction and maintenance waste residues to prevent pollutants from entering the drainage network via rainwater.

Production wastewater mainly comes from the painting and cleaning process. After treatment through Multi-stage physicochemical treatment combined with Membrane Bioreactor (MBR), all wastewater is recycled back into production, thereby improving water resource utilization efficiency. The company adheres to water quality monitoring and ledger management, and will continue to optimize treatment processes, strengthen employee environmental protection training, and promote green and sustainable development.



Waste Gas Management

Strictly comply with relevant environmental laws and regulations, and integrate them into the environmental management system. Dynamically update management and control standards, strictly adhere to national and local emission limits, and ensure that waste gas from each process consistently meets emission standards.



Waste Management

Waste management adheres to the principles of source control, classified treatment, and recycling, forming a closed-loop management system based on the Solid Waste Control Procedure. Each department implements its responsibilities for waste classification, material recovery, and waste collection and transportation supervision to prevent secondary pollution. Hazardous waste is stored in a dedicated storage area, strictly implementing the three preventions (prevent leakage, prevent rain, prevent dispersion) management, maintaining complete ledgers to ensure full traceability, and entrusting qualified units for harmless treatment. The company classifies solid waste into three categories: recyclable general solid waste, non-recyclable general solid waste, and hazardous waste.

Green Products

Huntkey deeply integrates green concept into product design and packaging innovation, and commits to reducing resource consumption and carbon footprint through technological breakthroughs and material innovation. By developing a green product system with high energy efficiency and low pollution, as well as adopting recyclable and biodegradable packaging solutions, we drive the electronics manufacturing industry toward sustainable development from the source. While meeting market demands, we also shoulder the responsibility of reducing the environmental burden across the supply chain to provide the true value promise of Green Intelligent Manufacturing for consumers.

Green Product Concept and Management System (Top-Level Design)	Green Product Concept and Management System (Top-Level Design)	Excellent Energy Efficiency and Low-Carbon Operation	Hazardous Substance Control and Environmental Compliance (Baseline Requirements)	Green Packaging and Logistics (Reducing Scope 3 Emissions)
Guided by the product philosophy of Green Technology, Driving the Future, we integrate sustainable development into the full lifecycle management of products, establishing a comprehensive chain-wide control mechanism spanning eco-design, green procurement, clean production, and recycling and reuse. Leveraging technological innovation, we develop power supply products that are efficient, low-carbon, and easy to recycle, contributing to energy conservation and emission reduction.	Promote ecological green R&D by assessing the full lifecycle carbon footprint at the very beginning of product development. Achieve emissions reduction at the source by utilizing third-generation semiconductor materials to streamline material usage, adopting modular design to improve recycling efficiency, and selecting low-carbon, environmentally friendly raw materials.	Focus on improving energy conversion efficiency as the core of green power supply R&D: achieve over 94% efficiency in consumer-grade high-efficiency power supplies; exceed 96% efficiency in server power supplies to reduce data center energy consumption; and keep standby power consumption below 0.5% to minimize wasted electricity.	Strictly comply with global environmental standards, ensuring all shipped products are fully compliant. All products meet EU RoHS, REACH, and halogen-free requirements. We push hazardous substance control upstream to the supply chain, requiring suppliers to provide SGS test reports and conducting regular spot checks on raw materials, to realize end-to-end environmental control from raw materials to finished products.	Practice green packaging to reduce Scope 3 carbon emissions: simplify packaging structures, eliminate plastics, and use FSC-certified eco-friendly paper materials; use environmentally friendly materials for all printing and auxiliary components to improve packaging recyclability.

Science, Technology, and Innovation

Huntkey firmly anchors its core path to sustainable development through technological innovation, building an integrated innovation ecosystem that covers R&D system operations, innovative talent cultivation, and full-cycle intellectual property protection. The company continues to increase investment in R&D resources, improve the mechanisms for the confirmation, protection and commercialization of technological achievements, and focus on breakthroughs in low-carbon green manufacturing processes and intelligent display system solutions, driving industrial low-carbon transformation and high-quality sustainable development through technological innovation.

Advancing Innovation

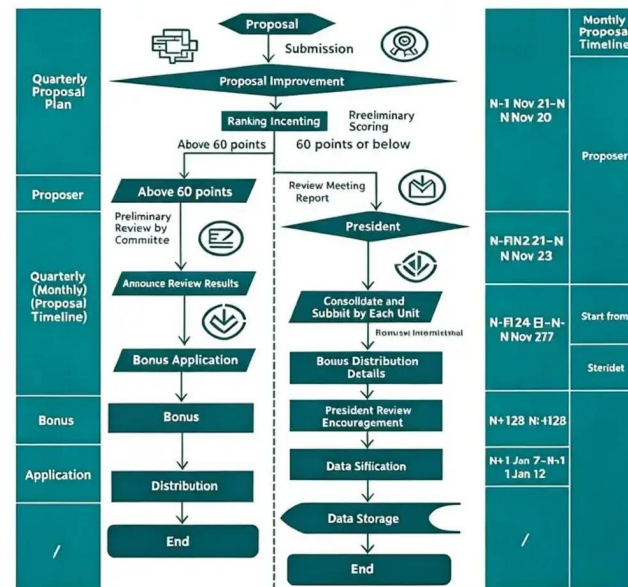
During this reporting period, a total of 167 improvement and innovation proposals were submitted, of which 53 passed the initial review and entered the secondary assessment, including 39 manufacturing, 8 administrative and 6 R&D improvement proposals.

Software Copyrights and Patents

As of the end of the reporting period, Huntkey held 32 software copyrights and a total of 257 valid patents, including 48 invention patents, 170 utility model patents, and 39 design patents.

Establish an Innovation Committee

Improve Innovation Management Process



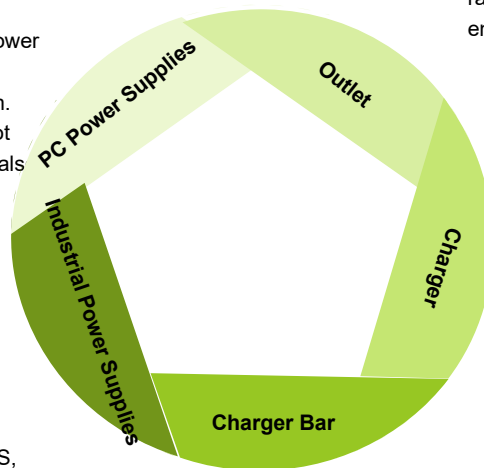
Eco-Friendly Product Development >>>



PC Power Supplies: As DIY computer power consumption continues to rise, high-wattage power supplies ranging from 750W to 1000W have become mainstream. High-efficiency power supplies not only save on electricity costs but also reduce energy consumption, contributing to low-carbon development.



Industrial Power Supplies: All components fully comply with RoHS, REACH, and Persistent Organic Pollutants (POPs) environmental standards. The products feature an average MTBF (Mean Time Between Failures) of over 50,000 hours, reducing waste from scrapping. High-wattage models are equipped with active PFC, achieving a power factor of over 0.9 to reduce grid energy consumption.



Outlet: Recyclable rate exceeds 80%, with a plug/unplug lifespan of over 10,000 cycles and durability of up to 20 years. The integrated copper sleeve keeps standby power consumption within 0.4W, and all raw materials fully comply with EU environmental requirements.



Charger: Utilizes the latest generation of GaN (gallium nitride) technology, reducing volume by 40% and improving energy efficiency by 60%, saving raw materials. The thermal design extends product lifespan, and strict defect rate control minimizes waste. The products hold multiple international energy efficiency certifications, with standby power consumption as low as 0.005W; the 100W model has obtained the CQC AAA-level high-standard certification.



Charger Bar: Integrates multiple functions to avoid redundant manufacturing of products; uses eco-friendly materials and simple packaging. Equipped with Gallium Nitride (GaN) technology, charging efficiency is increased by 60%, and the conductive copper conversion efficiency exceeds 90%. With durability testing, it offers a longer service life.

People-Oriented for Shared Value Creation

Operating in the highly competitive electronics manufacturing industry, Huntkey upholds the talent philosophy of "identifying, nurturing, utilizing, and retaining talent." The company continuously optimizes its human resource management system, deepens employee career development and well-being initiatives, strictly implements occupational health and safety production standards, and comprehensively builds a workplace environment that combines innovation vitality, humanistic care, and safety assurance.

- Excellence in Human Capital Management
- Employee Development and Well-being Initiatives
- Occupational Health and Safety Production
- Community Engagement



Excellence in Human Capital Management

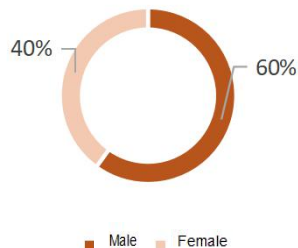
Huntkey remains steadfastly committed to establishing a fair, transparent, and inclusive human resource management system, adhering to the highest standards at every stage—from employee recruitment to human rights protection. We respect the rights of every employee, provide equitable opportunities, and strive to unlock their full potential.

Employee Recruitment >>>

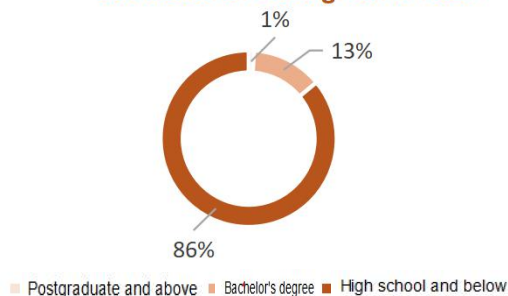
Huntkey places high importance on the planning, allocation, and development of human resources. The Company has established internal documents such as the Human Resources Control Procedures, which defines annual recruitment needs and staffing objectives to ensure employees in all positions possess the required competencies and awareness. The Company adopts a combined approach of internal and external recruitment, treating candidates and employees of different genders, skin colors, nationalities, ethnicities, cultural backgrounds, religious beliefs, and family circumstances fairly and equitably. It firmly opposes any form of differential treatment, discrimination, forced labor, or child labor.

As of the end of the reporting period, the company had approximately 5,000 employees in total, including 9 persons with disabilities.

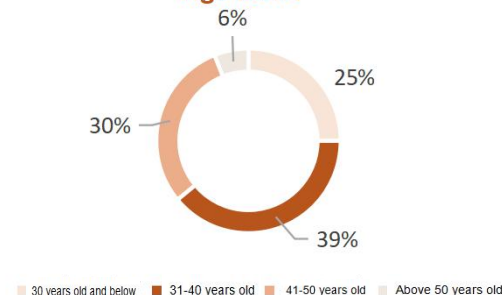
Gender ratio



Educational Background ratio



Age ratio



Human Rights Protection »»»

Huntkey actively fulfills its social responsibilities, ensuring comprehensive safeguarding of employee rights. The Company strictly adheres to international labor standards (such as the RBA) and Chinese labor laws and regulations to establish a systematic human rights management procedure. It has established robust policies and processes in areas including the prohibition of forced labor, anti-discrimination, freedom of association, and protection of underage workers, creating a fair, safe, and dignified working environment for employees.

Prohibition of Forced Labor and Human Trafficking

The Company has established the Prohibition of Forced and Compulsory Labor Control Procedures, explicitly prohibiting all forms of forced labor. It safeguards employees' right to resign freely, refrains from withholding identity documents or collecting deposits, and has established grievance mechanisms through channels such as employee representatives and suggestion boxes. Additionally, the Company implements the Anti-Slavery and Human Trafficking Procedures, requiring suppliers and contractors to adhere to the same standards. Regular audits of their employment records are conducted to eliminate the use of slave labor or trafficked workers.

Prohibition of Child Labor and Protection of Young Workers

The Company has formulated Employment Management Procedure to ensure no child labor is hired. The Human Resources Department strictly verifies identity documents during recruitment, maintains employee records, and conducts regular internal audits. If underage child workers are identified, the Company will immediately terminate employment, cover all medical expenses, and arrange safe repatriation to their hometowns. For young workers aged 16-18, the Company provides special protections in accordance with Employment Management Procedure, including restrictions on high-risk positions, regular health check-ups, and safeguards for their right to education.

Fair Compensation and Reasonable Working Hours

The company has established the Compensation and Benefits Management System to ensure that employee wages are not lower than the local minimum wage standard, overtime pay is provided at the statutory multiplier, and salaries are paid on time. Through the Attendance Management System, the company reasonably arranges employee working hours, safeguarding employees' right to rest and paid leave. In addition, the company provides employees with social insurance, paid sick leave, maternity leave, and other benefits to ensure their legitimate rights and interests.

Inclusive Work Environment

The company has established a Prohibition of Discrimination Control Procedure that prohibits any form of discrimination based on race, gender, age, religious belief, or other factors. The company upholds the principle of fairness in recruitment, promotion, compensation, and other processes, and provides employees with complaint channels. The company respects employees' freedom of religious belief and reasonably adjusts working hours or provides facilities to accommodate religious needs.

Freedom of Association and Collective Bargaining

The company has established the Procedures for the Operation of Employees' Freedom of Association and the Right to Collective Bargaining to ensure respect for employees' freedom and protect their legitimate rights and interests. All employees of the company enjoy the right to freely form and join trade unions, and to participate in collective consultation and negotiation, in accordance with the law.

Employee feedback and grievances

The company has established the Management Regulations on Employee Feedback and Participation to protect the legitimate rights and interests of employees and suppliers, and to maintain a harmonious and stable operating environment. The company has set up employee suggestion boxes and established an equal information platform, allowing employees to raise opinions and suggestions in a relatively safe state (anonymously).

Employee Development and Well-being Initiatives

Huntkey adheres to the principle of talent-driven development, regarding employees as the core driving force for the company's continuous innovation and enhanced competitiveness. The company continuously improves its talent empowerment system, relying on systematic training mechanisms, diversified career development pathways, and a comprehensive benefits security system to fully support employee growth, achieving a harmonious resonance between employees' personal value and the company's high-quality development.

Employee Training >>>

Huntkey has established a systematic, multi-tiered employee training system that combines internal and external training methods to enhance employees' professional skills, management capabilities, and overall competencies, thereby providing talent support for the Company's sustainable development. The Company has formulated policies such as the Training Management Regulations and the Internal Trainer Management Measures to ensure the standardization and effectiveness of training initiatives. Through annual training needs assessments, the Company develops scientific training plans, collecting employee feedback via surveys, workshops, and key-position interviews to align training content with actual requirements. After training, the company adopts multi-dimensional evaluation methods such as examinations, practical operations, and drills to assess training effectiveness.

The company divides training into three levels: company-level training, department-level training, and position-specific training.

Training level	Responsible department	Training content
company-level	HR	At least 1–2 capability enhancement training sessions and 1 professional skills training session are arranged each year.
department-level	All departments	organized and implemented based on business needs.
position-specific	depends on the actual situation	For positions involving critical processes and special equipment operation, the company ensures that employees possess the professional capabilities required for their posts.

The company has established a professional system for the selection, development, and motivation of internal trainers. Internal trainers must possess outstanding professional knowledge, curriculum development capabilities, and teaching experience, and are appointed through trial lectures and evaluations. The company provides internal trainers with teaching material development support and teaching incentives, and annual outstanding internal trainers may receive bonuses and priority promotion opportunities.

Ascension Leadership Program — Benchmark Enterprise Tour at Midea

In 2025, standing at a new starting point of strategic transformation, Huntkey organized its core senior management team to visit Midea Group — a benchmark of Intelligent Manufacturing in China — for an in-depth benchmarking study tour. The goal was to decode Midea's outstanding business management philosophy and uncover the transformation secrets that position it as a pioneer of digital change in the industry. The visiting team went deep into the front lines, focusing on how Midea leverages digital intelligence as an engine to build an end-to-end intelligent system covering supply chain collaboration, agile production, and full lifecycle quality control. Through immersive site visits and in-depth discussions, the management team effectively broke through their thinking boundaries, broadened their strategic vision, and fully absorbed top-tier industry best practices, injecting surging new momentum into Huntkey's deepening internal transformation, driving business leapfrogging, and comprehensively advancing toward high-quality development.



Grassroots Management Empowerment Program — Three Core Skills Training for Frontline Management

The cultivation of basic-level personnel serves as a crucial part of the company's talent pipeline development. It precisely focuses on frontline management cadres and high-potential talent, aiming to solidify the management foundation through systematic empowerment and comprehensively enhance team leadership and goal execution capabilities. The goal is to forge a strong frontline team that understands management, knows how to lead, and can deliver results, ensuring that every key member becomes a solid cornerstone driving business growth, thereby reinforcing the organizational foundation for the company's high-quality development.



Taking Root at the Frontline as a Pioneer — Advanced Training for Team Leaders

To give full play to the exemplary and vanguard role of frontline employees and consolidate the foundation of corporate management, training is conducted with a focus on frontline production realities, centering on topics such as on-site management, safety production, team building, and lean management. The aim is to comprehensively enhance the overall competence and performance capabilities of team leaders and reserve team leaders. This initiative encourages more personnel to excel in their positions, take on responsibilities, and strive to become a vanguard force for safe production, thereby building the strongest grassroots fortress for the company's high-quality development.



During the reporting period, the company's employee training coverage rate reached 100%, with a total training time of 109,978 hours and an average training time of 22 hours per person.

Total Employees Training Hours

By gender

Male	Hours	65987
Female		43991

By job function

Mid-to-senior level management personnel	Hours	10496
Junior-level management staff		16577
Employees		82905

Average Total Training Hours

By gender

Male	Hours	22.0
Female		21.9

By job function

Mid-to-senior level management personnel	Hours	23.6
Junior-level management staff		26.3
Employees		19.1

Employee development >>>

Huntkey is committed to building a diversified and systematic talent development system to stimulate employee potential and drive sustainable corporate development. The company has established the Staff Promotion Management System, which provides clear career advancement pathways for employees in different job categories through a dual-track mechanism of internal competitive selection and categorized development channels, ensuring proper person-position matching and talent pipeline development.

The company classifies employees into the following categories based on the nature and responsibilities of their positions: Management Series (M), R&D Series (T), Customer Series (S), Manufacturing Series (F), and Function Series (P). The company designs employees' career development pathways from two dimensions:

- Vertical development: Upward advancement in position/job grade (including step-by-step promotion, as well as skip-level promotion established for those who have made outstanding contributions).
- Horizontal development: Includes job changes within an employee's department, cross-departmental transfers, and job rotations, to meet both the employee's personal preferences and the company's needs for cross-departmental talent allocation.

Employee benefits and female employee protection >>>

Huntkey has taken multiple measures to deepen employee care, building a solid dual foundation of women's rights protection and humanistic care. The company continuously improves its employee rights protection system: First, strengthening institutional safeguards by issuing special regulations for female employees, implementing equal pay for equal work, and eliminating workplace gender discrimination. Second, deepening care for female employees by providing privileges such as job transfers, exemption from night shifts, and pregnancy meals for pregnant and nursing employees, as well as adding high-standard private lactation rooms. Third, conveying the company's warmth by organizing heartwarming holiday events and distributing holiday benefits, continuously enhancing employees' sense of belonging and jointly building a harmonious Huntkey Culture.



Nursing room



Holiday welfare



Festive activities

Occupational Health and Safety Production

Huntkey has always regarded the health and safety of its employees as the cornerstone of the company's sustainable development. We have established a scientific management system to comprehensively safeguard employees' physical and mental health, while building a solid line of defense for safe production.

Employee health management >>>

Huntkey regards employee health and safety as a crucial cornerstone of the company's sustainable development and has established a comprehensive occupational disease prevention and health management system. The company has formulated the Occupational Disease Prevention and Control Management Regulations to ensure that employees' health rights and interests in the work environment are fully protected.

The company effectively controls chemical, physical, and biological hazards through occupational hazard declarations, risk assessments, and protective measures. The Administration and Safety Department regularly organizes occupational health examinations and provides protective equipment for employees in positions involving toxic or hazardous substances, while also offering training on occupational disease prevention. Based on the characteristics of different positions, the company implements differentiated medical examination policies: pre-employment physical examinations for new hires, annual employee check-ups at the end of each year, gynecological examinations every two years for married female employees, and vision care support for employees in inspection positions. The company actively encourages employees to participate in regular health-related activities organized on site, comprehensively preventing health risks.



Health care activities

Workplace safety environment development >>>

Huntkey ensures employee occupational health and safety and reduces potential risks in production activities through a systematic management system, strict operational controls, and continuous improvement mechanisms. The company has formulated the Environmental and Safety Manual, which defines the safety production management system and systematically identifies and takes measures to address non-conformities, opportunities, and work-related hazards and risks. The company actively sets safety production targets and has achieved all of them.



Workplace safety goals:



Major occupational injury accident rate 0



Fire and other safety incident rate 0



Occupational disease incidence rate 0

During the reporting period, Huntkey has obtained ISO 45001:2018 certification.

ISO 45001:2018 Certification



Huntkey

Huntkey Electronics

Huntkey has effectively reduced workplace safety risks and safeguarded employees' lives, safety, and well-being through the following measures:

The company has established a Hazardous Chemicals Management Procedure to strictly regulate the storage, use, transportation, and disposal of hazardous chemicals, ensuring safety and compliance. The company has also formulated the Occupational Disease Prevention and Control Regulations to effectively manage occupational hazard factors, provide employees with occupational health examinations and protective equipment, and protect their health rights and interests. In addition, the company has developed an Accident Handling Procedure, which clearly defines the processes for work-related injury identification, rescue, reporting, and handling, ensuring that employees receive timely medical treatment and fair compensation in the event of workplace accidents.

To improve the efficiency of emergency response, the company has established the Emergency Preparedness and Response Control Procedure, covering emergency measures for various incidents such as fires, earthquakes, and work-related injuries. The company has set up an Emergency Response Team, clearly defined responsibilities for each department, and regularly conducts fire drills to strengthen employees' emergency response capabilities. At the same time, through hazard identification and preventive training, the company reduces accident risks, ensures employee safety and stable operations, and continuously optimizes the workplace safety management system.

To enhance everyone's safety awareness and emergency response skills, the company regularly conducts comprehensive and systematic safety production training. Through professional lectures, hands-on drills, and case studies, we ensure that every employee can master the necessary safety knowledge and skills, working together to create a safe and healthy work environment.

During the reporting period, the total number of participants in the company's health and safety training was 2,000, and the total number of hours of occupational safety training was 1,000 hours.



Yongjia

Heyuan Huntkey



Safety Training and Drills

Community Engagement

The company has established a standardized public welfare practice system and founded the Shenzhen Huntkey Public Welfare Foundation, with a complete set of guiding principles for public welfare values:

- Purpose: To support education through teaching and financial aid, and to assist those in need.
- Mission: To dedicate efforts to charitable public welfare, advocate for corporate citizenship responsibility, and promote social harmony and progress.
- Vision: To help people lead better lives as a long-term development goal.
- Core values: Upholding the belief that "love knows no size or measure — small acts of kindness, accumulated day by day, can converge into great love that benefits the world.

Relying on a well-established public welfare implementation process, the company coordinates both internal support for employees in need and external community welfare projects. It regularly carries out initiatives such as education support and teaching assistance, visits and care for people in need, and volunteer services. Adhering to a demand-oriented, long-term implementation approach, the company continuously fulfills its corporate social responsibility, contributing to sustainable community development and the building of a harmonious society.

During the reporting period, the company completed 29 employee hardship assistance cases and participated in 2 social welfare projects, with a total annual public welfare investment of 660,000 RMB. By accumulating small acts of kindness day by day, we continue to improve people's lives and steadily advance toward our public welfare vision of helping people lead better lives.



Huntkey Public Welfare Foundation, together with the One Foundation, has built two artificial turf football fields for the Zaguo Township Complete Primary School in Dingri County and the Zhaxigang Town Central Primary School in Lhazê County — both in the earthquake-affected region of Tibet. 80 sets of football uniforms were also distributed to the schools. From now on, 1,183 rural children have a green field of their own to play on.

Accompanied by the Pijiao Village Committee in Heyuan, Huntkey Public Welfare Foundation's delegation visited Pijiao Village for a Spring Festival care visit, delivering New Year's warmth and greetings to low-income households, elderly residents without support, and other families in need.



Value Chain Collaboration for Social Harmony

Huntkey adheres to the policy of "customer-centricity, collaborative cooperation, risk control, and compliant sustainable operation," and is committed to building a sustainable value chain centered on compliance and transparency, green and low-carbon practices, and synergy for mutual benefit. Against the backdrop of global competition and industrial transformation, the company continuously deepens its supply chain governance, driving business partners to jointly improve in areas such as environmental compliance, business ethics, product quality, and conflict minerals management, thereby achieving the co-evolution of the upstream and downstream ecosystem.

- **Building a Sustainable Supply Chain**
- **Product Quality and Safety**
- **Responsible Marketing**



Building a Sustainable Supply Chain



Through mechanisms such as system development, performance evaluation, and proactive risk prevention and management, Huntkey strengthens full-lifecycle supplier management, enhancing the overall supply chain's environmental performance, compliance standards, and risk responsiveness to build a sustainable supply network that is responsible and transparent, green and compliant, robust and resilient.

As of the end of the reporting period, Huntkey had a total of 314 suppliers.



Huntkey has established a comprehensive supplier management system, formulating and publishing policy documents such as *Supplier Management Procedure*, *Procurement Management Procedure*, *Supplier Social Responsibility Management Procedure*, and *Anti-Terrorism Risk Assessment Procedure*. These documents clearly define the responsibilities and operational requirements of departments such as the Material Procurement Department, SQE Management Department, and Procurement Management Department in the processes of supplier development, evaluation, contract management, auditing, and coaching, thereby forming a governance structure characterized by cross-departmental collaboration and closed-loop management.



Admission Management: Rigorous Document Review and On-site Assessment

- **Document Review** : New suppliers are required to submit the New Supplier Introduction Evaluation Form along with a complete set of documents, including the Procurement Agreement, Quality Agreement, Integrity and Anti-Corruption Commitment Letter, Social Responsibility Assessment Form, Business Partner Anti-Terrorism Risk Assessment Form, Environmental Compliance Declarations (e.g., RoHS, REACH, and VOC standard declarations), Conflict Minerals Survey Form, organizational structure, and production equipment list.
- **Preliminary Review** : The Material Procurement Department, SQE, Procurement Management Department, and other relevant departments jointly conduct a preliminary document review of the submitted materials to ensure document completeness and capability alignment; only those meeting the required standards may proceed to the assessment phase
- **On-site Assessment** : The review team conducts on-site scoring based on the Quality System Audit (QSA), Process Audit (QPA), and Business Risk Assessment Form. Passing thresholds are defined according to different material categories, and audit results are classified as Pass or Fail.
- **Contracting and Onboarding** : Upon passing the assessment, the Strategic Procurement department requires the supplier to submit relevant documents in accordance with the New Supplier Filing Document Checklist and proceeds to sign the procurement contract and related agreements. The supplier is then officially added to the Approved Vendor List (AVL) and granted procurement access.



Periodic Evaluation: Annual/Quarterly Assessment Mechanism

• **QCDS Performance Assessment Mechanism**: A QCDS (Quality, Cost, Delivery, and Service (including Technology)) assessment mechanism has been established to conduct regular quarterly and annual evaluations. For detailed practices, please refer to Subsection 2, "Supplier Performance Assessment."



Exception Handling: Risk Identification and Resolution Mechanism

- **Potential Risk Identification**: In the event of repeated returns, critical defects, hazardous substance non-compliance, QSA audit failures, serious non-conformities in CSR/C-TPAT, the use of non-compliant smelters, or violations recorded on the IPE platform, the company convenes cross-departmental discussions to evaluate whether to conduct on-site coaching or revoke the supplier's qualified status.
- **Flexible Handling Mechanism**: For suppliers that have experienced major quality issues in the current year or received a quarterly rating of C or D, measures such as increasing audit frequency, reducing the supply proportion of non-conforming materials, and suspending their selection for new projects may be implemented.



Continuous Improvement: Coaching for Enhancement and Dynamic Optimization

- **Capability Building Support**: For high-potential suppliers or qualified suppliers demonstrating a strong willingness to implement corrective actions, the company provides on-site coaching, written guidance, or on-site review visits to support them in enhancing their capabilities.
- **Enhancing Supply Chain Stability**: The company regularly updates the Approved Vendor List based on annual and quarterly assessment results, dynamically optimizes the supplier structure, and increases the proportion of high-quality resources.

Supplier Performance Assessment >>>

Huntkey's supply chain has established a supplier performance management mechanism centered on continuous evaluation, tiered management, and closed-loop improvement to ensure that suppliers maintain stable performance in quality, cost, delivery, service, and cooperation, thereby driving the continuous optimization of the overall supply chain. Through a combination of monthly quality scoring, quarterly evaluations, and annual audits, the company achieves full-process and multi-dimensional management of its active suppliers.



➤ QCDS Performance Assessment Mechanism

The company implements a scoring system centered on QCDS (Quality, Cost, Delivery, and Service, including Technology) to conduct comprehensive quarterly assessments of all active suppliers. Based on the assessment results, suppliers are classified into four management tiers—A, B, C, and D—with cooperation strategies dynamically adjusted according to their performance levels.

➤ Annual Audit and Closed-Loop Improvement

Based on quarterly assessment results, delivery frequency, and material criticality, SQE formulates an annual supplier audit plan, executing Quality System Audits (QSA), Process Audits (QPA), CSR audits, and anti-terrorism audits for suppliers of critical materials and those in high-risk categories. Issues identified during audits are formally communicated in writing, requiring suppliers to complete corrective actions within a specified timeframe and submit improvement reports. SQE then follows up to verify the implementation of these corrective actions; for suppliers that fail to improve or experience recurring issues, the company will activate coaching or phase-out mechanisms to ensure the ongoing effectiveness of the quality and compliance systems.



Based on the dual-source management policy of equal emphasis on cost control and risk prevention, Huntkey's supply chain has established a multi-layered, systematic supply chain risk management mechanism to enhance raw material supply capabilities, respond to sudden disruption risks, and ensure the continuity and stability of production operations. At the institutional level, our company has formulated and issued key documents including the *Supplier Management Procedure*, *Procurement Management Procedure*, *Supplier Social Responsibility Management Procedure*, and *Counter-Terrorism Risk Assessment Procedure*. These documents systematically standardize the principles of supplier delivery management, supply quality requirements, compliance requirements, and the division of responsibilities among various functional departments in supply chain risk identification, response, and coordination, thereby providing management assurance for the stable operation of the supply chain.

In addition, during the new material sampling stage, our company simultaneously implements an environmental compliance management process, under which the Procurement Management Department and the Quality System Department clearly communicate sustainable procurement policies such as the *Huntkey Hazardous Substance Management Standard* and the Commitment Letter on Non-Use of Hazardous Substances to suppliers. This ensures that the procured raw materials, while meeting performance and delivery requirements, also comply with the company's green manufacturing strategy and environmental compliance standards, thereby providing solid support for the achievement of both supply chain robustness and green compliance objectives.

Control Points	Control Strategies
Dual Sourcing Management Mechanism	Centered on the Second Source (secondary supplier) dual-sourcing management mechanism, the company effectively enhances its risk response flexibility and procurement cost control capabilities through pre-established alternative resources and multi-source price comparison strategies.
Development and Introduction Process	The procurement department leads the Second Source development process by submitting the introduction application and forwarding Second Source samples to the R&D Department for the verification of compliance (safety and environmental regulations), performance, compatibility, and mass production feasibility. Upon successful qualification, trial runs are initiated to ensure that the introduced materials are highly compatible with the existing production line.
Integration into the BOM System	Upon successful trial production, the R&D department concurrently completes the creation of part numbers and updates the BOM system, ensuring that key materials are configured with at least two available suppliers within the system, thereby enabling automated substitution.
Dual-Sourcing Introduction Requirements for New Product Materials	During the initial stage of new product project initiation, the R&D department collaborates with procurement to conduct price inquiries and comparisons. In accordance with company policies, two or more qualified suppliers are selected and incorporated into the initial BOM to mitigate concentration risks during the development phase.
Dual-Sourcing Strategy for Non-Tooling Materials	For critical non-tooling materials such as connectors, structural components, and standard electronic components, the company, in principle, implements a dual-source supply system to ensure production continuity and contingency flexibility.
Practical Applications	The Second Source dual-sourcing management mechanism plays a significant role in the following scenarios
Cost Optimization	Price competition is driven through the alternative source quotation mechanism to achieve cost reduction objectives.
Capacity Risk Response	In the event of production anomalies, quality fluctuations, or delivery delays from the primary supplier, the system can rapidly switch to backup resources to prevent delivery interruptions.
Regional and Policy Risk Management	Dual sourcing from both domestic and international suppliers is implemented for certain critical components to mitigate the impact of policy-related force majeure factors associated with a single country of origin.

Huntkey actively embraces sustainable development principles and proactively responds to the global Responsible Minerals Initiative (RMI). The company strictly implements conflict minerals compliance management requirements across its supply chain and resolutely fulfills its corporate social responsibility and human rights compliance obligations. The company explicitly prohibits the procurement and use of high-risk minerals—such as tantalum, tin, tungsten, and gold (3TG)—and their derivatives, originating from the Democratic Republic of the Congo and its neighboring conflict-affected countries where proceeds are used to finance armed conflict. Furthermore, it comprehensively prevents mineral products of unknown origin or those posing significant social responsibility risks from entering the supply chain, thereby eliminating conflict mineral risks at the very source of raw materials.

To standardize conflict minerals management, the company has formulated *Huntkey Code of Business Ethics*. Strictly adhering to the standard requirements of the Conflict Minerals Reporting Template (CMRT/EMRT) and aligning with the compliance specifications of various partner customers, the company routinely conducts conflict minerals risk identification across the supply chain, performs end-to-end due diligence, and carries out public information disclosure. These efforts continuously enhance the transparency and standardization of mineral compliance within the supply chain.

无冲突金属承诺书

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根据致力于遵守《多德-弗兰克华尔街金融改革和消费者保护法案》、《经济合作与发展组织关于来自受冲突影响和高风险地区矿石的负责任供应链尽职调查指南》、RMI《负责任矿产计划》，并在此申明：

1. 禁止供应链从刚果民主共和国 (DRC) 或毗邻国家地区采购钽 (Ta)、锡 (Sn)、金 (Au)、钨 (W)、钴 (Co)、云母和含此类金属的矿石。
2. 尽勤勉调查供应商，确保采购的钽 (Ta)、锡 (Sn)、金 (Au)、钨 (W)、钴 (Co)、云母和含此类金属的矿石并非通过无政府军团或非法集团，从刚果民主共和国及跨境国家地区地区的矿区开采，或是从非法走私途径取得。
3. 应客户要求，可向客户提供我司尽职调查流程和调查报告。
4. 所有航嘉制造的产品均为不含冲突矿物金属的产品。
5. 我司供应链无冲突矿物金属调查报告已公示在航嘉官方网站 (<https://www.huntkey.com/cn/about-huntkey/social-responsibility>)，相关方可查阅。

航嘉集团

2022年8月18日

> At the Supply Chain Management Level:

The company has established and implemented an end-to-end conflict minerals management system encompassing "information collection, compliance assessment, risk disclosure, and binding commitments," deeply integrating conflict minerals compliance reviews into the entire process of supplier development, qualification assessment, ongoing collaboration, and dynamic management.

During the supplier qualification process, the company designates conflict minerals compliance as a core assessment criterion, requiring all suppliers to complete a dedicated questionnaire in accordance with CMRT/EMRT standards and accurately report the mineral composition of their products. This mechanism intercepts high-risk mineral materials at the source, ensuring that non-compliant materials are strictly excluded from the company's procurement system.

Additionally, the company has established an annual, routine conflict minerals screening mechanism to conduct regular, comprehensive supply chain risk assessments. Should the screening identify any non-compliant smelters within the supply chain, the company immediately initiates risk remediation measures, requiring suppliers to promptly remove these non-compliant smelters, thereby achieving a closed-loop resolution of mineral compliance risks.

> At the supplier constraint management level:

The company implements a comprehensive compliance commitment mechanism, requiring all material suppliers, upon completing the standard questionnaire, to sign the Conflict Minerals Commitment Letter. Through this written pledge, suppliers commit to the compliant procurement of mineral resources and strictly prohibit the use of minerals sourced from conflict-affected areas, of unknown provenance, or in violation of international human rights standards. Suppliers that fail to sign this commitment are strictly excluded from the qualified supplier pool and barred from any business engagement.

During the reporting period, the company achieved a 100% signing rate for the Conflict Minerals Commitment Letter among its partner suppliers, comprehensively completing the screening of high-risk mineral resources across the supply chain. This effectively ensures source control and end-to-end controllability of conflict minerals risks, solidly fortifying the responsible procurement supply chain framework.

Conflict Minerals Commitment
Letter Signing Rate

100%

Product Quality and Safety

Huntkey has always adhered to the quality philosophy of "safe production and lean manufacturing" and upheld the manufacturing spirit that "quality is rooted in details, and details determine everything." The Company continuously advances the intelligent upgrading of product testing and manufacturing processes. Through the three-dimensional synergy of automated inspection, digital traceability, and refined control, it has built an end-to-end quality assurance system covering product design, production, and sales. The Company strictly complies with domestic and international quality standards such as ISO 9001, CCC, UL, TÜV, CE, and CSA. It continuously strengthens its quality management system and implements full-process quality control to ensure the long-term stability of its products in terms of performance, reliability, and operational safety. Meanwhile, Huntkey deeply integrates intelligent control and AI technologies to drive the smart upgrading of manufacturing processes. This not only enhances production efficiency and quality but also reduces energy consumption and costs, as the Company continuously advances its commitments to green compliance, risk prevention, and social responsibility.

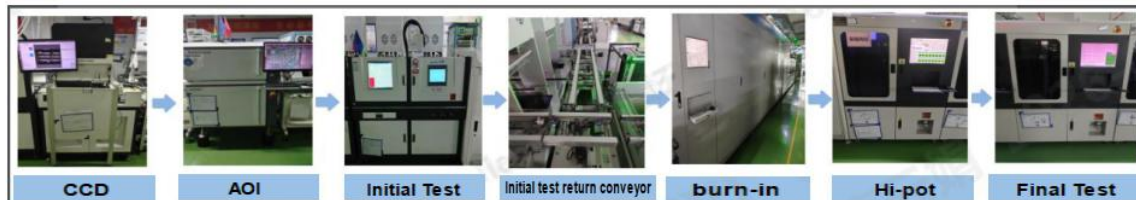
During the reporting period, none of the Company's products were involved in any safety or health incidents resulting from product quality issues.

Application of Digital and Intelligent Innovative Technologies

Huntkey actively responds to the national strategy for the development of intelligent manufacturing. Taking digital and intelligent transformation as its core driving force, the Company has established a three-pillar manufacturing upgrade path comprising automation, digitalization, and intelligence. Through the systematic deployment of key intelligent manufacturing initiatives, it has achieved a dual leap in both production efficiency and energy and resource utilization efficiency. This reflects the Company's mission to "be rooted in power electronics technology, focus on the power supply, energy storage, and thermal management industries, promote technological progress, and lead the low-carbon development of the industry." Huntkey is committed to building a respected green manufacturing enterprise and providing a model of low-carbon transformation for the high-quality development of China's manufacturing sector.

In terms of production process optimization, the Company has meticulously crafted an integrated "Design-Production" collaborative system, which covers core inspection processes such as CCD inspection, intelligent AOI image analysis, re-inspection of re-routed defective units, high-voltage testing, and ATE testing. Through the intelligent upgrading of each test station, the Company has achieved end-to-end interconnection, collaboration, and dynamic monitoring, continuously improving process yield. At the same time, it effectively reduces energy consumption and material waste, driving the transformation and upgrading of production operations toward lean and green practices.

➤ Integrated Design and Production System



In terms of intelligent equipment upgrades, traditional 2D AOI optical inspection equipment is upgraded to 3D AOI systems equipped with AI algorithms and 3D imaging technology, enhancing the effectiveness of defective product interception and enabling highly accurate defect detection. Meanwhile, automatic control systems are introduced in processes such as ATE and high-voltage testing, achieving 100% automation across the entire testing process while simultaneously enhancing both testing safety and inspection accuracy.



Product Quality Management >>>

Huntkey has always adhered to the quality policy of full participation, continuous improvement, and consistently delivering products that meet customer requirements, comprehensively building a full-process management system centered on quality. The company regards quality as the lifeline of its development. By focusing on system construction, process execution, process monitoring, and problem improvement, Huntkey has established a stable, controllable, and traceable quality assurance system to continuously provide customers with high-performance, highly reliable, safe, and compliant products and services.

> Quality Management System Development

The company has established management systems including the ISO 9001 Quality Management System and the QC 080000 Hazardous Substance Process Management System. It has successively formulated and implemented a series of quality regulations and procedures, including the *Design and Development Control Procedure*, *Product Safety Management Procedure*, *Incoming Inspection Operating Procedure*, *Process Monitoring and Measurement Control Procedure*, *Nonconforming Product Control Procedure*, *Preventive Action Control Procedure*, *In-Process Inspection Control Procedure*, and *Final Inspection Control Procedure*. This has built a quality assurance system covering the full lifecycle—from product development and incoming raw materials to production processes and finished product release—achieving standardized and normalized quality management throughout the entire process.

In terms of system execution, the company utilizes the MES system to achieve closed-loop recording, traceability, and analysis of quality data, ensuring that quality processes remain under control, problems are fully traceable, and decisions are data-driven.

ISO9001: 2015 Quality Management System Certification



Huntkey

Huntkey Electronics

Yongjia

Heyuan Huntkey

IECQ QC080000:2017 - Hazardous Substance Process Management



Huntkey

Huntkey Electronics

Yongjia

Heyuan Huntkey

➤ Multi-stage Quality Management and Inspection Mechanism

Huntkey has established a five-tier quality inspection system covering the entire product lifecycle. Leveraging an information management platform, the Company achieves effective control over key stages ranging from raw material procurement to finished product delivery. This forms a closed-loop quality management model characterized by front-end design prevention, mid-stage intelligent process control, and end-stage zero-defect gatekeeping, ensuring that every phase remains under real-time monitoring and dynamic optimization.



Incoming Quality Control

Strict incoming inspections are implemented for all raw materials and components entering the factory. In accordance with the *Incoming Inspection Operating Procedures*, comprehensive reviews are conducted covering appearance, dimensions, performance, reliability, environmental compliance, and certification documentation to prevent defective materials from entering the production process.



In-Process Quality Control

At key processes, first-article inspections, patrol inspections, and process monitoring points are established. Inspection items include equipment process parameters, electrical performance, process execution consistency, assembly specifications, and electrostatic discharge (ESD) protection, ensuring equipment status and process stability, and that all operations comply with established standards.



Outgoing Quality Assurance

Finished products must pass finished goods inspection prior to warehousing. This inspection covers appearance, dimensions, functionality, reliability, safety compliance, and label compliance, thereby preventing batch defects from flowing into downstream processes.



Out of Box Audit

A final outgoing inspection is conducted prior to product shipment, covering key items such as product part numbers, shipment quantities, packaging appearance, and packaging markings, to ensure that the final delivered products fully meet customer requirements.



RoHS / REACH Compliance Testing

Inspection plans are established for critical materials, and regular testing for EU RoHS and REACH hazardous substances is conducted (outsourced to third-party laboratories when necessary). Suppliers are required to provide compliance declarations and test reports, ensuring that environmental substance control is implemented right from the source.

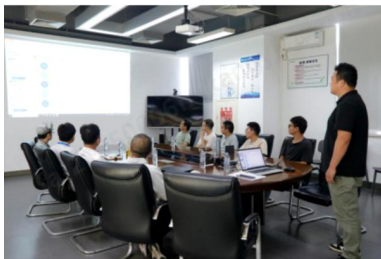
➤ Nonconformity Control and Quality Improvement

The Company has established a closed-loop management mechanism for nonconforming products encompassing identification, marking, segregation, disposition, and improvement to prevent their unintended use or delivery. This ensures that nonconforming products are promptly detected and isolated, responsibilities are clearly defined, measures are effectively implemented, and continuous improvement is achieved.

Control Stages	Control Strategies
WIP and Finished Products	If any nonconformities are identified, they are strictly handled in accordance with the Nonconforming Product Control Procedure by executing the processes of segregation, identification, issue registration, and disposition, to prevent nonconforming products from proceeding to subsequent processes or being shipped out.
Batch or Recurring Defects	8D failure analysis is implemented in accordance with the <i>Preventive Action Control Procedure</i> . The Quality Department is responsible for guiding and supervising all departments in implementing preventive measures, and assists in root cause analysis and investigation when necessary. Relevant responsible units formulate preventive improvement countermeasures, verify their effectiveness, and standardize the practices by updating or revising relevant specification documents or processes.
Defects Arising from Customer Complaints	The Company activates its rapid response mechanism to conduct root cause tracing and defect simulation for quality issues in accordance with the <i>Measures for the Management of Customer Complaints</i> . By leveraging the MES system, it traces back production history and organizes departments such as R&D, manufacturing, and quality to carry out analysis and implement corrective actions.
Continuous Improvement	The company has established a regular quality review meeting mechanism to build a QFL (Quality Feedback Lesson Learned) case library for typical defect issues, organize case reviews and lessons-learned sharing sessions, and promote cross-departmental risk early-warning and collaboration mechanisms.

► Diversified Employee Training Mechanism

To ensure the efficient operation of the quality management system and the effective implementation of standard requirements, the Company attaches great importance to building employees' professional competencies. It has established a diversified training mechanism covering onboarding training, on-the-job development, and specialized training, comprehensively enhancing employees' role competencies to ensure they possess the required qualifications for their positions, are familiar with operational standards, and accurately execute customer requirements.



Control Measures: Hazardous Substance Identification and Restricted Use Management

To practice the sustainable development philosophy of "green, eco-friendly, and low-carbon," the Company's Quality Assurance Department regularly conducts comprehensive screening and risk identification of hazardous substances in raw and auxiliary materials, components, and finished products. Strictly adhering to domestic and international environmental regulations and customer control standards, the department produces the *Restricted Substance Survey Form*, clearly defining the list of restricted substances and control limits. Full-chain environmental control is implemented from supplier qualification, incoming material inspection, and production processes to finished product dispatch, ensuring that the hazardous substance content in products complies with RoHS and relevant laws and regulations.

Customer Health and Safety >>>

Huntkey has always been committed to fulfilling its social and environmental responsibilities, striving to control and reduce the environmental pollution caused by electronic information products. The Company promotes the production and sales of low-pollution electronic information products, achieves clean production, improves resource utilization efficiency, protects the Earth's environment and human health, and mitigates impacts on ecosystems, thereby realizing its HSF policy of pollution prevention, regulatory compliance, customer satisfaction, and creating green products.

By formulating and implementing the *Huntkey Environmental Hazardous Substance Management Standard* and the *Letter of Commitment on Non-Use of Hazardous Substances*, the Company has established a full-process, closed-loop mechanism for hazardous substance identification and control—spanning product design and development, material selection, supply chain control, and finished product shipment. This ensures that products meet quality, certification, and QC080000 standard requirements.

At the implementation level, in accordance with the EU RoHS Directive and REACH Regulation, the Company has established a compliant and traceable hazardous substance management system along with specific control measures. This ensures that product materials comply with environmental standards and hazardous substance restriction requirements right from the source, thereby safeguarding human health and safety and reducing environmental risks.



Control Measures: Material Control Mechanism

Before the introduction of new materials, suppliers are required to submit the *Management Substance Declaration Form (MCD)*, the *Restricted Substance Survey Form* and others. The Company then conducts an internal evaluation of the materials' safety and compliance in accordance with *Huntkey Environmental Hazardous Substance Management Standard*. Only upon passing this review can the materials be approved for use.

Responsible Marketing

Huntkey has always adhered to the business philosophy of being customer-centric and valuing value creators. The company fully implements relevant regulations such as the *Advertising Law of the People's Republic of China* and the *Law of the People's Republic of China on the Protection of Consumer Rights and Interests*, ensuring truthfulness and transparency in product promotion and product labeling. It strictly prohibits false advertising, misleading labeling, and concealment of key information. At the same time, the company regards customer experience and rights protection as its core responsibility, committed to building long-term and stable customer trust through clear product information, comprehensive after-sales mechanisms, and efficient service responses.

During the reporting period, the Company did not incur any administrative penalties resulting from false advertising; the customer complaint response rate reached 100%; and the customer satisfaction score was 88.5.

Marketing and Labeling >>>

Huntkey has always adhered to the principles of truthfulness, transparency, and compliance in product labeling and marketing promotion, committed to providing customers with clear, accurate, and traceable product information, effectively safeguarding consumers' right to be informed and ensuring safe product usage.



In terms of responsible marketing

The Company has formulated and implemented the *Measures for the Management of External Advertising and Publicity Risks*, explicitly prohibiting the publication of false advertisements. All product promotional materials, product manuals, and technical specifications truthfully disclose product performance parameters, applicable scenarios, and usage requirements, ensuring that customers can fully understand product characteristics and preventing misleading marketing practices.



In terms of product labeling management

The Company has established the *Labeling Management Operating Procedures*, requiring that the entire production process—from incoming materials from suppliers to the shipment of finished products—be subject to comprehensive and systematic labeling management. All materials and products must be appropriately labeled, and the labels must be unique, clear, and easily identifiable. Barcode or QR code labels are affixed to product packaging or the product body, indicating core information such as the product name, customer model, serial number, and production date. Meanwhile, the Company synchronously records this labeling information into the MES system to achieve full-process traceability management from production to factory delivery, ensuring that the origin of each product is verifiable, its destination is controllable, and its quality is fully traceable.

Protection of Customer Rights and Interests >>>

Huntkey attaches great importance to the protection of customer rights and interests. It has formulated the *Measures for the Management of the Customer Complaints* and the *Control Procedures for Customer Satisfaction Surveys*, establishing a customer service system featuring rapid response, closed-loop improvement, and continuous feedback.



Customer Complaint Response Mechanism

The Company implements the "2-4-8-5 Principle," which entails responding within 2 hours, establishing an improvement team within 24 hours to develop containment countermeasures, completing root cause analysis and verification within 48 hours, and formulating countermeasures and providing an analysis report within 5 days. The Quality Department leads the 8D failure analysis to clearly define responsibilities, formulate corrective and preventive actions, and track the process to closure.



Customer Satisfaction Survey

The Company conducts an annual customer satisfaction survey utilizing various methods such as email, telephone, online surveys (via QQ and WeChat), face-to-face interviews, focus group discussions, and third-party research agencies, with the results documented in the *Customer Satisfaction Survey Form*. Specialized analysis and improvement initiatives are conducted for customers whose overall satisfaction score falls below 70, whose score on any individual factor is below 70, or who have raised issues ranked among the top three in customer feedback. These initiatives are documented in the *Customer Satisfaction Survey Report*, and relevant responsible departments are driven to implement improvements and enhancements.

Sound Governance for a Solid Foundation

Huntkey has always regarded sound governance as the core engine of high-quality development, continuously optimizing its governance structure and deepening its internal control mechanisms. The company is committed to building a stable, efficient, and transparent modern governance system, comprehensively enhancing its risk resistance capabilities and compliance management standards, thereby laying a solid foundation for long-term sustainability and enduring value.

- **Corporate Governance Structure**
- **Compliance Operations and Risk Management**
- **Business Ethics and Code of Conduct**
- **Information Security and Customer Privacy**



Corporate Governance Structure

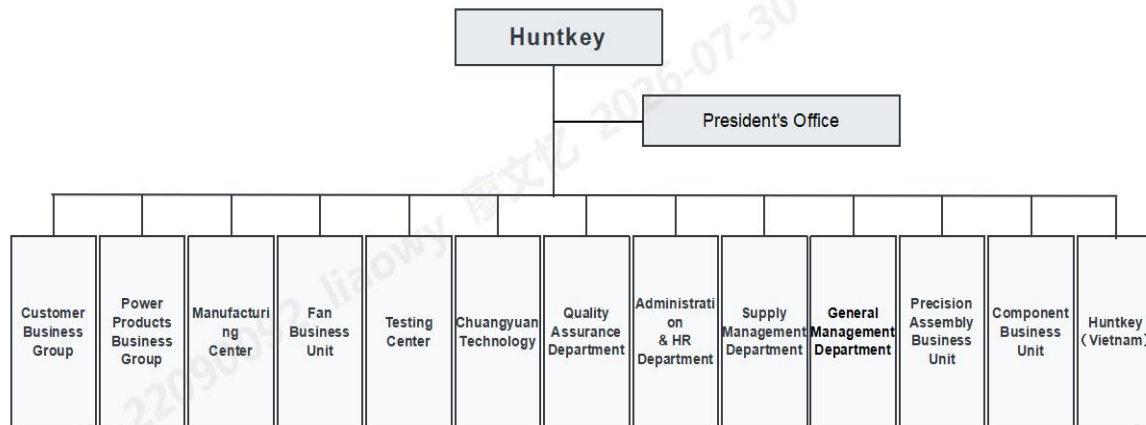
Huntkey continuously improves its corporate governance structure, ensuring clear rights and responsibilities, orderly division of labor, and effective checks and balances among the President's Office, management, and all functional departments. In accordance with the newly revised Company Law of the People's Republic of China and relevant regulations, the company has established a governance framework centered around the President's Office, which oversees key functional systems including General Management Department, Administration & Human Resources Department, Power Products BG, Testing Center, Quality Assurance Department, Supply Management Department, Manufacturing Center / Precision Assembly BU / Fan BU / Component BU, Customer Business Group. This structure ensures standardized and efficient corporate operations, as well as transparent and clear decision-making mechanisms.



6

Members of the President's Office

As of the end of the reporting period, the company's President's Office had a total of 6 members, who fully exercised their professional judgment and independent opinions in areas such as corporate strategy, operational management, and risk control, thereby ensuring the objectivity and effectiveness of corporate governance.



Organizational Structure of Huntkey

Compliance Operations and Risk Management

Huntkey has always regarded compliance management and risk prevention as the fundamental guarantee for stable operations and sustainable development. The company continuously strengthens its management capabilities in areas such as system building, responsibility implementation, and process control, thereby fortifying a dual line of defense that combines a solid foundation in corporate compliance governance with strong risk resilience.



Compliance Management

Huntkey adheres to compliance management as the cornerstone of high-quality development, continuously improving its three-in-one compliance management system — system-driven, responsibility-implemented, and supervision-guaranteed — and promoting the deep integration of compliance concepts into all aspects of corporate governance, operational management, and day-to-day business activities. The company strives to enhance its capability to operate in accordance with laws and regulations, providing institutional safeguards for stable operations and sustainable development.

The Internal Control Department serves as the centralized compliance management department, establishing a full-process compliance governance mechanism covering system building, process execution, education and training, and responsibility oversight, with a clear definition of the organizational structure and division of duties for compliance work. The President's Office coordinates and drives the implementation of compliance initiatives across the company; the heads of each first-level department collaborate in implementation, forming a work system that features cross-departmental coordination and vertical integration throughout the organization.



Risk Management

Huntkey places great emphasis on the identification and response to potential risks in its business operations. The company has established a systematic management mechanism covering areas such as strategy, operations, finance, legal affairs, information security, and environmental compliance, promoting horizontal coordination and vertical integration, thereby providing risk mitigation support for business expansion on the basis of stable operations.

At the institutional level, the company has progressively established a foundational management system covering workplace safety, financial compliance, and environmental protection, providing clear guidelines for risk prevention and control. For key business processes, the company has set up risk early warning and emergency response procedures to ensure timely responses to sudden risks.

At the implementation level, the company adheres to the principle of prevention first, with integrated prevention and control, and has built a basic risk management mechanism with clearly defined responsibilities and efficient response capabilities, centered around three key stages: risk identification and assessment, response, and oversight.

1

Risk Identification and Assessment

The company assigns the responsibility for risk identification and assessment to business lines and key positions, clearly designating the heads of each functional department as the primary persons responsible for risk management in their respective areas. They regularly conduct risk investigations and self-assessments in areas such as operations, safety, and compliance, thereby strengthening frontline early warning capabilities.

2

Risk Response and Disposal

The company's management has established a specialized assessment and decision-making mechanism. Through special meetings, they promptly analyze operational data, regulatory policies, and industry trends, identify potential risks, and formulate targeted response strategies and mitigation measures, ensuring that major matters remain controllable and emergency situations can be effectively addressed.

3

Risk Monitoring and Control

The company integrates risk monitoring tasks into its management function system. Functional departments responsible for legal affairs, finance, human resources, and other areas collaboratively carry out daily risk monitoring, internal control, implementation audits, and corrective action follow-up. The General Manager performs the ultimate oversight responsibility, ensuring a closed-loop management system that guarantees compliance, authority, and independence.

Business Ethics and Code of Conduct

Huntkey strictly complies with national laws and regulations concerning anti-corruption, anti-monopoly, and anti-unfair competition. The company integrates business ethics and codes of conduct into all aspects of its operations, actively fostering a clean and upright compliance environment, and continuously enhancing corporate transparency, credibility, and market competitiveness.

Focusing on key areas such as anti-corruption, anti-bribery, and anti-unfair competition, the company has formulated and implemented corresponding management system documents and employee codes of conduct, embedding compliance concepts into frontline employees and business processes, and building the first line of defense for corporate integrity and self-discipline. The company regularly provides training courses on business ethics and anti-commercial bribery, achieving 100% employee training coverage.

Anti-Corruption and Anti-Bribery >>>

Huntkey strictly prohibits any form of corruption, including bribery, fraud, embezzlement of public funds, and abuse of power. The company has formulated documents such as the Huntkey Code of Business Ethics, the Procedures for Preventing Improper Interests, and the Integrity and Cleanliness Agreement, which clearly define the integrity baseline that employees must adhere to in key areas such as job operations, business cooperation, procurement and bidding. These measures ensure that the company maintains a high standard of integrity and professional ethics in its business dealings with shareholders, employees, customers, suppliers, local communities, governments at all levels, and the general public in the regions where it operates. Through the following key initiatives, the company ensures that the spirit of anti-corruption and anti-bribery is embedded in its daily operations:

Establish an integrity commitment mechanism, requiring new employees to sign a pledge letter and receive company culture and compliance orientation.

Promote specialized anti-commercial bribery training, regularly conducting case study warnings, regulatory learning sessions, and policy dissemination meetings.

Clearly implement a zero-tolerance policy toward bribery and solicitation of bribes, with strict handling in accordance with laws and regulations upon discovery.

Anti-Competitive Behavior >>>

Huntkey strictly abides by the Anti-Unfair Competition Law, the Anti-Monopoly Law, and other relevant laws and regulations, and resolutely opposes any form of price monopoly, malicious defamation, false advertising, commercial bribery, and other such acts. The Huntkey Code of Business Ethics clearly stipulates that the company and its employees shall:

Engage in fair transactions, and oppose any acts of unfair competition that use fraudulent or deceptive business practices to exclude or undermine competition, disrupt the order of the market economy, and harm the interests of other business operators and consumers.

Shall not deliberately fabricate or spread false information to damage the business reputation of competitors.

Prohibit acts such as obtaining others' trade secrets through improper means, engaging in improper promotional activities, commercial bribery, and improper low-price sales.

The company upholds consistent values in procurement and cooperation, signing the Integrity and Cleanliness Agreement with all partner suppliers, which explicitly prohibits commercial bribery, illegal transfer of interests, and other such acts, jointly fostering an open, fair, and just cooperative environment. During the reporting period, 100% of suppliers signed the Integrity and Cleanliness Agreement.

Reporting Mechanism and Whistleblower Protection System >>>

Huntkey has established a reporting system for violations targeting employees and suppliers, aimed at maintaining the company's compliant operational order, protecting the legitimate rights and interests of whistleblowers, and strictly preventing any form of illegal or disciplinary violations.

The scope of reporting may cover illegal or disciplinary violations by company employees or management, such as fraud, corruption, abuse of power, workplace harassment, suppression of supplier rights, breach of contract, as well as situations where employees believe they have been treated unfairly or their interests have been harmed. Reported matters will be jointly handled by the General Management Department and the Human Resources Department, adhering to the principles of objectivity, fairness, promptness, and confidentiality throughout the investigation.

Scope of Reporting

The company provides multiple confidential reporting channels. Whistleblowers may report incidents, either under their real name or anonymously, through face-to-face statements, letters, phone calls, suggestion boxes, or email. They may also authorize others to file a complaint or report on their behalf. The reporting channels are as follows:
Reporting Hotline: 400-678-8388
Reporting Email Address: audit@Huntkey.net

Reporting Channels

To protect whistleblowers from retaliation, the company has established a strict information confidentiality and anti-retaliation control mechanism:

- ✓ Reporting materials shall be received, registered, stored, and handled by designated personnel. No unauthorized personnel may read, copy, or distribute such materials.
- ✓ The identity of the whistleblower shall not be disclosed during the investigation, nor shall the content of the report be revealed to the department or individual being reported.
- ✓ If a whistleblower suffers personal harm or damage to their interests as a result of reporting, the company will pursue legal liability against the responsible parties and, when necessary, assist the whistleblower in seeking protection from public security authorities.

Whistleblower Protection Mechanism

Information Security and Customer Privacy

Huntkey places great importance on information security and customer privacy protection, regarding them as a cornerstone of corporate operations and management. Through a triple safeguard of system building, technical measures, and organizational management, the company continuously improves its data management standards and prevents risks of information leakage, misuse, and non-compliance.

During the reporting period, the company experienced no cybersecurity risk incidents or information leakage events.

Information Security Management >>>

Huntkey has established a foundational information security management mechanism covering business systems, office networks, and employee operational behaviors, which mainly includes:

- ✓ **SCEO system permission hierarchy control:** All business systems require account and password login. System permissions are allocated based on the corresponding customer team, preventing unauthorized personnel from accessing relevant customer information and transaction data, thereby achieving refined permission management.
- ✓ **Sensitive email identification mechanism:** The email system has the capability to automatically identify suspicious emails. Suspicious emails are directly moved to a blacklist or a pending confirmation area, and are only released upon user click confirmation, thereby enhancing the network system's resistance to attacks.
- ✓ **Sensitive email identification mechanism:** The email system has the capability to automatically identify suspicious emails. Suspicious emails are directly moved to a blacklist or a pending confirmation area, and are only released upon user click confirmation, thereby enhancing the network system's resistance to attacks.
- ✓ **Information security incident response mechanism:** In accordance with the policy document Information Security and Network Security Emergency Preparedness and Response Control Procedure, the company has established an internal information security anomaly handling process. Upon detection of an information security risk incident, procedures such as confirmation, isolation, investigation, and reporting can be quickly initiated, enabling timely response and effective management.

Customer Privacy Protection >>>

Huntkey commits to protecting customer privacy information in accordance with laws and regulations, respecting customer data sovereignty, and ensuring the security and transparency of data across all stages — including collection, storage, use, and transmission — through institutional and technical measures:

- ✓ **Tiered permissions and responsibility allocation:** Each customer project is assigned a dedicated team, and data access permissions are controlled by the system, ensuring that non-team members cannot view or edit customer data.
- ✓ **Employee code of conduct and targeted management:** Employees' responsibility for protecting customer privacy is reinforced, with clear boundaries defined through pre-employment training and the signing of confidentiality agreements.
- ✓ **Customer feedback and complaint mechanism:** The company has established feedback and complaint channels related to information security and customer privacy, supporting customers in making inquiries, complaints, or suggestions regarding potential issues in the process of information collection, use, and storage.

Key Performance Table

Category	Unit	2025
Environment		
Energy consumption		
Purchased electricity	kWh	68492218
Gasoline	L	62793.9
Diesel	L	60686.68
Natural Gas	M ³	480465
Water usage		
Water consumption	tonnes	533979
GHG emissions		
Scope 1 emissions	tCO ₂ e	1331.1052
Scope 2 emissions	tCO ₂ e	30266.7121
Scope 3 emissions	tCO ₂ e	130954.9526
Innovation Patent		
Software Copyright	piece	32
Patent in Effect	piece	257

Category	Unit	2025
Society		
Employee		
Number of employees	Total	5000
Gender	Male	60%
	Female	40%
Age	Under 30	25%
	Between 31 to 40	39%
	Between 41 to 50	30%
	Above 51	6%
Educational Background	Postgraduate and above	1%
	Bachelor's degree	13%
	High school and below	86%
Diversity and inclusion		
Ethnic minority employees	%	6
Employees with disabilities or inclusion program	Persons	9

Key Performance Table

Category	Unit	2025
Occupational Health and Safety		
Number of major occupational injuries	Persons	0
The number of work-related deaths	Persons	0
Number of lost working days due to serious work-related injuries	Days	0
Development and training		
Annual training hours	Hours	109978
Number of trainees	Persons	5000
Average training hour per	Hours	22
Business ethics training coverage	%	100
Anti-bribery training	%	100
OH&D training coverage	%	100
Product quality training coverage	%	100
Privacy & data security training coverage	%	100
Community Engagement		
Number of employee assistance projects	piece	29
Number of public welfare projects	piece	2
Total annual public welfare expenditure	thousand yuan	66

Category	Unit	2025
Supplier distribution		
Southwest China	Suppliers	231
East China	Suppliers	41
Taiwan, Hong Kong, and Macao	Suppliers	18
Oversea	Suppliers	8
Central China	Suppliers	7
North China	Suppliers	5
Southwest	Suppliers	3
Northeast	Suppliers	1
Professional service		
Complaints on customer privacy infringement	Cases	0
Customer satisfaction	Score	88.5
Corporate Governance		
Management structure		
Number of members of President's Office	Persons	6
Anti-corruption		
Anti-corruption cases	Cases	0

Index Table

Instructions		Huntkey reported the information cited in this GRI Content Index from January 1, 2025 to December 31, 2025 with reference to the GRI standards.									
GRI 1 used		GRI: Foundation 2021									
Index No.	Indicator name		Index location			Index No.	Indicator name		Index location		
2-1	Organization details		About this Report			2-14	The role of the highest governance body in sustainability reporting		1.2 ESG Management Structure		
2-2	Entities included in the organization's sustainability report		About this Report				Conflict of Interest		/		
2-3	Reporting period, reporting frequency and touch points		About this Report				Communication on key issues		1.3 Stakeholder Engagement		
2-4	Restatement of Information		Key Performance Table				Collective knowledge of the highest governance body		/		
2-5	External Assurance		/				Assessment of the highest governance body's performance		/		
2-6	Activities, value chain and other business relationships		About Hunkey				Remuneration Policy		/		
2-7	Employment		3.1 Excellence in Human Capital Management				Procedure for determining salary		/		
2-8	Non-employed employees		3.1 Excellence in Human Capital Management				Annual total compensation ratio		/		
2-9	Corporate governance structure and composition		5.1 Corporate Governance Structure				Statement on Sustainable Development Strategy		1.1 ESG Vision and Strategy		
2-10	Nomination and selection of the highest governance body		/				Policy commitment		Throughout the Report		
2-11	Chairman of the highest governance body		/				Embedding policy commitments		Throughout the Report		
2-12	The highest governance body's role in overseeing impact management		1.2 ESG Management Structure				The process of correcting negative impacts		4.3 Responsible Marketing		
2-13	Decentralized responsibility for managing impacts		1.2 ESG Management Structure				Mechanisms for seeking advice and raising concerns		1.3 Stakeholder Engagement		

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Index No.	Indicator name	Index location
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2-28	Member Associations	/
2-29	Methods for stakeholder engagement	1.3 Stakeholder Engagement
2-30	Collective Bargaining Agreement	/
201	Economic performance	/
202	Market performance	About Hunkey
203	Indirect economic impact	/
204	Procurement Practices	4.1 Building a Responsible Supply Chain
205	Anti-corruption	5.3 Business Ethic and Code of Conduct
206	Unfair competition practices	5.3 Business Ethic and Code of Conduct
207	Taxation	/
3-1	Process for Identifying Substantive Issues	1.4 Double Materiality
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Index No.	Indicator name	Index location
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304	Biodiversity	/
305	Emission	2.1 Responding to Climate
		2.3 Compliance with Waste Management Regulations Green Products
306	Waste	2.3 Compliance with Waste Management Regulations Green Products
308	Supplier Environmental Assessment	4.1 Building a Sustainable Supply Chain
401	Employment	3.1 Excellence in Human Capital Management
402	Industrial Relations	3.1 Excellence in Human Capital Management
403	Occupational Health and Safety	3.3 Occupational Health and Safety Production
404	Training and Education	3.2 Employee Development and Well-being Initiatives
405	Diversity and Equal Opportunity	3.1 Excellence in Human Capital Management
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411	Aboriginal rights	/
413	Local community	3.4 Community Engagement
414	Supplier Social Assessment	4.1 Building a Responsible Supply Chain
415	Public Policy	/
416	Customer Health and Safety	4.2 Product Quality and Safety
417	Marketing and Logo	4.3 Responsible Marketing
418	Customer Privacy	5.4 Information Security and Customer Privacy

Reader Feedback

To continuously improve our ESG practices and enhance the effectiveness of our ESG management, we sincerely welcome

your feedback and suggestions.

We kindly ask you to complete the following questionnaire and share your comments or recommendations with us via email.

Email: liaowy@Huntkey.net

Address: Huntkey Industrial Park, Bantian Street,
Longgang District Shenzhen City, Guangdong Province.

Your Information			
Name		Organization	
Phone Number		Email	
Feedback			
1. What is your overall evaluation of the Company's ESG Report? O Good O Fairly Good O Average 2. Do you think this report reflects the material ESG impacts of the Company? O Yes O Partially O Not Sure 3. How would you rate the clarity, accuracy, and completeness of the disclosed information, data, and metrics? O High O Relatively High O Average O Relatively Low O Low 4. Which aspect of the report are you most satisfied with? 5. Which ESG topics are you most interested in? 6. What additional information would you like to know? 7. Do you have any suggestions regarding the Company's ESG practices or this report?			

Thank You!

