2025

InfoVision Optoelectronics (Kunshan) Co.,Ltd.

Environmental、Social and Governance(ESG) Report

INFOVISION

About the Report

Report content definition

The 2025 ESG Report of InfoVision Optoelectronics（Kunshan）Co., LTD. is the fourth ESG report released by IVO. Based on objective, standardized, transparent and comprehensive principles, the report comprehensively and in detail discloses IVO's philosophy, practice and performance in all aspects of environmental, social and corporate governance in 2025, aiming to effectively communicate with stakeholders and systematically respond to stakeholders' expectations and requirements.

Report organization description

This report covers InfoVision Optoelectronics（Kunshan）Co., LTD and its subsidiaries (sub-companies).In order to facilitate expression and reading, " InfoVision Optoelectronics（Kunshan）Co., LTD." in this report is also referred to as “IVO", "Company" or "we“.

Report reference standard

This report is prepared in accordance with the Self-Regulatory Guidelines for Listed Companies on the Shanghai Stock Exchange No. 14 - Sustainability Report (Trial), the GRI Sustainability Reporting Standards released by the Global Sustainability Standards Board (GSSB) , the United Nations Sustainable Development Goals (SDGs), and other relevant standards.

Report statement

This report was approved by the Board of Directors on April 22, 2026. IVO commits that there are no false records, misleading statements, or material omissions in the content of this report and takes responsibility for the authenticity, accuracy, and completeness of its contents.

Disclaimer

This report includes forward-looking statements, which are statements, other than statements of historical fact, that the Company anticipates or expects possible or imminent future business activities, events or developments. Subject to a number of variables, actual future results or trends may differ materially from these forward-looking statements, which should not be relied upon primarily as an investment basis.

Report time range

he reporting period covered January 1, 2025, to December 31, 2025 (the same period as IVO's 2025 annual report). In order to enhance the comparability and completeness of the report, some content has been appropriately extended to previous years or continued into 2026.

Reporting cycle

Once a year. This report is released in April 2026。

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About IVO

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01 Company Overview

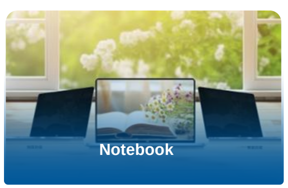
InfoVision Optoelectronics (Kunshan) Co., Ltd.

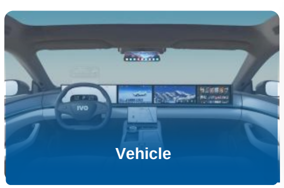
- Establishment time: July 12, 2005
- Registered address & Headquarters location: Headquartered at No.1 Longteng Road, Kunshan Economic and Technology Development Zone, Kunshan City, Jiangsu Province, China
- Listing date: officially listed on the Science and Technology Innovation Board of the Shanghai Stock Exchange on August 17, 2020
- Stock abbreviation: InfoVision Optoelectronics ;Stock code:688055
- Ownership structure: Kunshan Guochuang Investment Group Co., Ltd Investment accounts for 45.90%, while InfoVision Optoelectronics (Kunshan) Co., Ltd. Holdings holds 43.72%
- Total share capital : RMB 3.333 billion
- It has a wholly-owned subsidiary in Kunshan, a wholly-owned subsidiary in Hong Kong, a wholly-owned subsidiary in Vietnam , a Shenzhen branch
- Industry Classification: Computer, Communication, and Other Electronic Equipment Manufacturing

Company official website :https://www.ivo.com.cn/

Company Products and Services

IVO is a major supplier of small and medium-sized display panels worldwide, mainly engaged in the research and development, design, production, sales, and after-sales service of thin-film transistor liquid crystal displays. The products sold by ivo are mainly used in display terminal products such as laptops, cars, industrial control, mobile phones, and smart interconnection. For many years, IVO has been dedicated to its main business, adhering to innovation driven development. With the rapid development opportunities of artificial intelligence, big data, green economy, etc., it has cultivated emerging segmented display markets such as intelligent cockpit, e-sports laptops, electronic paper, AI, etc., expanded application scenarios, and provided customers with professional, flexible, and high-quality product solutions. Its products are exported worldwide and have formed a good reputation among brand customers at home and abroad.

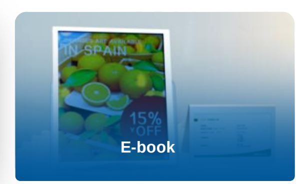

Notebook


Vehicle


industrial control


Mobile phone


Intelligence display


E-book

02 Operating Performance

Performance in 2025

Key financial performance	2025
Operation revenue	24.99
Operating costs	23.46
All taxes paid	0.69
Net profit attributable to the owner of the parent company	-2.08
Net profit attributable to the owner of the parent company after deducting non recurring gains and losses	-2.11

Unit: 100 million yuan

Business Situation Analysis

During the reporting period, the global trade environment and international political landscape were complex and volatile, with accelerated restructuring of industrial supply chains and further capacity release in the industry. Competition in the small and medium-sized display sector intensified, putting pressure on IVO's operating performance. Facing severe market challenges, IVOleveraged its foundational advantages from forward-looking planning, seized opportunities in emerging applications and other markets, and continuously strengthened cutting-edge technological innovations such as full-color e-paper, dynamic privacy anti-peeping, oxide materials, Mini LED, HUD (Head-Up Display), and AI displays. It also optimized product structures and enhanced product added value, driving gradual growth in new display business. In terms of international production layout, IVO actively increased resource investment, steadily advanced overseas capacity construction and ramp-up, and simultaneously deepened efforts to improve quality and efficiency through lean management and cost control, ensuring stable operational quality development.

Details of the operating results can be found in
IVO 2025 Annual Report ,Section 8

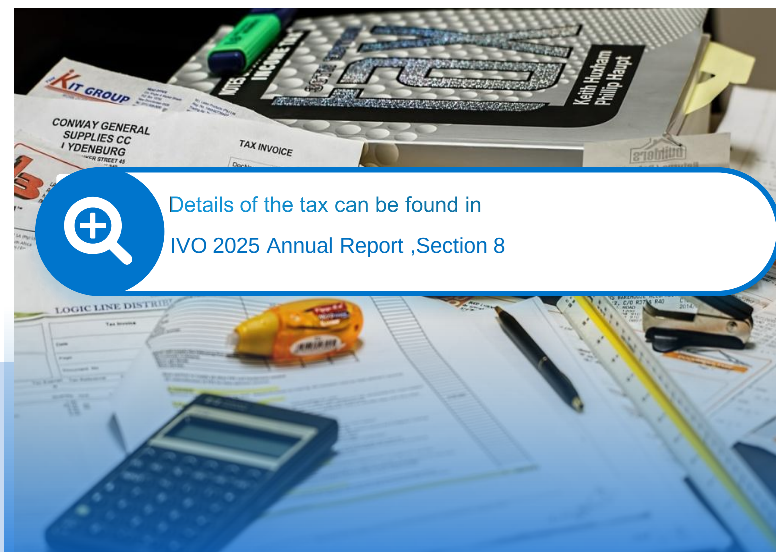
- Guided by strategic planning, the focus is on global market expansion and the refinement of industrial layouts, consolidating IVO's industry position in traditional strong sectors, while fully exploring emerging segmented display markets to enhance long-term competitiveness.
- Driven by technological innovation, we focus on breakthroughs in core technologies and forward-looking R&D, deepen collaborative innovation across the industrial chain, consolidate differentiated technical advantages, and provide solid support for product upgrades and market expansion.
- Supported by lean management, we focus on key areas such as digital transformation, quality and service, cost reduction, and efficiency improvement to continuously enhance operational management.
- Taking ESG development as a driving force, we will thoroughly implement the concept of sustainable development, comprehensively enhance ESG management capabilities, integrate ESG principles into the entire operational process, and strive to become a model leade r in the field of industry sustainability, injecting strong momentum into thIVO high-quality and sustainable development.

03 Tax Management

Tax Management

IVO strictly abides by national tax laws and regulations as well as IVO's management system, adheres to the principles of honest operation and lawful and compliant taxation, improves the tax management system, and enhances the tax risk management mechanism. By standardizing tax management practices, clarifying responsibilities at all levels, preventing tax related risks, and ensuring the legality and standardization of tax work.

IVO shall fulfill its tax obligations conscientiously based on authentic and complete tax related information, and declare and pay taxes in accordance with laws and regulations on time.



Details of the tax can be found in
IVO 2025 Annual Report ,Section 8

Tax Risk Management

In order to strengthen tax management and reasonably control tax risks, IVO's tax personnel regularly learn and understand the latest tax policies through authoritative channels such as the State Administration of Taxation and the Jiangsu Provincial Taxation Bureau, improve the professional competence of tax personnel, and enhance their awareness of tax risk management. Promote the tax risk management concept of abiding by laws and regulations and paying taxes with integrity, establish tax risk management system, accounting system, invoice management system, etc., track tax matters in a timely manner, communicate and coordinate risk warnings in a timely manner, ensure the standardization and effectiveness of tax management, and reduce tax risks. At the same time, internal auditors of IVO conduct regular audits of the finance department to promote the normalization of tax risk prevention and control work,

Policy collection	Policy training	Risk assessment	Regular audit

During the reporting period

IVO has not engaged in any tax-related illegal or non-compliant activities

04 Strategy Planning

Industry Pattern and Trend

- **At present, the pattern of the global display panel industry continues to optimize. Chinese Mainland enterprises occupy a leading position. Korean enterprises focus on the high-end field of OLED, while Taiwan enterprises are deeply involved in the market segment, presenting a competitive situation of characteristic differentiation and dislocation development. Industry competition has shifted from scale expansion to high-quality competition through technological innovation, product added value, lean operation, and industrial chain collaboration. High end, differentiation, and greening have become the main development themes.**
- **Affected by factors such as rising prices and tight supply of storage chips and other electronic components, the competition in the industry has become increasingly fierce. But with the development and popularization of new technologies such as 5G/6G, AIoT, big data, and generative AI, as well as the promotion of the "dual carbon" strategy, new displays will continue to benefit from technological iteration and upgrading, and emerging application scenarios will continue to expand.**

In the face of a complex and ever-changing external environment, IVO will adhere to the development strategy of "green intelligence integration and dual axis drive", seize the opportunities of digital economy and green low-carbon, develop with the dual axis of "strategic layout+technological layout", actively explore and layout emerging sub display fields such as full-color electronic paper, intelligent cockpit, intelligent display, e-sports and anti peeping high-end laptops, AI display, etc., and focus on creating differentiated high value-added products; Continuously investing in research and development of diversified and differentiated technologies such as full-color electronic paper, dynamic privacy privacy privacy protection, oxide, Mini LED, HUD head up display, AI display, etc., to promote the transformation of technological achievements; In addition, continuous improvement will be made in fundamental aspects such as product quality and service, process and design capabilities, industry chain cooperation, digital transformation, cost reduction and efficiency enhancement, organization and manpower, to enhance IVO's competitiveness and achieve high-quality sustainable development.

Operating Plan

- **Optimize strategic layout and expand into emerging track.**
- **Accelerate the drive for innovation and strengthen technological edge**
- **Deepen customer cooperation, cast brand value**
- **Expand industrial chain resources and strengthen collaborative development**
- **Strengthen quality management and improve product quality**
- **Accelerate digital transformation, empower and improve quality and efficiency**
- **Strengthen talent cultivation and build a strong talent team**
- **Deeply cultivating ESG construction and leading sustainable development**

05 Corporate Honor（2025）

Corporate/Product Awards

● Top 100 Invention Patents of Manufacturing Enterprises in Jiangsu Province (Top 10)

● Kunshan City cultivates advantageous enterprises for high-value patents in the new display industry

●Top 10 Innovative Technologies at the 2025 World Display Industry Innovation and Development Conference

● DIC AWARD 2025 International Display Application Innovation Gold Award

● DIC AWARD 2025 International Display Application Innovation Silver Award

● The 6th "Optoelectronic Science and Technology Award" - Second Prize of Science and Technology Progress Award

●The 25th China Patent Excellence Award

Corporate Awards

●National Green Factory

●Four star cloud based enterprise in Jiangsu Province

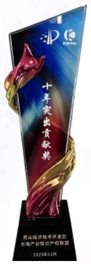
●Advanced level intelligent factory in Jiangsu Province

●Best Employer in Suzhou in 2025

●Top 10 Headquarters Economy Enterprises in Kunshan City

●CDP Rating Climate A -, Water A-

●2025 Golden Dawn Investor Relations Award



02

Environmental、Social and Governance (ESG) Management

- Corporate governance
- Materiality issue analysis
- Impact, risk and opportunity management

01 Corporate Governance

IVO has established a relatively complete corporate governance system in accordance with laws, regulations, and regulatory requirements such as IVO Law of the People's Republic of China, the Code of Corporate Governance for Listed Companies, and the Guidelines for the Articles of Association of Listed Companies. It has formed a governance structure with clear rights and responsibilities, standardized operations, and effective checks and balances, ensuring that IVO operates in compliance with laws and regulations and develops steadily. By formulating a series of rules and regulations such as the "Articles of Association", "Rules of Procedure for Shareholders' Meetings", "Work System for Independent Directors", and "Detailed Rules for the Work of the Secretary of the Board of Directors", we ensure the standardized and coordinated operation of various governance entities. In 2025, IVO will optimize its governance system, adjust its governance structure in accordance with the latest regulatory requirements, abolish the establishment of a supervisory board, and fulfill its decision-making and supervisory functions through the board of directors and its specialized committees. IVO's governance structure will operate stably, and the implementation of internal management systems will be good.

Governance Structure

IVO governance structure diagram

Shareholders' meeting

The shareholders' meeting is the highest authority of IVO. IVO strictly follows the requirements of the "Articles of Association" and "Rules of Procedure for Shareholders' Meetings" to conduct the convening, holding, and voting procedures of the shareholders' meeting in accordance with the law and regulations, ensuring the transparency and standardization of major decision-making. To fully protect the rights of shareholders, IVO provides online voting methods for shareholder meetings, facilitates shareholder participation in decision-making, and ensures that all shareholders, especially small and medium-sized shareholders, exercise their rights to information, participation, voting, and supervision in accordance with the law, effectively safeguarding the legitimate rights and interests of shareholders.

Member information about the governance structure, please refer to
Section IV of the 2025 Annual Report of IVO

Board of directors

The board of directors is responsible to the shareholders' meeting and shall exercise its powers in accordance with laws and regulations,IVO's articles of association, and the resolutions of the shareholders' meeting. The term of office for directors is three years, and they may be re elected upon expiration of their term. Independent directors shall not serve continuously for more than six years. The board of directors shall hold at least two regular meetings per year, with a 100% attendance rate of directors.

IVO's board of directors consists of 9 directors, including 1 employee representative director and 3 independent directors. The board of directors has a diverse membership structure, with 44% of directors being female. The directors have different professional experiences and educational backgrounds, covering areas such as enterprise management, financial auditing, and the technology industry. Independent directors play a role in participating in decision-making, supervising and balancing, and providing professional consultation in the board of directors in accordance with relevant laws, regulations, regulatory provisions, and IVO's articles of association, to safeguard the overall interests of IVO and protect the legitimate rights and interests of small and medium-sized shareholders.

Committee

IVO's board of directors has four specialized committees: the Strategy and Development Committee, the Compensation and Evaluation Committee, the Nomination Committee, and the Audit Committee. Each committee shall carry out its work and fulfill its responsibilities in accordance with the Articles of Association and relevant committee work rules. Members are appointed and dismissed by the board of directors, with a term of three years, which is consistent with the term of the board of directors. The Remuneration and Evaluation Committee, Nomination Committee, and Audit Committee are chaired by independent directors, with a majority of seats held by independent directors. Each committee operates strictly in accordance with its own work rules and regulations, fully utilizing its professional functions to provide strong support for scientific decision-making by the board of directors, effectively improving the level of corporate governance and decision-making efficiency.

Strategy and Development Committee	Remuneration and Appraisal Committee	Nominating Committee	Audit Committee
Responsible for researching and providing recommendations on IVO's short-term, medium-term, and long-term development strategies and major investment decisions, guiding the formulation of ESG related strategies, and supervising ESG matters of the IVO.	Responsible for formulating assessment standards for IVO directors and senior management personnel and conducting assessments;Responsible formulating and reviewing the compensation policies and plans for IVO's directors and senior management.	Responsible for formulating the selection criteria and procedures for company directors and senior management personnel, selecting and reviewing candidates and their qualifications, and making recommendations to the board of directors.	Responsible for reviewing IVO's financial information and its disclosure, supervising and evaluating internal and external audit work and internal controls.

Remuneration Management

IVO always adheres to the salary concept of "sharing operational results, reflecting job value, and providing accurate and effective incentives", strictly follows relevant laws and regulations such as the Labor Law and the Labor Contract Law, and has built a scientific, standardized, fair and reasonable salary incentive system. This system is based on market salary levels and guided by business objectives. By establishing a flexible and efficient dynamic adjustment mechanism closely linked to operational efficiency, job contribution, and performance evaluation, it continuously enhances the external competitiveness and internal fairness of compensation. IVO regularly evaluates the implementation effect of the salary system, continuously optimizes the management mechanism, ensures that salary distribution is fair, reasonable, and motivating, effectively stimulates employees' innovative vitality, and provides strong talent guarantee and institutional support for the high-quality development of IVO.

Compensation management for IVO executives

IVO has established a scientific and standardized compensation management system for directors and senior management personnel, formulated the "Compensation Management System for Directors and Senior Management Personnel", and effectively mobilized the enthusiasm of the management team through the improvement of incentive and restraint mechanisms. This system clearly stipulates the salary structure, standards, distribution procedures, and binding clauses for directors and senior management personnel, forming a management mechanism with equal rights and responsibilities.

The board of directors and the remuneration and assessment committee make recommendations to the board of directors on the remuneration of IVO's directors and senior management personnel. The board of directors decides on the remuneration and rewards of senior management personnel, and the shareholders' meeting decides on matters related to the remuneration of directors. Among them, the compensation of senior management personnel is guided by IVO's operational performance principle, consisting of basic salary and performance-based salary. They receive compensation based on their job value, job responsibilities, work abilities, market salary trends, and IVO's annual operating conditions, in accordance with relevant systems such as company compensation and performance evaluation.

ESG Sustainability Governance Framework

IVO has established a top-down ESG management system architecture led by the board of directors, covering all levels with clear division of labor and clear rights and responsibilities. It can systematically identify and control various risks such as environmental and social risks, enhance risk resistance capabilities, and improve IVO's ESG governance level.

IVO has formulated documents such as the 'ESG Management Standards', which propose policies and guidelines for various aspects of ESG management. The documents standardize the responsibilities of various ESG functional departments to effectively promote the development of ESG work, and create ESG courses for all employees to learn, enhance their understanding of ESG, and truly integrate ESG concepts into the core beliefs and values of all employees. IVO will continue to strive towards a higher level of performance in environmental protection, social responsibility, and corporate governance, committed to creating more shared value and giving back to society.

Board of Directors

Decision-Making Level

- Board of Directors: The highest responsible and decision-making body for ESG matters, reviewing IVO's list of important issues and related risks, opportunities, and impacts annually; Annual review of IVO's ESG performance; Annual meetings review annual ESG reports and other related information

Strategy and Development Committee

Management Level

- Strategy and Development Committee: Develop IVO's ESG work vision, policies, goals, etc. in conjunction with IVO's future development strategy; Responsible for supervising and guiding the ESG Executive Committee in implementing various ESG resolutions; Assess risks, opportunities, and impacts, manage important issues, and provide board discussions based on the comprehensive market conditions and improvement of business operations of IVO; Evaluate the allocation and potential of internal resources within IVO, and capture market opportunities.

ESG Executive Committee

Execution Level

- ESG Executive Committee: mainly responsible for the implementation of IVO's ESG strategy and daily business management activities, evaluating the performance of ESG work implementation, and proposing optimization suggestions on performance; Maintain communication with senior management to ensure their support and coordinate cooperation among departments; Develop a stakeholder communication plan.

ESG Work Facilitation Group

Execution Level

- ESG Work Promotion Group: Conduct communication actions with stakeholders; Prepare a sustainable development report; Manage the implementation performance of ESG work; Under the guidance of the committee, coordinate and promote IVO's various ESG work, improve the ESG related institutional system, and promote IVO's ESG construction. Regularly report on the implementation results and major plans.

ESG Policy

Respect human rights and enhance employee happiness.

Safe production, ensuring life and health.

Reduce emissions, and implement environmental protection.

Act towards goodness and assume social responsibility.

Compliance management to achieve sustainable operations.

ESG Management System Document

Through the formulation of institutional documents such as the ESG Management Specification,IVO has systematically built a policy system and code of conduct covering all ESG fields. In terms of internal management, the ESG responsibilities of each functional department have been clearly defined, and a standardized working mechanism has been established. IVO also conducts ESG training for all employees to deeply integrate the concept of sustainable development into corporate culture and employee values. In supply chain management, IVO actively promotes the implementation of ESG concepts among suppliers to build a responsible supply chain system.

IVO adheres to the concept of sustainable development, continuously improves the ESG management system, continuously improves the sustainable development ability of IVO, creates greater social shared value for all stakeholders, and realizes the beautiful vision of common development of the enterprise and society.

SBT Carbon Reduction Targets

In response to the climate goals of the Paris Agreement, IVO has set a near-term absolute emission reduction target in line with the "1.5° C target" based on climate science. At the beginning of 2024, the emission reduction target has been certified by the Science Based Targets initiative (SBTi), demonstrating a scientific attitude and firm commitment to addressing climate change, and achieving sustainable and effective low-carbon transformation and development.

CDP Information Disclosure

IVO actively participates in the global environmental information disclosure system and completed CDP's climate change and water security disclosures during the reporting period, and was rated **A-** in climate disclosure and **A-** in water security disclosure for its excellent performance. IVO will closely follow the development trend of international ESG information disclosure, continue to optimize the environmental management system, and continuously improve the level of sustainable development management.

Responsible Business Alliance Guidelines

Since 2011, IVO has incorporated the Code of Conduct of RBA Responsible Business Alliance into its internal documents and implemented it in accordance with the relevant code of conduct. In accordance with the Code of Conduct of RBA Responsible Business Alliance, international standards such as SA 8000, ISO 14001 and ISO 45001, as well as relevant laws and regulations, IVO has formulated documents such as RBA System Management Specification, RBA Labor and Business Moral hazard Rating Assessment and Management Specification

During the reporting period

Convene the Board of Directors
7 times

The Board deliberation topics
40 items

Convene the Shareholders' Meeting
1 time

The Shareholders' Meeting deliberation topics
13 items

Convene the Special Committees of the Board of Directors
11 times

The Special Committees of the Board of Directors deliberation topics
37 items

Convened the Strategy and Development Committee meeting **2** times

Convened the Remuneration and Appraisal Committee meeting **1** time

Convened the Audit Committee meeting
6 times

Convene a nomination committee meeting
2 times

02 Materiality Issue Analysis

Materiality Issue Assessment Process

IVO follows the "Shanghai Stock Exchange Self Regulatory Guidelines for Listed Companies No. 14- Sustainable Development Reporting (Trial)" issued by the Shanghai Stock Exchange, and refers to the "GRI Sustainable Development Reporting Standards" (GRI Standards) and the Responsible Business Alliance Code of Conduct (RBA) issued by the Global Sustainability Standards Board (GSSB) Based on industry standards such as the "Guidelines for Social Responsibility in the Electronic Information Industry," and taking into account the characteristics and development stages of the industry in which IVO operates, this serves as a broad basis for selecting substantive issues for IVO. Starting from the importance of economic, social, and environmental impacts and their impact on IVO's development, as well as communication and investigation with stakeholders such as employees, customers, suppliers, shareholders, and government, after sufficient discussions with internal and external stakeholders, substantive issues that have significant impacts on both IVO's development and stakeholders are identified and analyzed.

01 Establish a List of Issues

Analyze the internal and external environment of IVO and the main affected stakeholders, identify key issues based on industry characteristics, value chain, development trends, relevant regulatory policies and rules, industry standards, peer analysis, etc., and establish a list of issues.

02 Multi-Party Questionnaire Survey

Communicate with key stakeholders to understand the potential impacts they may face, using research methods such as questionnaires, symposiums, investor hotlines/mailboxes, etc., and refine the list of key issues.

03 Assessment of Materiality

Based on the characteristics of the industry and business operations in which IVO operates. Determine whether the issues listed in the investigation's agenda have significant impact based on their scale, scope, irretrievability, and likelihood of occurrence; Assess the degree and likelihood of the financial impact of risks and opportunities, and determine the financial importance. The methods for evaluating importance include quantitative analysis and qualitative analysis.

04 Determine Materiality Issues

Analyze and summarize the evaluation results of each issue, identify whether each issue is an important issue, and rank its importance. And ensure that relevant issues are transparently and fully disclosed in the report.

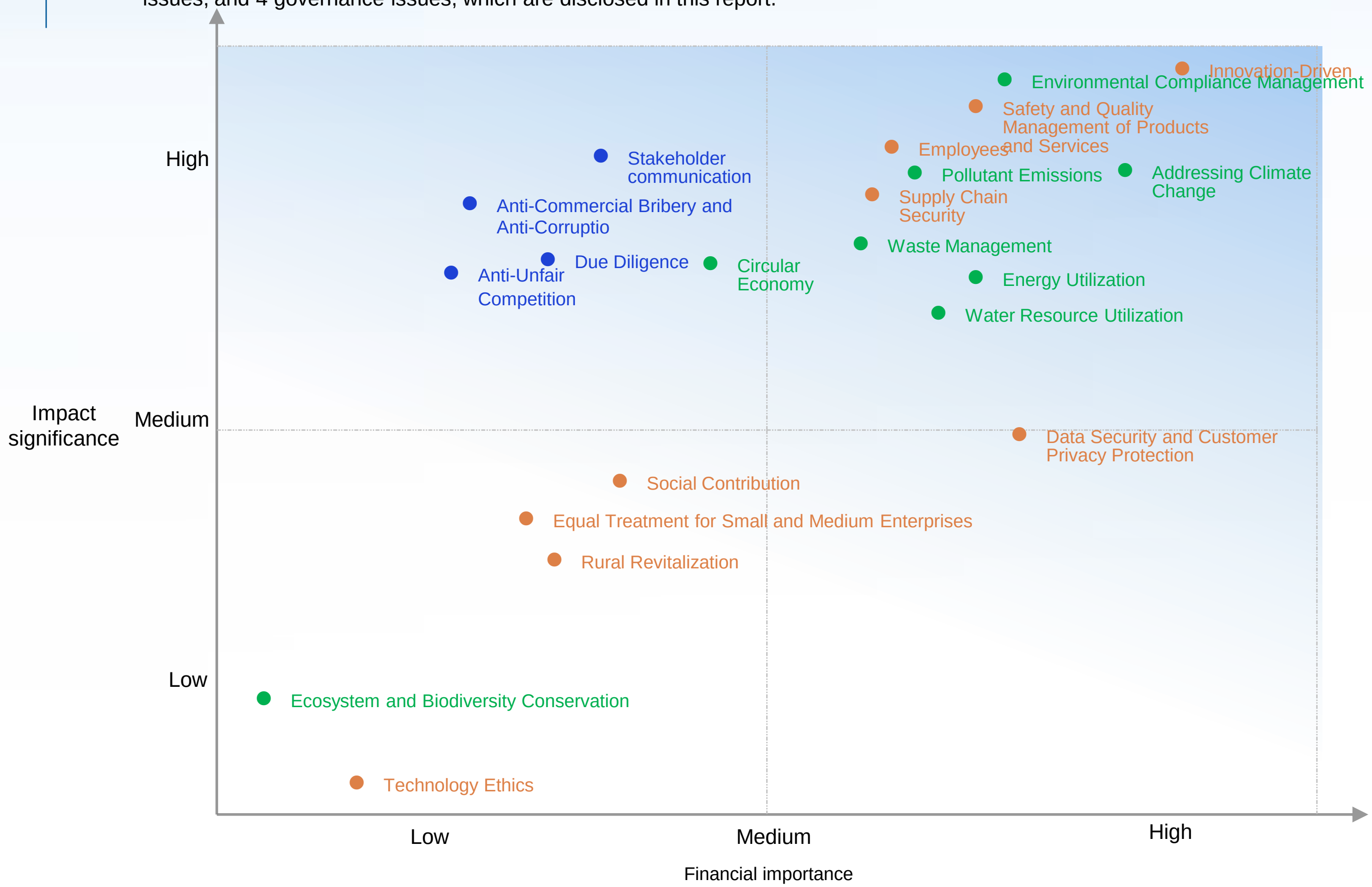
Stakeholder Communication

IVO pay close attention to the demands of stakeholders, establish diverse communication mechanisms, and maintain close contact with them. IVO identifies the following seven main types of stakeholders based on principles such as the relationship between rights and responsibilities and the degree of influence with stakeholders, and in accordance with the AA1000 stakeholder participation standard.

	Client	Shareholders and investors	Supplier	Staff	Community	Government	Media
Communication Content	· Product service Introduction · Meeting customer needs · Grasp customer intentions · Ensure product quality · Provide high-quality service	· Financial performance · Operating status · Business development · strategic planning · Market status and trends · Corporate governance	· Supply chain security · Open, fair, and just procurement · Compliance and quality status · Deep technical exchange · Joint innovation and business cooperation	· Co development between employees and the enterprise · Career development and training · Occupational health and safety · Legal rights and interests of employees · Salary and benefits · Multiculturalism and life	· public benefit activities · Assisting vulnerable groups · Pollution prevention · Energy saving and emission reduction	· Compliant operation · pay taxes according to law · Policy implementation · corporate governance · Environmental protection · Drive the development of surrounding enterprises · Promoting employment	· Company Operations · Enterprise development · Social responsibility · Information disclosure
Communication and Response Methods	· Daily communication with customers · Regular visits and communication · Customer satisfaction · Customer Quality Meeting · Industry conferences and exhibitions · Customer audit	· Shareholders' Meeting · Information disclosure · Institutional research · Online performance briefing · Shanghai Stock Exchange Investors Exchange Mobile platform · Company website · Investor hotline/email · News releases	· Supplier evaluation review · Industry conferences and forums · Supplier conference · Regular QBR activities · Supplier training and coaching · Supplier audit	· Employee Reception Day, symposium, mailbox · Employee satisfaction survey · Vocational skills training · Safety training · Improvement of occupational health and safety measures · Salary and welfare management · Culture, sports, entertainment event organization	· Field visits · Public welfare projects · Community volunteer service · Absorbing employment for people with disabilities · Water pollution prevention and control · Air pollution control · Noise management · Energy resource management	· Seminars and symposiums · Correspondence · Inspection and self inspection · Information disclosure	· Media interviews · News release · Information disclosure

Materiality Issue Assessment Conclusion

IVO has established a list of topics based on the characteristics of the industry, IVO's operating conditions, relevant regulatory policies and rules, industry standards and stakeholder investigations. The list of issues is evaluated by a dual materiality assessment (impact importance and financial importance), and then averaged with the scores of the corresponding stakeholder surveys, and ranked from high to low to form the materiality issue assessment conclusion and the substantive issue assessment matrix. Through identification and analysis, three aspects substantive issues that have an important impact on the development of the enterprise and stakeholders are finally screened out, including 8 environmental issues, 9 social issues, and 4 governance issues, which are disclosed in this report.



Materiality Issue Diagram

Dual Importance Issues:

Environmental Compliance Management
Addressing Climate Change
Pollutant Emissions
Waste Management
Energy Utilization
Water Resource Utilization
Innovation-Driven
Employees
Safety and Quality Management of Products and Services
Protection
Supply Chain Security

Only issues of significant impact::

Circular Economy
Anti-Unfair Competition
Anti-Commercial Bribery and Anti-Corruption
Stakeholder communication
Due Diligence

Only financially significant issues:

Data Security and Customer Privacy

Non significant issues:

Ecosystem and Biodiversity Conservation
Equal Treatment for Small and Medium Enterprises
Social Contribution
Rural Revitalization
Technology Ethics

03 Impact, Risk and Opportunity Management

In the face of complex and ever-changing external environments such as climate change, energy crisis, escalating geopolitical risks, and rapidly changing industry demands, IVO continuously conducts risk and opportunity identification and assessment through the risk governance management mechanism established by IVO, and dynamically formulates response measures. IVO adheres to proactive risk prevention and control, actively seizes opportunities, effectively responds to external uncertainties, ensures stable operation, and provides solid support for high-quality, sustainable, and sustainable development of the enterprise.

Detailed information on impact, risk, and opportunity identification and management can be found in
The relevant sections of this report for each specific topic

Risk and Opportunity Identification and Management Process

Step 1	Step 2	Step 3	Step 4	Step 5
Information and Data Collection	Risk and Opportunity Identification	Risk and Opportunity Assessment	Analysis Using Tools Such as SWOT	Effectiveness tracking

Status of Risk and Opportunity Management

In order to respond to internal and external environmental changes, strengthen risk prevention and ESG management, IVO has formulated systems such as the "Guidelines for Internal and External Environmental Analysis and Response Management" and the "ESG&RBA Audit and Management Review Control Procedure", and established a standardized and normalized management system. According to the prescribed procedures, a comprehensive analysis of the internal and external environment is conducted regularly every year to sort out the internal and external environmental conditions of IVO, analyze positive and negative impacts, and form SWOT analysis. The main risks and potential opportunities faced by IVO's operations are identified, and corresponding strategies to reduce, transfer or avoid risks and seize opportunities are developed. To ensure the effectiveness of countermeasures, IVO establishes a normalized tracking mechanism, tracks the implementation status and effectiveness of countermeasures every six months, flexibly adapts and optimizes adjustments according to changes in the internal and external environment, continuously strengthens internal management processes, and continuously improves IVO's business resilience and risk resistance.

In terms of ESG risk management, IVO adheres to multi-party collaboration, communicates and investigates with stakeholders such as suppliers, customers, governments, investors, etc., understands the ESG related needs and expectations of all parties, evaluates internal ESG management weaknesses and potential risks; Participate in external CDP ratings, RBA audits, etc., objectively analyze IVO's ESG management status, and accurately identify risk projects. In 2025, the risks identified and controlled by IVO mainly include the intensification of climate change, the continuous increase in domestic environmental protection control, the rapid iteration of terminal market demand, frequent natural disasters, and the escalation of geopolitical risks. Special response plans will be formulated in a timely manner for various risks, and a comprehensive ESG KPI performance control system will be established to track and control the entire process, effectively reducing the adverse impact of various risks on IVO's business development.

03

Implementing Environmental Protection and Embracing the Path of Green Development

Investment in Environmental Protection (Yuan)

16.5 million RMB

Compliant Disposal of Hazardous Waste

100%

Recycled Water Usage Rate Increased to

52%

ISO 14001 Certification Coverage Rate	ISO 50001 Certification Coverage Rate	ISO 14064 Certification Coverage Rate
100%	**100%**	**100%**

- Environmental Compliance Management
- Biodiversity Conservation
- Pollutant and Waste Management
- Energy utilization
- Water Resources Utilization
- Circular Economy
- Addressing Climate Change

01 Environmental Compliance Management

Governance

IVO strictly complies with national laws and regulations such as the Environmental Protection Law of the People's Republic of China, the Air Pollution Prevention and Control Law of the People's Republic of China, the Water Pollution Prevention and Control Law of the People's Republic of China, the Solid Waste Pollution Prevention and Control Law of the People's Republic of China, the Pollutant Discharge Permit Management Regulations, and the Construction Project Environmental Protection Management Regulations. At the same time, it combines ISO 14001 We have established environmental management system standards, developed over 40 environmental management systems such as the Environmental Manual and Work Environment Management System, and built a comprehensive, standardized, and implemented internal environmental risk management system. The management scope of this system covers the entire company, including procurement, production, research and development, sales, and operation. At the same time, IVO has established strict internal audit and external supervision mechanisms to ensure that the impact on the environment is minimized while achieving strategic goals.

Environmental Governance System

The board of directors of IVO is responsible for setting IVO's development goals and clarifying the direction of environmental management. IVO has established a dedicated environmental safety and health management department, and equipped each factory (room) with full-time (part-time) environmental management personnel to ensure that environmental management concepts are integrated into specific production operations. This organizational structure is a unified management structure for IVO to address environmental issues such as climate change, water resource management, energy management, waste management, and exhaust emission management.

The ESH Management Structure of IVO

Top Management → Production and Manufacturing Center → ESH

Strategy

<table>
<tr><th>Risk Factors</th><th>Detailed Description</th><th>Probability of Occurrence</th><th>Impact Magnitude</th><th>Impact Duration</th><th>Impact on Value Chain Segments</th><th>Priority Ranking</th><th>Potential Financial Impact</th><th>Response Measures</th></tr>
<tr><td rowspan="2">Risk</td><td>If environmental standards are tightened and regulations are updated, failure to meet them in a timely manner may result in non-compliance and face penalties.</td><td>unlikely</td><td>middle</td><td>short-term</td><td>operation</td><td>middle</td><td>Increased operating costs</td><td rowspan="3">■ Establish a comprehensive environmental management system, clarify the responsibilities of each department, and incorporate them into performance evaluations;
■ Regularly review regulatory standards and timely evaluate compliance with regulatory requirements;
■ Establish an environmental management monitoring mechanism and conduct regular inspections</td></tr>
<tr><td>ESG and environmental information disclosure requirements have been raised, and non-compliance may result in penalties and affect reputation and customer orders.</td><td>unlikely</td><td>middle</td><td>short-term</td><td>Operations, downstream</td><td>middle</td><td>ncreased operating costs Decrease in operating income</td></tr>
<tr><td>Opportunity</td><td>Compliance in environmental performance, formation of standardized management capabilities, and reduction of sudden environmental expenditures.</td><td>possibly</td><td>middle</td><td>中期</td><td>operation</td><td>middle</td><td>Reduced operating costs</td></tr>
</table>

Impact, Risk, and Opportunity Management

Establish corporate culture

IVO actively responds to the national "dual carbon" goal and regards respecting life and health, fulfilling safety responsibilities, reducing environmental pollution, and recycling resources (referred to as the "4Rs") as the enterprise's environmental and safety guidelines. In order to promote the implementation of environmental protection concepts, a systematic environmental protection training system has been established, incorporating environmental policies and management methods into mandatory courses for employees. Based on the "Employee Environmental Safety and Health Training Operation Guide", regular special training such as "Introduction to Environmental Control in the Factory Area", "Introduction to Safety and Environmental Protection Regulations", and "Environmental Compliance of Enterprise Compliance" has been carried out to ensure that employees establish environmental awareness and master basic skills from the beginning of their employment.

IVO focuses on improving employees' relevant knowledge level and personal sense of responsibility, and creates a green corporate culture atmosphere through regular environmental knowledge lectures, environmental themed activities, and other forms. Encourage employees to actively practice environmental protection concepts in their daily work, from saving water and electricity, reducing paper waste, to correctly classifying garbage, so that environmental protection can be transformed from institutional requirements to everyone's consciousness. Through the joint efforts of all employees, we aim to protect our planet and make green the most prominent color in our corporate culture

The 4R ESH Policy:

- Respect for Life and Health
- Responsibilities Diligently Fulfill Safety
- Reduce Environmental Pollution
- Recycle and Reuse Resources

Environmental auditing

IVO has established a strict internal audit and external supervision mechanism to ensure the effectiveness and progressiveness of the management system.

IVO is equipped with specialized engineers for wastewater, exhaust gas, and solid waste, who are dedicated to managing the disposal of "three wastes" to ensure legality and compliance; Establish an independent environmental supervision and management department to supervise project implementation, regularly conduct environmental management audits, including ESH compliance, implementation of the "three simultaneities" system, operation of pollution control facilities, emissions of waste gas and greenhouse gases, pollutant emissions, waste management, hazardous chemical management, implementation of ESH responsibility system, personnel training, hazard investigation, and emergency plan drills. Hold at least one company level ESH meeting per month and conduct inspections to promptly rectify any identified issues and ensure the effective operation of IVO's environmental management system.

Collaborative governance of supply chain

ESH collaborates with the quality department to conduct EHS cross audits of suppliers annually and follow up on improvements.

Internal audit closed loop

Conduct at least 2 comprehensive EHS system audits annually, track and rectify the system, and form a management loop.

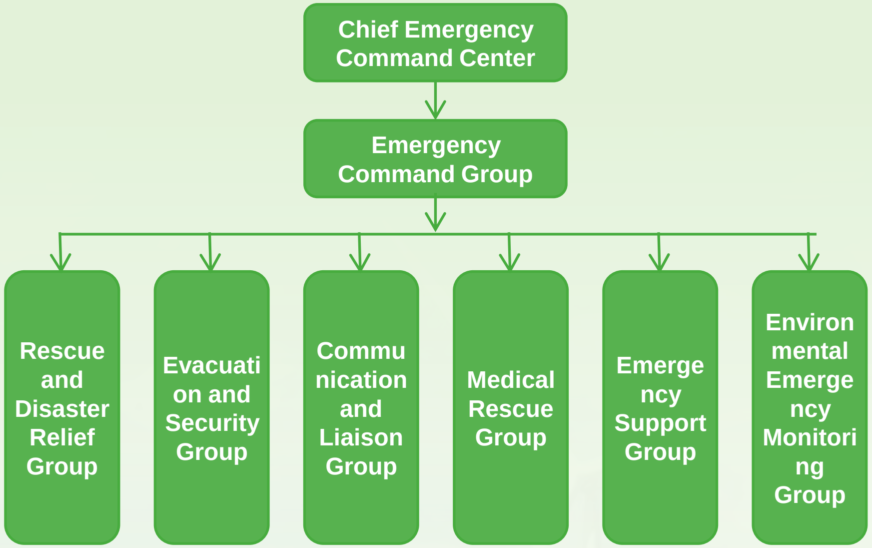
External certification supervision

IVO hires a professional independent third-party certification agency to regularly conduct supervisory audits of the environmental system, promptly identifying and correcting potential issues in the management system. At present, IVO's ISO 14001 environmental management system certification is still valid.

Emergency Environmental Management

IVO has formulated internal system documents such as the "Emergency Plan for Sudden Environmental Incidents", "Emergency Management Measures for Sudden Environmental Incidents", and "Emergency Preparedness and Response Management Procedures" in accordance with legal and regulatory standards, and completed the review and filing process. The system identifies, evaluates, and dynamically updates important environmental factors and risk sources, clarifies emergency organizations, response processes, and recovery mechanisms. Identify and evaluate environmental factors and occupational health hazards, determine important environmental factors and hazards, and regularly update them; Identify environmental factors that may have an impact on activities, products, and services, and conduct supervision, follow-up, and long-term management to actively prevent and promptly handle various sudden environmental incidents; We have clarified the emergency organization, emergency preparedness, emergency response, emergency disposal, emergency recovery and other related contents of accidents, improved the emergency mechanism for sudden environmental incidents, and minimized the degree of harm caused by sudden environmental incidents.

In 2025, IVO organized multi scenario and full process emergency drills in accordance with the "Emergency Plan for Sudden Environmental Incidents", which comprehensively improved the team's emergency response capabilities from planning, execution to summary and review, ensuring that the impact of emergencies on the environment can be minimized.



IVO's emergency organizational structure framework chart

Indicators and Targets

During the reporting period:

- Environmental drill for emergency disposal of hazardous waste leakage **1** time
- Investment of **16.5** million yuan in environmental protection funds

02 Biodiversity Conservation

The operational sites of IVO are not located within prohibited development areas such as national parks, nature reserves, scenic spots, world natural heritage sites, wetland parks, or drinking water source protection zones. They are also outside the scope of ecological protection red lines. Moreover, IVO's production and business activities do not have significant negative impacts on ecosystems and biodiversity.

03 Pollutant and Waste Management

Governance

IVO regards compliance, emission reduction, and resource utilization of pollutants and waste as the core elements of environmental management and key practices for fulfilling corporate social responsibility. By establishing a forward-looking risk management system, applying advanced technologies, and implementing full lifecycle management, we aim to continuously reduce the environmental burden of operations and transition to a circular economy model. IVO strictly abides by laws and regulations such as the Environmental Protection Law of the People's Republic of China and the Solid Waste Pollution Prevention and Control Law, and has formulated internal systems such as the "Regulations on the Management of Hazardous Waste Treatment", "Guidelines for Water Pollution Prevention and Control Management", and "Guidelines for Air Pollution Prevention and Control Management". All company projects have completed environmental impact assessments in accordance with the law and obtained approvals, holding valid national version pollution discharge permits (valid until January 16, 2028), ensuring compliant operation with the permits. During the reporting period, the discharge of pollutants and waste met 100% of national and industry standards.

Strategy

Systematically assess the potential regulatory penalties, ecological damage, and community health risks that may arise from improper management of pollutants and waste, and develop and implement targeted prevention and response measures to minimize potential environmental risks。

Risk Factors	Detailed Description	Probability of Occurrence	Impact Magnitude	Impact Duration	Impact on Value Chain Segments	Priority Ranking	Potential Financial Impact	Response Measures
physical risk	The sudden changes in the natural environment caused by pollutant emissions may affect IVO's material supply or product production.	unlikely	Medium	Medium -term	Upstream, Operations, Downstream	Low	Increased operating costs Increased operating costs	■ Develop and practice emergency plans for sudden pollution incidents to ensure rapid response; ■ Provide environmental protection technology and waste management training to enterprise employees; ■ Develop and implement strict pollutant emission standards and waste management regulations; ■ Regularly conduct environmental risk assessments, identify potential risks, and develop response measures。
Transformation risk	Improper management of pollutants and waste can lead to multi-media pollution of ecosystems (air, water, soil).	Less Likely	Medium	Long-term	Operations	Medium	Increased operating costs	
	If pollutants and waste are not properly managed, they may face administrative penalties (such as fines) and civil litigation; May damage the corporate image and affect market competitiveness.	Less Likely	High	Short-term	Operations	High	Increased operating costs	
	Improper disposal of pollutants and waste can lead to complaints from surrounding residents, affecting the reputation and brand image of IVO.	unlikely	Medium	Medium -term	Operations	Low	Increased operating costs	
opportunity	Pollutants and waste are treated to achieve recycling and reuse	Likely	High	Long-term	Operations	Medium	Reduced operating costs Reduced operating costs	■ Strengthen waste recycling and utilization; ■ Strengthen upstream and downstream environmental cooperation

Impact, Risk, and Opportunity Management

Pollution and waste management: precise prevention and control throughout the entire process

IVO has established a management system that integrates systems, technology, and monitoring based on the basic principles of "comprehensive compliance, prevention first, and continuous reduction". Implement precise control of waste gas, wastewater, waste materials, and noise by category and throughout the entire process.

category	Core management measures and technological applications	Monitoring and Compliance Assurance
Waste gas management	■ Adopting a combination process of acid-base neutralization and regenerative thermal incinerator (RTO) to ensure efficient purification; ■ Promote source emission reduction, such as retrofitting gas boilers with low nitrogen combustion.	■ Strictly follow the requirements of pollutant discharge permits and regularly conduct self-monitoring; ■ The emission outlet is connected to the government environmental protection platform to achieve real-time data monitoring and ensure stable compliance.。
Wastewater management	■ Implement the "separation of clean water and sewage, separation of quality treatment", and adopt the "physicochemical+biochemical" and acid-base neutralization process for industrial wastewater; ■ Constructing organic wastewater recycling facilities to enhance the recycling efficiency of water resources.	■ Develop the "Operation Manual for Wastewater Treatment System" to standardize operation and ensure 100% compliance with discharge standards; ■ Install online monitoring equipment (24 hours/day) at the main exhaust outlet to monitor key indicators in real-time.
waste management	■ General waste: Adhere to the "General Waste Management Regulations", prioritize the comprehensive utilization and recycling of external sales, and maximize resource recycling; ■ Hazardous waste: Strictly follow the "Regulations on the Management of Hazardous Waste Treatment", implement closed-loop management throughout the entire life cycle from generation, temporary storage to transfer. A dedicated hazardous waste storage facility is established within the factory, and the qualifications and compliance of third-party disposal providers are strictly audited	■ Regularly conduct safety inspections of hazardous waste storage areas, eliminate hidden dangers, and ensure their safe storage; ■ Conduct on-site audits of disposal companies every year to form a complete chain of admission, evaluation, and supervision. Once any problems or deficiencies are discovered, the manufacturer will be promptly requested to rectify them and continuously tracked until the problem is resolved.
Noise prevention and control	■ Source control: Prioritize the use of low-noise equipment in procurement; ■ Transmission route control: Take vibration reduction, sound insulation, and noise reduction engineering measures for high noise equipment. We have formulated relevant regulations such as the "Noise Management Guidelines" to provide a legal basis for noise management.	■ Implement the Class 3 standard of the "Industrial Enterprise Boundary Environmental Noise Emission Standard" for factory boundary noise to ensure that the factory boundary noise meets the standard; ■ Regularly carry out noise detection work, divide noise control areas (noise control areas and noise monitoring areas), set up area identification signs, and equip employees with compliant protective equipment.

Chemical management

IVO attaches great importance to chemical substance safety, with the "Guidelines for Chemical Substance Management" as the core, establishing a full process control system covering procurement, transportation, storage, use, and emergency response, systematically managing chemical risks, and ensuring personnel, production, and environmental safety。

01 Establish sound systems and implement full process control

Strictly implement supplier screening and qualification review, implement MSDS management for chemicals, review qualifications, establish procurement ledger, and achieve traceability throughout the procurement process. The loading and unloading transportation process is equipped with professional teams and equipment, strictly operating in accordance with regulations and standards, and strengthening the safety training of transportation personnel. Chemical changes are subject to joint evaluation and approval by multiple departments to ensure safety and compliance.

02 Implement refined risk management and control

The system identifies the physical, chemical, and hazardous characteristics of various hazardous chemicals and implements graded and classified control. Implement a "dedicated person and double lock" system for the production of drugs and explosives, establish a management ledger, and conduct regular safety inspections. Corrosive and volatile chemicals are equipped with dedicated containers and protective facilities to control leakage and exposure risks from the source.

IVO actively identifies the characteristics of hazardous chemicals, clarifies chemicals such as chlorine, acetone, hydrochloric acid involved in production and operation, and develops a classification management plan. For corrosive chemicals, use corrosion-resistant materials for storage and equip with leak detection devices; Volatile chemicals should be stored in sealed containers and ventilated to reduce safety risks.

03 Strengthen emergency response capabilities

Establish an emergency response center and form a part-time emergency rescue team, develop a specialized chemical safety emergency plan, and regularly conduct emergency drills for chemical leaks, fires, etc. to verify the effectiveness of the plan, strengthen departmental collaboration, enhance employees' on-site disposal and self rescue capabilities, and ensure that emergencies are quickly and effectively controlled.

Pollutant and waste discharge status

Classification	pollutant name	Emission method	Number of Discharge Outlets	Distribution of emission outlets	Emission Concentration Control			Total Emission Volume Control			Implementation Standards
					Emission Concentration	Emission Concentration Standards	Unit	Total Emission Volume	Permitted Emission Volume	Unit	
wastewater	COD	After meeting the standards, discharge to downstream sewage treatment plants	1	West side of the plant area	137.49	500	mg/L	278.90	615.01	ton	GB39731-2020
	ammonia nitrogen				7.97	45	mg/L	16.17	72.48	ton	
	Total Phosphorus				0.56	8	mg/L	1.14	14.28	ton	
	Total Nitrogen				18.15	70	mg/L	36.81	204.35	ton	
waste gas	VOCs	Emissions after standard treatment	7	Exhaust Platform	1.04	60	mg/m^3	1.21	19.76	ton	DB32/4041-2021

Waste Disposal Methods	Unit	2025
Incineration for Power Generation	ton	371.92
Landfill	ton	129.04
Recycling and Reuse	ton	3,770.08
Physical and Chemical Treatment	ton	121.46

Indicators and Targets

indicator	Targets	Actual Achievement in 2025
Dangerous chemical leakage incidents (incidents)	0	0
Administrative penalty incidents for pollutant emissions (cases)	0	0
Waste reduction	Compared to waste in 2025 reduce by 11% in 2022	Compared to waste in 2025 reduce by 15% in 2022

04 Energy utilization

Governance

IVO adheres to the concept of "rational use, economic operation, energy conservation and emission reduction", strictly abides by national and local laws and regulations related to energy management and energy conservation and consumption reduction, and refers to the ISO 50001 energy management system to build a systematic and standardized energy management system. It has formulated internal system documents such as the "Energy Management Manual" and "Energy Operation Control Procedure". Starting from a comprehensive assessment of the current state of energy utilization, with a focus on core energy sources such as electricity, natural gas, diesel, and gasoline, clear operational guidelines for each link will be established. Through measures such as equipment upgrades and process optimization, energy conservation and emission reduction will be systematically promoted.

Strategy

Risk Factors	Detailed Description	Probability of Occurrence	Impact Magnitude	Impact Duration	Impact on Value Chain Segments	Priority Ranking	Potential Financial Impact	Response Measures
Physical risk	Extreme weather, geological disasters and other natural environmental changes, or abnormal upstream energy infrastructure, can cause energy supply interruptions and affect the continuity of production and operation.	unlikely	middle	short-term	Upstream, Operations, Downstream	low	Increased business costs Increased operating costs	■ Strengthen the daily protection and inspection of energy infrastructure, and enhance the disaster resistance capability of facilities; ■ Equip emergency power generation equipment and develop emergency plans for energy supply interruptions.
	The insufficient recoverable reserves of fossil fuels and the increased difficulty of mining have led to a decrease in the stability of fossil energy supply, an increase in fossil energy prices, and an impact on energy consumption for enterprise production.	Less Likely	middle	mid-term	Upstream, Operations, Downstream	low	Increased business costs Increased operating costs	■ Accelerate the transformation of energy structure, use renewable energy, and reduce dependence on fossil fuels; ■ Expand diversified energy supply channels
Transition risk	The tightening of environmental policies, such as the increase in energy consumption requirements, has led to an increase in operating costs for enterprises.	Less Likely	middle	long-term	Operations	low	Increased business costs Increased operating costs	■ Track policy updates to ensure compliance; ■ Accelerate energy-saving transformation and low-carbon technology research and development.
	The increasing demand for green products from customers may affect product sales if energy management and low-carbon standards are not met.	Likely	middle	long-term	Operations, Downstream	middle	Increased operating costs Decrease in operating income	Build a green production system, increase the proportion of renewable energy, and promote product green certification.

Risk Factors	Detailed Description	Probability of Occurrence	Impact Magnitude	Impact Duration	Impact on Value Chain Segments	Priority Ranking	Potential Financial Impact	Response Measures
opportunity	Improve energy utilization efficiency by using energy-saving equipment and improving energy management systems to reduce energy procurement costs.	Likely	High	long-term	Upstream 、Operations	high	Reduced operating costs Reduced business costs	Promote the upgrading of energy-saving equipment and optimization of production processes, and establish a digital energy management system.
	The government provides subsidies and other preferential policies for clean energy efficiency projects to reduce the cost of energy-saving transformation and renewable energy application.	Likely	Medium	short-term	Operations	middle	Reduced operating costs	Apply for various energy-saving renovation related support projects and strive for policy subsidies and other preferential treatment.
	Establish a green corporate image, enhance brand value and industry influence, and expand new products and market space.	Likely	High	long-term	Operations 、downstream	high	Increase in operating revenue	■ Strengthen energy management and energy conservation and carbon reduction; ■Promote enterprise green certification and strengthen publicity.

Impact, Risk, and Opportunity Management

Energy conservation and emission reduction measures

To achieve refined energy management, IVO promotes energy conservation and emission reduction from three dimensions: energy structure optimization, technological energy conservation, and management energy conservation, continuously improving the level of energy consumption and efficiency management. IVO has established an energy-saving project promotion team, regularly organizes energy-saving project meetings, comprehensively reviews the implementation of various energy-saving projects, tracks energy-saving effects, and ensures the implementation of various energy management measures. At the same time, relying on the regular meeting platform to continuously discuss new energy-saving improvement projects, tap into energy-saving potential, promote iterative upgrading of energy-saving work, and help IVO continuously save energy and reduce carbon emissions.

Alternative measures for clean energy: IVO will construct rooftop photovoltaics and purchase green electricity, gradually increasing the proportion of green electricity. IVO utilizes the existing factory roof to develop and construct a photovoltaic renewable energy project. During the reporting period, IVO's rooftop photovoltaic power generation was 5168.51MWh, and an additional 6900.00MWh of clean energy was purchased.

Clean energy

IVO evaluates the construction of Phase II photovoltaic power generation projects to gradually increase the proportion of clean and renewable energy use.

Energy saving project: IVO replaces and optimizes high energy consuming and low efficiency equipment, and applies more efficient process equipment.。

IVO's key energy-saving projects	Unit	2025
Energy efficiency improvement of ice machines	Mwh	4,213.10
FFU renovation/closure闭	Mwh	1,315.04
Replacement/optimization of lighting fixtures	Mwh	113.87
other	Mwh	1,068.86

Energy usage status and energy-saving progress

Energy type		unit	2025	2024
comprehensive energy consumption		tce	31,908.53	33,151.98
Direct energy	Diesel, gasoline, natural gas	tce	1,335.74	1,595.17
Indirect energy	Electricity (total)	tce	30,572.79	31,556.81
Unit revenue energy consumption		tce/10^4 yuan	0.13	0.10

Types of clean energy	单位	2025	2024
Clean energy usage	tce	1,483.22	3,164.65
Photovoltaic power generation	Mwh	9,268.51	11,987.79
Wind power generation	Mwh	2,800.00	13,762.00
Total	Mwh	12,068.51	25,749.79

Indicators and Targets

During the reporting period

IVO has launched **47** key energy-saving projects in total

Annual reduction of approximately **825** tons of standard coal

Indicator	Targets	Actual Achievement in 2025
Reduced electricity consumption	Electricity consumption in 2025 will decrease by 8% compared to 2022	Electricity consumption in 2025 will decrease by 9% compared to 2022

05 water resources utilization

Water resources are an important foundational resource for enterprise production and operation. As a water town in Jiangnan, Kunshan has a developed water system and natural water resources endowment. However, as an economically developed region, the demand for intensive utilization of water resources is prominent. In the research and development, production, and processing of IVO products, the use of water resources is indispensable. IVO's water resources mainly come from the municipal water supply system. In order to further optimize water resource management, IVO has established a water resource management team and develops annual water-saving plans and implementation plans to minimize water resource consumption and promote sustainable use of water resources.

Governance

IVO has developed a series of internal system documents, including the "Guidelines for Water Pollution Prevention and Control Management" and the "Guidelines for Operating Wastewater Treatment Systems", to clarify IVO's wastewater treatment process. At the same time, IVO's water resources management team coordinates and promotes various water resources management work, formulates special water-saving plans and implementation plans every year, clarifies annual water-saving goals, key tasks, and implementation measures, improves water efficiency, and strives to ensure that all business activities do not have a negative impact on the surrounding water system. During the reporting period, IVO did not engage in any significant violations related to water resources

Water conservation policy

- Conserve water and use water resources rationally.
- Recycle resources and continuously implement clean production.
- Ensure that the wastewater we generate is safely discharged into nature.
- Promote harmony between humanity and nature and jointly advance the Sustainable Development Goals.

strategy

IVO actively identifies potential risks and opportunities related to water resources, analyzes their likelihood and impact, develops water resource management strategies and corresponding management measures.

Factors	Detailed Description	Probability of Occurrence	Impact Magnitude	Impact Duration	Impact on Value Chain Segments	Priority Ranking	Potential Financial Impact	Response Measures
physical risk	Extreme weather conditions such as drought can lead to regional water scarcity, which may result in production interruptions and decreased business profits.	unlikely	middle	short-term	Upstream, Operations, Downstream	low	Decrease in business income Increased operating costs	■ Constructing reservoirs to enhance emergency water supply capacity; ■ Develop emergency plans for production interruptions.
	Sudden water resource pollution and deterioration of regional water quality.	unlikely	middle	short-term	Operations	low	Increased operating costs	■ Establish an emergency response mechanism for abnormal water quality; ■ Equip with necessary water quality pretreatment equipment.

Factors	Detailed Description	Probability of Occurrence	Impact Magnitude	Impact Duration	Impact on Value Chain Segments	Priority Ranking	Potential Financial Impact	Response Measures
Transition risk	The fluctuation of available water resources and the rise in water prices have led to an increase in the cost of water resource procurement.	Less Likely	middle	mid-term	Operations	middle	Increased business costs	■ Increase the proportion of recycled water utilization; ■ Sign a long-term agreement with the water supplier to lock in the water price.
	The tightening of water resource regulations and policies, such as the increase of wastewater discharge standards and adjustments to water allocation, has led to increased compliance costs and limited production capacity.	Less Likely	middle	long-term	Operations	middle	Increased business costs Increased operating costs	■ Track policy updates and plan ahead; ■ Increase investment in sewage treatment technology to ensure compliance with discharge standards.
	The production activities related to water resources have triggered complaints from stakeholders, affecting product sales and investor confidence.	unlikely	middle	short-term	Operations, Downstream	low	Decrease in business income	■ Establish a stakeholder communication mechanism to promptly respond to demands; ■ Proactively disclose management effectiveness.
	The production activities related to water resources have triggered complaints from stakeholders, affecting product sales and investor confidence.	likely	middle	short-term	Operations	middle	Increased operating costs Increased business costs	Promote equipment updates in stages to avoid one-time large investments.
Opportunities in Water Resource Management	Improve water resource utilization efficiency, promote water recycling, reduce water resource consumption and wastewater treatment costs, lower operating expenses, and enhance profitability.	likely	large	long-term	Operations	high	Reduced business costs Reduced operating costs	■ Promote process optimization and upgrade water-saving equipment; ■ Build water circulation capability.。
	Establish a green corporate image, enhance brand value and industry influence.	Less Likely	middle	long-term	Downstream	low	Increase in business revenue	■ Strengthen water resource management and green certification; ■ Strengthen green promotion.
	The government provides subsidies and other preferential policies for water-saving projects.	likely	middle	mid-term	Operations	middle	Reduced business costs Reduced operating costs	Apply for various water-saving related support projects and strive for policy subsidies and other preferential treatment.

Impact, Risk, and Opportunity Management

project name	Water-saving measures	Water saving amount
Expansion of RO Membrane in Organic Wastewater Recovery System	The organic wastewater recycling system was expanded by adding biochemical MBR membranes and RO units, utilizing reverse osmosis filtration to treat the wastewater and recycle it back to the pure water system for production use.	It is expected to increase the amount of recycled water by 126000 tons throughout the year.
Optimize production processes	Optimize and adjust water usage in equipment and production processes, such as WET machines and DNS STR machines, to improve water resource utilization efficiency.	It is expected to increase the amount of recycled water by 312115 tons throughout the year.
Water Conservation Promotion	Develop water resource management policies and carry out water-saving propaganda activities.	/

water resources	unit	2025	2024
water intake	ton	2,773,843.00	3,009,574.20
displacement	ton	2,142,283.50	2,338,548.20
water consumption	ton	631,559.50	671,026.00
Water resource utilization intensity (water consumption per unit revenue)	Ton/10^4 yuan	2.53	1.97

Indicators and Targets

Indicators	Targets	Actual Achievement in 2025
Water recovery rate	50.05%	55.27%
Reduced water intake	The water intake in 2025 will decrease by 6% compared to 2022	The water intake in 2025 will decrease by 17% compared to 2022

06 Circular economy

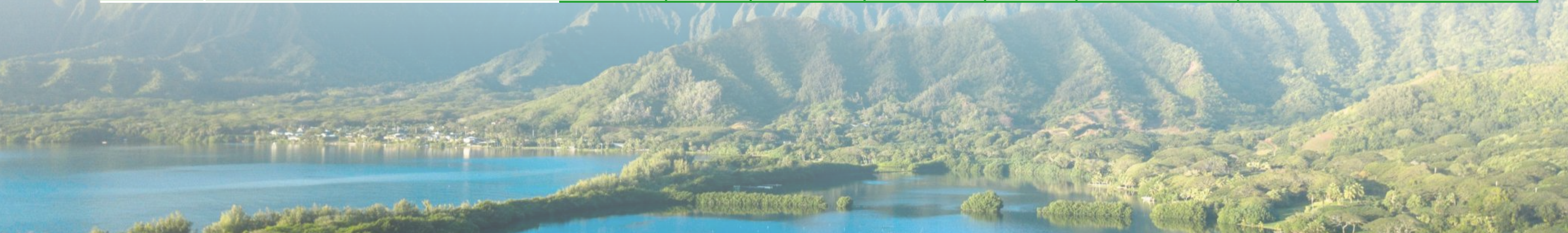
Governance

Water, electricity, natural gas, diesel, gasoline and other resources are the core production elements of manufacturing production and operation, and are the key to enterprises implementing green and low-carbon development strategies.

IVO promotes a circular economy, adhering to the principles of reduction, reuse, and resource utilization, and integrating the concept of green development throughout the entire process of energy use, water resource use, procurement, packaging materials, and waste disposal. At the same time, by formulating special systems such as the Energy Management Manual, standardizing resource utilization management, strengthening the classification and recycling of solid waste, promoting the reuse of reclaimed water resources and waste heat, improving resource utilization efficiency, continuously reducing resource consumption and waste generation, promoting upstream and downstream coordinated green development, achieving the unity of economic, environmental and social benefits, and assisting enterprises in sustainable operation and high-quality development.

Strategy

Factors	Detailed Description	Probability of Occurrence	Impact Magnitude	Impact Duration	Impact on Value Chain Segments	Priority Ranking	Potential Financial Impact	Response Measures
opportunit y	High resource utilization efficiency and resource recycling can reduce costs such as raw material procurement, waste disposal, and energy use.	Likely	middle	mid-term	Upstream, Operations, Downstream	middle	Increased business costs Increased operating costs	■ Optimize the resource circulation process and accurately control resource consumption; ■ Reasonably plan the procurement of raw materials and waste disposal to maximize the recycling rate.
	Establish a green corporate image, enhance consumer and investor recognition, and improve market competitiveness.	Likely	small	mid-term	Operations	low	Decrease in business income	Actively develop and launch a series of green products that meet market demand.



Impact, Risk, and Opportunity Management

Green packaging

Optimize packaging structure design, improve packaging efficiency, reduce material usage, and achieve energy conservation and emission reduction while meeting product packing capacity requirements.

IVO always takes environmental friendliness as the core orientation in product packaging planning, and prioritizes the use of eco-friendly packaging forms and environmentally friendly materials. On the premise of fully ensuring product transportation safety, strictly control the use of disposable plastics, promote the use of recyclable and recycled materials, and maximize the utilization value of packaging space. We will comprehensively promote reusable packaging carriers such as EPP-BOX, customized cardboard boxes, and standardized pallets in both internal and external turnover processes, reducing material consumption and resource waste, and effectively practicing the concepts of green, low-carbon, and energy-saving emissions reduction.

The status of water resources and energy cycle is shown in

This report includes chapters on water resource utilization and energy utilization

Indicators and Targets

Green Recycling

The tray is made from **50%** recycled materials;
100% recycled materials are used for cardboard boxes ;
EPP-BOX and Auxiliary Material Recycling

During the reporting period

Tray saves approximately **70,000** yuan in costs

EPP-BOX saves approximately **6.84 million** yuan in costs

07 Addressing Climate Change

Coping with climate change and promoting global green development transformation has gradually become a global consensus. As a high-tech manufacturing enterprise, IVO actively responds to the national "carbon peak and carbon neutrality" strategy, implements the "14th Five Year Plan" for industrial green development, continues to contribute to mitigating global climate change, actively undertakes social responsibility, regards reducing greenhouse gas emissions as an inherent requirement for sustainable development of the enterprise, builds a green manufacturing system, and takes the path of high-quality development.

IVO refers to the disclosure recommendations of the Climate Related Financial Disclosure Working Group (TCFD) to manage and disclose the impacts of climate change, and has completed the 2025 CDP Climate Change Survey Questionnaire. In the future, IVO will continue to identify, assess, and manage risks and opportunities related to climate change, and provide detailed disclosures through CDP climate change survey questionnaires, further enhancing IVO's disclosure transparency and management level.

Governance

Board of Directors	The highest responsible and decision-making body for IVO's ESG matters. The Board of Directors reviews the annual ESG report to ensure the authenticity and effectiveness of information disclosure.
Strategy and Development Committee	Responsible for formulating IVO's ESG vision and goals in line with its future development strategy.
Strategy and Development Committee	The committee, comprising eight major functional departments including Manufacturing, R&D, Quality, Marketing, Administration, Strategy, Audit, and the Secretary's Office, is responsible for executing and advancing specific ESG matters.
ESG Working Group	Under the guidance of the ESG Executive Committee, it coordinates and promotes IVO's ESG work, regularly reporting on execution outcomes and major plans monthly.

IVO has established a top-down ESG governance organizational structure, clarifying the corresponding responsibilities at each level to ensure the smooth and orderly implementation of IVO's ESG work.

The IVO Board of Directors is the highest responsible and decision-making body, and its Strategic and Development Committee plays a leading role in managing climate change issues. It is responsible for overseeing the management of climate related issues, identifying, assessing, and managing risks and opportunities related to climate change.

At the same time, the Strategy and Development Committee also evaluates risks, opportunities, and impacts, and manages important issues based on IVO's market and operational conditions.

Strategy

To actively address the potential risks and opportunities brought about by climate change, IVO has established a comprehensive climate risk management process and framework under the leadership and supervision of the Board of Directors and the Strategy and Development Committee. IVO has also integrated climate-related risks into its overall risk management system. Every year, IVO organizes its management and relevant business departments to conduct a comprehensive identification, in-depth analysis, and scientific assessment of climate risks and opportunities. Based on these assessments, targeted response plans are developed and effectively implemented. Additionally, IVO regularly reports to the Strategy and Development Committee on the outcomes and progress of climate risk management work, continuously optimizing the management mechanism to enhance IVO's resilience and sustainable development capabilities in the face of climate change.

Risk Confirmation Steps

Develop a List of Potential Climate Risks	■ Conduct research on industry conditions, relevant policies and regulations, and stakeholder surveys to initially develop a list of potential climate risks for IVO. ■ Interview department heads to collect a list of potential climate risks identified by the management.
Climate Risk Assessment	Conduct climate-related scenario analysis, assessment, and scoring to confirm the priority of each climate risk and opportunity from the following dimensions: ■ **Probability of Occurrence:** This refers to the likelihood of the risk/opportunity occurring, judged based on historical occurrence probability, external scenarios, and the progress of policy implementation. The probability of occurrence is divided into three levels: Unlikely, Less Likely and Equally Likely. ■ **Impact Magnitude:** This is determined by the level of impact and the scale of the risk/opportunity occurrence, evaluating factors such as the impact on IVO's operations, value chain, and finances. The impact magnitude is divided into three levels: Low, Medium, and High. ■ **Impact Duration:** Based on the extent to which the risk and opportunity affect IVO, the time scope of the impact is categorized into short-term (1 year), medium-term (1-5 years), and long-term (more than 5 years). ■ **Impact on Value Chain Segments:** This refers to the impact of the risk/opportunity on upstream (involving raw material suppliers, procurement, and logistics), operations (involving internal processes), and downstream (involving distribution, sales, and customer service). ■ **Priority Ranking:** Considering the probability of occurrence, impact magnitude, and impact duration comprehensively, and in combination with IVO's actual situation, the priority ranking is divided into three levels: Low, Medium, and High.
Develop Response Measures	■ Based on the results of the climate risk assessment, relevant business departments jointly discuss and formulate response measures. After approval, these measures are implemented by the respective business departments. ■ Regular tracking and evaluation are conducted, with optimization and adjustments made as needed.
Supervision and Reporting	■ Summarize the implementation progress and evaluate the effectiveness of response measures every six months, and adjust actions in a timely manner according to the actual situation; Report to the board of directors once a year.

(Note: The definitions of probability of occurrence, impact magnitude, impact duration, impact on value chain segments, and priority ranking in other sections of the report are consistent with the above.)

Strategy

IVO refers to the recommendations of the Climate Related Financial Disclosure Working Group (TCFD) and conducts climate related optimistic and pessimistic scenario analysis based on market industry development trends, company operating conditions, regulatory policy and rule conditions. By studying the adaptability of various aspects of IVO's value chain to climate scenarios, identifying potential risks and opportunities for IVO's transition to a low-carbon future, as well as potential financial and non-financial impacts on IVO, corresponding actions are taken and incorporated into IVO's strategic planning.

Identification of Climate Risks and Opportunities

In order to gain a deeper understanding of the potential climate related risks faced by IVO, IVO has initially identified potential climate related risks, developed targeted response measures, and enhanced its own adaptability and resilience to climate change.

Factors	name		Detailed Description	Probability of Occurrence	Impact Magnitude	Impact Duration	Impact on Value Chain Segments	Priority Ranking	Current financial impact	Potential Financial Impact	Response Measures
physical risk	Immediate risk	typhoon	Extreme weather may bring about natural disasters such as fires, resource shortages, ecosystem damage, energy supply shortages, transportation disruptions, ecological impacts, etc., which can hinder the production of raw materials, logistics transportation, and power operation of IVO. Affects production progress, increases operating costs such as maintenance and energy consumption.	Less Likely	Large	short-term	Operations	high	NA	Operating costs increase	■ Establish an emergency command system, develop emergency plans, and respond quickly to extreme weather conditions; ■ Pay attention to weather changes, prepare emergency team members and power support, determine employee commuting, material transportation, production and delivery arrangements; ■ Regularly inspect and maintain facilities, purchase insurance and take protective measures to reduce the risk of force majeure losses; ■ Regularly analyze supplier supply risks, develop key raw material stocking strategies, optimize transportation methods and routes, and ensure supply chain stability.
		drought		unlikely	middle	short-term	Operations	low	NA	Operating costs increase	
		High temperature heatwave		Less Likely	middle	short-term	Operations	middle	NA	Operating costs increase	
		cold wave		Less Likely	middle	short-term	Operations	middle	NA	Operating costs increase	
		torrential rain and floods		Less Likely	Large	short-term	Operations	high	NA	Operating costs increase	

Factors	name	Detailed Description	Probability of Occurrence	Impact Magnitude	Impact Duration	Impact on Value Chain Segments	Priority Ranking	Current financial impact	Potential Financial Impact	Response Measures	Factors
physical risk	Long term risk	water shortage	The IVO production process requires cleaning operations for stages such as raw material processing and product synthesis. Water shortage may require IVO to take additional actions, which may lead to an increase in production costs.	unlikely	middle	short-term	Operations	low	NA	Operating costs increase Business costs increase	■ Regularly conduct water risk assessments, establish emergency plans and emergency water tanks; ■ Improve the reuse rate of wastewater.
		temperature rise	Global climate change has led to rising temperatures and sea levels, posing challenges to production activities, raw material supply, and employee health and safety. Companies need to take measures to reduce risks.	Less Likely	middle	mid-term	Upstream, Operations, Downstream	middle	NA	Operating costs increase	■ Implement energy-saving measures to enhance IVO's energy efficiency; ■ Equip with heatstroke prevention materials and conduct high-temperature training.
		sea level rise		unlikely	middle	mid-term	Upstream, Operations, Downstream	middle	NA	Operating costs increase	
Transition risk	Reputation risk	Increased attention from stakeholders	Customers and other stakeholders may have stricter requirements for IVO's carbon reduction and sustainable use of resources. Failure to meet these requirements may have an impact on IVO's product sales.	Less Likely	middle	mid-term	Operations, Downstream	high	Operating costs increase	Operating costs increase Business costs increase Business revenue decreased	■ Timely disclose IVO's ESG information on public platforms such as the Shanghai Stock Exchange and IVO's official website, and proactively respond to inquiries from stakeholders; ■ Actively carry out carbon reduction actions
	market risk	Changes in demand structure	Consumers prioritize low-carbon products, resulting in a decrease in orders for regular products.`	Less Likely	Large	mid-term	Operations	high	NA	Operating costs increase Business revenue decreased	■ Accelerate product structure adjustment, research and promote low-carbon products; ■ Understand the low-carbon requirements of downstream customers and meet their needs.

Fact ors	name	Detailed Description	Probability of Occurrence	Impact Magnitu de	Impac t Durati on	Impact on Value Chain Segments	Priority Ranking	Current financial impact	Potential Financial Impact	Response Measures	Factors
Tran sition risk	policy risk	Increase in carbon emission pricing	The carbon pricing mechanism may gradually tighten, leading to a significant increase in carbon costs and driving up operating expenses.	Less Likely	middle	long-term	Operation s	middle	NA	Operating costs increase	■ Develop carbon reduction plan measures and promote their implementation; ■ Low carbon transformation, striving for emission reduction subsidies.
		More stringent requirements for product environment	The introduction of stricter environmental policies and regulations may require the procurement of new equipment, research and development of new technologies, etc., to ensure environmental compliance.	Less Likely	Large	mid-term	Operation s	high	NA	Operating costs increase Business costs increase	Timely understanding of relevant laws and regulations, timely adjustment of company policies and operational standards, ensuring legal and compliant operations.
		Disclosure of Greenhouse Gas Emissions Details	The disclosure requirements are stricter, and IVO may require more third-party coaching or certification.	Likely	middle	mid-term	Operation s	high	Operating costs increase	Operating costs increase	Timely understanding of relevant laws and regulations, employees can learn and disclose requirements on their own.
	techni cal risk	New technology investment failure/custome r not recognizing new technology	Investing in new technologies requires high cost inputs, and there is uncertainty about whether they can be effectively converted into productivity. If customers do not approve of new processes and technologies, it may lead to a decrease in product demand.	Less Likely	Large	mid-term	Operation s, Downstre am	high	Business costs increase	Business costs increase iBusiness income d ecrease	■ Closely observe market trends and accelerate the development and promotion of new technologies; ■ Identify potential risks of new technologies, implement effective risk control, and reduce the risk and cost of failure.
		Technological iteration elimination	Low carbon technology is rapidly iterating, and traditional technologies and equipment may be phased out ahead of schedule, putting pressure on companies to update their technology.	Less Likely	middle	mid-term	Operation s	middle	NA	Operating costs increase Business costs increase	■ Increase investment in low-carbon technology research and development, and track the trend of technological iteration; ■ Promote equipment updates in stages to reduce conversion costs.

Factors	name	Detailed Description	Probability of Occurrence	Impact Magnitude	Impact Duration	Impact on Value Chain Segments	Priority Ranking	Current financial impact	Potential Financial Impact	Response Measures
opportunity	Resource efficiency improvement	In the production and operation process, IVO improves the utilization efficiency of key resources such as energy, water resources, and raw materials, optimizes resource allocation, and achieves cost reduction; Using renewable energy to reduce the impact of traditional energy price fluctuations on IVO.	Likely	Large	long-term	Operations	high	Operating costs decrease Business costs decrease	Operating costs decrease Business costs decrease	■ Optimize production process technology, improve equipment efficiency, and enhance energy utilization efficiency; ■ Building rooftop photovoltaics and purchasing green certificates to increase the use of renewable energy; ■ Strengthen the promotion of resource conservation among employees and create a green office environment.
	Opportunities in the low-carbon product market	Against the backdrop of low-carbon economic transformation, customers' demand for green and low-carbon products and services continues to rise, bringing new market opportunities for IVO.	Likely	Large	mid-term	Operations, Downstream	high	Business costs increase	Business costs increase	Intensify the design of green and low-carbon products, minimize the impact on the natural environment in various aspects such as product design and development, production, scrapping, and disposal, reduce carbon emissions, develop energy-saving and environmentally friendly green products, and seize market opportunities.

Impact, Risk, and Opportunity Managemen

In order to actively respond to climate change and practice the concept of green and low-carbon development, IVO has fully integrated green management into the entire production and operation process, covering key links such as material procurement, product research and development, product packaging, product transportation, and recycling. At the same time, it collaborates with upstream and downstream supply chain partners to jointly build a green and low-carbon industrial ecosystem, promote sustainable development through full chain carbon reduction actions, and help achieve the "dual carbon" goal.

- Material Procurement
- Product Development
- Product packaging
- product transportation
- recycling

Green procurement

IVO attaches great importance to sustainable development and actively practices the concept of green procurement. In the supplier admission process, set green environmental standards to ensure that partners meet environmental requirements in both production processes and product characteristics. At the same time, IVO strictly controls the quality of raw materials, eliminates the inflow of harmful substances from the source, and comprehensively builds a green and environmentally friendly supply chain system, contributing to the sustainable development of society and the environment.

IVO adheres to the concept of green development, prioritizes the use of green, environmentally friendly and energy-saving raw materials, and actively promotes the development and use of recyclable and renewable materials by suppliers. In procurement decision-making, IVO comprehensively considers various factors such as cost, environmental impact, product performance, regulatory requirements, and customer needs, striving to achieve the best balance between sustainable development and commercial benefits. IVO has actively adopted recycled materials for manufacturing key materials such as backboards, rubber frames, optical films, and packaging materials, and simultaneously introduced low volatile organic compound materials. At the same time, innovative technologies such as integrated driver ICs have been introduced to achieve green product upgrades.

For detailed information on supply chain management, please refer to

Chapter on Supply Chain Security in this report

Green transportation

IVO continues to deepen green transportation management, and strives to promote low-carbon logistics by optimizing transportation structure and resource allocation. Implementing multimodal transportation and dynamic optimization of routes for international business, flexibly combining transportation modes, and achieving energy efficiency improvement throughout the entire process; Strengthen the coordination of goods in domestic transportation and increase the vehicle's full load rate. Promote regional joint distribution and intelligent scheduling, effectively reduce roundabout transportation and repeated mileage, and achieve resource intensive utilization.

During the reporting period

IVO saves approximately 150000 yuan in costs through green transportation

Green R&D

During the product design and development phase, IVO takes a full lifecycle perspective and systematically evaluates the impact of raw material selection, manufacturing, usage, and disposal on the environment. It prioritizes the use of recyclable materials to minimize dependence on natural resources and develop a series of energy-saving, environmentally friendly, efficient, and low consumption green products to meet the market's demand for sustainable development. On the premise of ensuring product performance and quality, IVO adheres to a pursuit of excellence and conducts in-depth optimization of product design. On the premise of ensuring product quality, simplifying the manufacturing process can reduce energy consumption and waste emissions during the production process; Optimize product power consumption to make it more energy-efficient and efficient during use. At the same time, IVO continuously optimizes packaging structure and design, improves packaging efficiency through innovative design, and reduces the impact of packaging waste on the environment.

For detailed information on the development of green products, please refer to
Innovation driven chapter of this report

ESG Technology Products

IVO uses recyclable materials to produce components and packaging, low VOC materials, low-temperature soldering, low-power design and other materials/technologies. The relevant technical reserves have been completed and entered the trial production stage. This action strongly responds to IVO's sustainable development strategy, enhances IVO's green brand image, fully reflects corporate social responsibility, and effectively enhances product market competitiveness through environmentally differentiated design.

Green Design - BM Free

IVO adopts BM Free green design technology, which reduces the number of processes compared to traditional color film technology, and reduces energy consumption compared to traditional color film technology. This is a key technology for IVO to develop green products. At present, technology products have been mass-produced. To meet product performance while responding to global ESG strategies and practicing their advocated green, low-carbon and environmental protection concepts.

Green office

IVO is committed to the sustainable development of intelligent office, establishing an automated office system, and replacing traditional manual work with systematic work through the implementation of paperless OA system, online examination management system, PDA inspection system, virtualization technology, etc., achieving paperless office, reducing the use of paper documents, continuously improving business processes, and enhancing work efficiency and quality.

intelligent system	specific description
Paperless OA system	Cloud based file and data storage effectively reduces the use of paper documents. At present, IVO has independently developed more than **60** application systems covering green product management, quality management, product lifecycle management, knowledge management systems, etc., fully covering the needs of all business scenarios. During the reporting period, IVO's digital construction achieved new results: **147** new business processes were added; The education and training program has been upgraded to an online check-in mode, serving a total of **15,000** people; Add a mobile inspection module and complete a total of **1.55 million** inspections.
Online Exam Management System	Independently build an exam management system that supports online maintenance of exam questions and automatic grading by employees after exams, achieving paperless and automated management of the entire exam process. A total of **150,000** exams were completed throughout the year, significantly improving overall work efficiency.
PDA inspection system	Promote PDA inspection system to replace paper inspection. Including equipment maintenance, environmental inspection, periodic inspection, automatic equipment inspection, etc. By 2025, approximately **1,000** forms for automatic equipment inspection and production inspection will be added. By 2025, a total of approximately **2.32 million** inspections will be conducted.
virtualization	By utilizing desktop virtualization and server virtualization technologies, IVO actively promotes the green transformation of terminals and data centers. By deploying cloud desktops to gradually replace high-energy traditional PCs and integrating dispersed hardware resources through server virtualization, the utilization of computing resources is greatly improved, and a green and low-carbon IT infrastructure is built. By 2025, a total of approximately **2.3 million** kilowatt hours will be reduced.

Green office promotion

IVO practices and promotes the concept of green operation, integrating specific environmental protection measures into various aspects of IVO's daily operations, and encouraging every employee to participate in green office actions.

- Advocate for online meetings to replace unnecessary travel; Promote the classification of office waste ;
- Encourage employees to turn off electronic and electrical devices at will; Promote education and popularize environmental protection knowledge.

During the reporting period

Save a total of **3.53 million** A4 sheets of paper

Total electricity savings of **2,300** MWh

Indicators and Targets

IVO has established short - and medium-term scientific carbon targets (SBT), formed a dual carbon action implementation path plan, set strong carbon control and reduction targets for each stage, and committed to reducing greenhouse gas emissions in Scope 1 and Scope 2 by 50.4% compared to the 2022 baseline year by 2032; We also promise to reduce the absolute emissions of the three main emission sources within the scope by 30% at the same time, demonstrating IVO's determination and ambition to reduce carbon emissions. During the reporting period, IVO took measures such as low-carbon product design, equipment process optimization for energy conservation, construction of rooftop photovoltaics, and purchase of clean energy, effectively reducing IVO's greenhouse gas emissions. Scope 1 greenhouse gas emissions will decrease by 11% compared to 2022 (base year) in 2025, and Scope 2 greenhouse gas emissions will decrease by 16% compared to 2022 (base year) based on location

Achievement of Targets in 2025

Indicators	Unit	2025	2024	2023	2022
Direct Greenhouse Gas Emissions (Scope 1)	tCO2e	45,587.08	48,114.10	48,947.75	51,469.66
Indirect Greenhouse Gas Emissions (Scope 2)	tCO2e	129,356.46	135,286.74	144,163.75	153,881.53
Other Indirect Greenhouse Gas Emissions (Scope 3)	tCO2e	590,139.06	759,245.36	854,248.15	927,062.42
Including: Upstream Scope 3 Emissions (Categories 1-8)	tCO2e	92,158.22	117,631.58	134,079.76	131,930.90
Downstream Scope 3 Emissions (Categories 9-15)	tCO2e	497,980.84	641,613.78	720,168.40	795,131.52

- IVO conducts an inventory and verification of greenhouse gas emission sources within the organizational boundary in accordance with the scopes, categories, and calculation methods defined by the ISO 14064-1:2018, the Greenhouse Gas Protocol, and the IPCC Guidelines for National Greenhouse Gas Inventories, based on the operational control approach.
- Scope 1 includes: Stationary combustion sources、Mobile combustion sources、Fugitive emissions、Process emissions
- Scope 2 includes: Purchased electricity
- Scope 3 includes: All categories from Category 1 to Category 15 are identified and accounted for.

2025 IVO ISO14064

04

Undertaking Social Responsibility and Building a Path of Shared Development

- People-Oriented
- Supply Chain Security
- Equal Treatment for Small and Medium Enterprises
- Product and Service Safety and Quality
- Information Security and Privacy Protection
- Innovation-Driven
- Ethics in Technology
- Social Contribution
- Rural Revitalization

01 People-Oriented

IVO adheres to the principle that employees are the main body of the enterprise and always upholds the core concept of "achieving employees' ideals and creating social value."Placing labor rights protection at the core of operational management, a comprehensive system covering legal compliance, internal governance, and international standards has been established. Through employee satisfaction surveys, open communication mechanisms, and employee care programs, a sense of belonging and identification among staff has been enhanced.Deeply integrate employees' personal development goals with the company's strategic objectives, enabling them to enhance their professional value and quality of life while driving the company's sustainable development, ultimately building a community of shared destiny where "company growth and employee development" go hand in hand.

Governance

The company strictly complies with labor related laws and regulations such as the Labor Law of the People's Republic of China and Management Standards for Labor Contracts and Social Insurance Operations.To translate compliance requirements into actionable management actions, the company has established a professional human resources management department and developed and continuously improved a full chain human resources management system. Among them, the Employee Handbook serves as a guiding document for employee behavior and rights, clarifying the rights and obligations of the company and employees; The Human Resource Management Procedure standardizes personnel management behavior throughout the entire process from recruitment, training to resignation; The Salary Management Standards and Employee Welfare Management Standards focus on the fairness and transparency of salary and benefits, ensuring that employees' labor income is fully protected; The Trade Union Management Standards provide institutionalized channels for employees to participate in democratic management of enterprises and safeguard their legitimate rights and interests.

Strategy

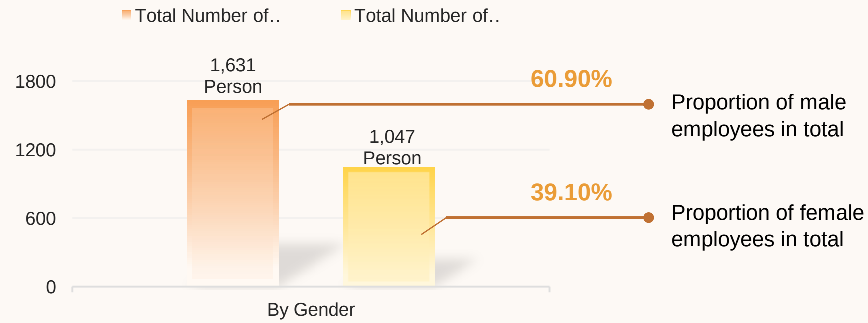
The company evaluates the current status of human resources from four dimensions: personnel size, structure, ability, and efficiency. Combined with the company's business layout, it accurately matches the talent gap of strategic development, builds a high-quality talent team, and provides solid support for the company's development.

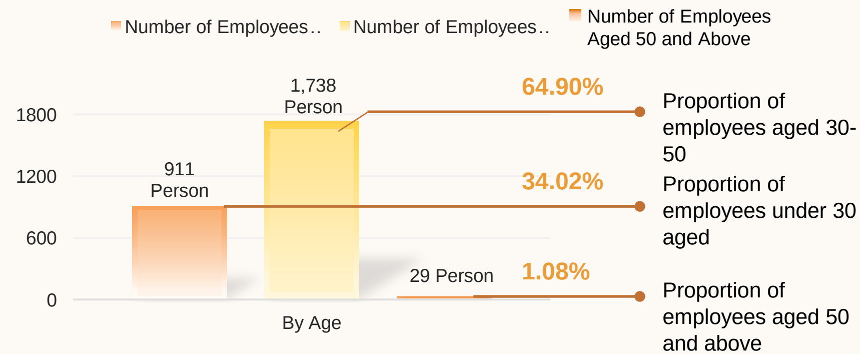
Category	Description	Probability of Occurrence	Impact Magnitude	Impact Timeline	Value Chain Segment	Priority Ranking	Potential Financial Impact	Countermeasures
Risks	Unreasonable human resource management policies and procedures, unclear career promotion channels for employees,inadequate implementation of salary, benefits, or humane treatment may lead to talent loss and insufficient employee motivation.	Unlikely	High	Long-term	Operations	Medium	Increase in Operating Costs	■ Establish a comprehensive human rights management system, fair, transparent, and clear employee career promotion channels, salary and benefits; ■ Establish feedback channels, regularly review and evaluate the improvement of the company's human resources system; ■ Carry out rich employee activities to enhance employees' sense of belonging and happiness.
	The imperfect talent inventory and team building mechanism makes it difficult to fill key positions in the short term once they become vacant, which affects business continuity.	Unlikely	Medium	Short-term	Operations	Medium	Increased Operating Costs Increase in Operating Costs	
Opportunities	A positive corporate culture, a comprehensive human rights protection system, and a healthy working environment can enhance employees' work enthusiasm.	Less Likely	Medium	Long-term	Operations	Medium	Reduced Operating Costs	

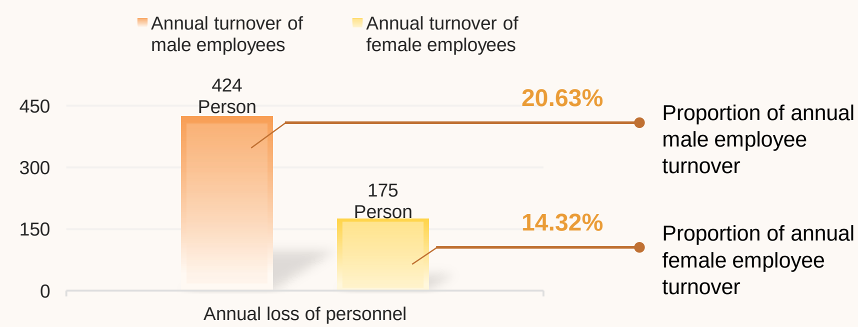
Composition of Company Employees

During the reporting period, the total number of employees in the company was **2,678** (2,604 in China and 74 in Vietnam), including 261 new employees (with an annual employment rate of 9.7%). The company provides various welfare benefits and diversified workplace environment for employees, continuously improving their sense of belonging.

Regional distribution map of IVO China employees during the reporting period







Composition of On-site Service Provider Staff

The company provides comprehensive security, cleaning, and canteen services to create a stable and orderly working environment for employees, enhance their comfort and work efficiency, and promote informal interactions among them. Through all-round logistical support, the company reduces employees' worries. During the reporting period, the on-site service provider staff of the company totaled 153 people, including 16 security guards, 46 cleaners, and 91 restaurant service personnel.

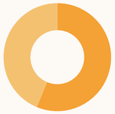
During the reporting period
regional distribution of on-site service provider employees

Regional	Number of security personnel	Number of cleaning Staff	Number of restaurant service staff
AnHui	-	11	20
Fujian	1	-	-
Guizhou	2	-	1
Gansu	3	5	24
Hubei	1	2	4
Henan	3	10	10
Hebei	-	-	2
Heilongjiang	1	2	-
Jiangsu	3	6	13
Jiangxi	1	2	3
Jilin	-	1	-
Shandong	1	4	6
Shanxi	-	1	-
Shaanxi	-	1	2
Sichuan	-	1	6

Composition of Security Personnel

Total Number of Female Employees：2 Proportion：12.50%

Total Number of Male Employees：14 Proportion：87.50%



Employees Aged 50 and Above 0 Proportion 0.00%

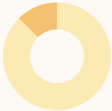
Employees Aged 30-50 7 Proportion 43.75%

Employees Under 30 9 Proportion 56.25%

Composition of Cleaning Staff

Total Number of Female Employees：30 Proportion：65.22%

Total Number of Male Employees：16 Proportion：34.78%



Employees Aged 50 and Above 40 Proportion 86.96%

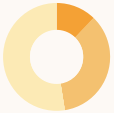
Employees Aged 30-50 6 Proportion 13.04%

Employees Under 30 0 Proportion 0.00%

Composition of Restaurant Service Staff

Total Number of Female Employees：56 Proportion：61.54%

Total Number of Male Employees：35 Proportion：38.46%



Employees Aged 50 and Above 48 Proportion 52.74%

Employees Aged 30-50 35 Proportion 38.46%

Employees Under 30 8 Proportion 8.80%

Impact, Risk and Opportunity Management

Protecting Employees' Rights and Interests

The company consistently regards the protection of employees' rights and interests as the cornerstone and core responsibility of its development, firmly respecting and fully safeguarding their rights. It strictly complies with relevant national laws and regulations, including but not limited to the Labor Law of the People's Republic of China, the Law on the Protection of Women's Rights and Interests of the People's Republic of China, as well as the Business Principles of the Responsible Business Alliance, ensuring that employees work and grow in a fair, just, and safe environment.

The company has established a comprehensive set of employee rights protection policies and internal management systems, including the "Employee Recruitment and Appointment Operation Guide," "Anti-Discrimination Management Regulations," "Female Employee Rights Protection Management Regulations," "Salary Management Regulations," and "Employee Benefits Management Regulations," among others. These measures form a robust framework for safeguarding employee rights, aligning with national legal requirements while addressing the company's operational needs. This approach fosters fair, equitable, harmonious, and stable labor-management relations, contributing to the company's sustainable development. During the reporting period, the company won the first prize in the "2025 Suzhou Employer Brand Competition".

Trade Union Management

The company strictly complies with relevant laws and regulations, including the Trade Union Law of the People's Republic of China, the Constitution of the Chinese Trade Unions, the Jiangsu Province Enterprise Democratic Management Regulations, and the Labor Contract Law. Internally, the company has established the Trade Union Management Standard. Through the establishment of the Employee Representative Congress system, the implementation of the Factory Affairs Disclosure system, the improvement of the Democratic Supervision system, and the creation of a Rationalization Proposal and Opinion Solicitation system, this standard fully leverages the important role of the trade union organization in protecting rights and interests, participating in corporate governance, promoting development, and providing education and training. This enables the trade union organization to better fulfill its responsibilities, speak for the employees, legally safeguard their legitimate rights and interests, and build a harmonious and stable corporate environment.

2025 IVO Employee Representative Congress

During the reporting period, under the principles of "democracy, fairness, and transparency," the congress organized employees to participate in the democratic management of the enterprise, sign the Collective Contract, discuss rules and regulations related to the vital interests of employees, collect proposals and suggestions from employee representatives, and supervise the enterprise's implementation of collective and individual labor contracts, as well as the resolutions and proposals of the Employee Representative Congress. The company's trade union has always cared for and protected the interests of employees through practical actions, enriched their spiritual and cultural lives, enhanced communication among employees, strengthened team collaboration, and further improved the cohesion and influence of the trade union organization.

100%
Trade Union Membership Rate

Implement democratic management and build a communication platform

The company has always regarded democratic management as one of its core development concepts and is committed to creating an efficient and smooth communication bridge for every employee. Employees are the foundation of enterprise development, and every employee's voice contains the power to drive enterprise progress. To this end, the company actively builds diversified communication platforms, from regular employee symposiums, online opinion collection channels, to cross departmental communication mechanisms, to comprehensively ensure that employees can easily and fully express their ideas and demands. In the future, we will continue to uphold the concept of democratic management and work together with all employees to create a better tomorrow for the enterprise.

Diversified Communication Channels

The company establishes diversified communication channels to collect employees' opinions and suggestions, actively takes corresponding measures to handle and improve based on actual situations, and creates harmonious labor relations. Open a reporting hotline and email to fully handle employee complaints and grievances; Through opinion forms and satisfaction surveys, timely collection and handling of employee concerns, and efficient promotion of employee work. Regularly hold face-to-face communication meetings with employees and collect information from suggestion boxes to provide in-depth answers and solutions on topics of widespread concern to employees, and pay attention to and value their reasonable needs.

Online Communication Channels

- Whistleblower Email
- 18980 Hotline
- Human Resources Suggestion Form
- Employee Satisfaction Survey

Offline Communication Channels

- Suggestion Box
- Employee Symposium
- Employee Representative Congress
- Employee Reception Day

Employee Satisfaction Survey

The company has formulated the Employee Satisfaction Survey Management Operation Guidelines, according to which the company systematically conducts comprehensive employee satisfaction surveys every year. The survey dimensions cover multiple areas closely related to employee work experience, such as corporate cultural identity, management style of direct supervisors, rationality of salary incentives, completeness of welfare guarantees, effectiveness of vocational training, smoothness of promotion channels, fairness of performance evaluation, richness of employee activities, and satisfaction with logistics services (meals, accommodation).

Through investigation, the company accurately captures employees' real feedback on enterprise operation and management, and deeply explores rational suggestions and constructive opinions. The relevant departments of the company will optimize management measures and improve institutional processes in a targeted manner, continuously enhance employees' sense of gain and happiness in the enterprise, and strengthen their sense of identification and belonging to the company.

During the reporting period

137 Items in the Employee Satisfaction Survey

14 Improvement Items Have Been Implemented

Average Employee Satisfaction Score (on a scale of 100)

Category	2025
Supervisor	89
IDL	86
DL	82

Implement humane treatment and create a favorable employment environment

The company aims to create an equal opportunity and fair treatment employment environment for all employees. Regardless of the differences in gender, age, ethnicity, religious beliefs, regional background, etc. of employees, they can enjoy completely equal opportunities in various stages of career development such as recruitment, training and development, salary and benefits, promotion and evaluation. At the same time, we will make every effort to create a dignified work environment, respect the personality and labor value of every employee, and eliminate any form of discrimination, harassment, and oppression.

- The company has **not experienced** any incidents of human trafficking or slavery.
- The proportion of employees covered by joint management and worker committees and collective bargaining agreements is **100%**.
- The proportion of employees who have received training on human rights issues such as anti-discrimination or harassment, freedom of association and collective bargaining, no improper advantage, and prohibition of forced labor is **100%**.
- There were **no complaints** related to discrimination or harassment, freedom of association and collective bargaining, unfair advantage, forced labor, etc.

Zero tolerance attitude

The company promises to have a zero tolerance attitude towards any illegal or disciplinary behavior such as corruption, bribery, embezzlement, and misappropriation of public funds. Accept external supervision from the government, media, etc. If there is any violation, strict disciplinary action will be taken or further legal action will be taken.

Prohibition of discrimination or harassment

The company maintains a zero tolerance attitude towards any form of discriminatory behavior throughout the entire career development cycle, including personnel recruitment and appointment, job promotion, and skill training. Clearly define the scope of discriminatory behavior, including but not limited to differential treatment, exclusion, restriction, or unfair treatment of employees based on factors such as race, skin color, gender, sexual orientation, age, religious beliefs, and pregnancy.

Freedom of association and collective bargaining

In the practice of protecting employee rights and interests, the company always places great importance on respecting and safeguarding employees' freedom of association rights. We firmly believe that employees have the right to choose to join trade unions, various associations, or other legal organizations according to their own wishes. This is one of the basic rights of employees, and the company provides full support and protection for it.

Prohibition of forced labor

The company always maintains a zero tolerance attitude towards all forms of trafficking, exploitation, slavery, and violent threats, firmly opposes and strictly prohibits such illegal and irregular behaviors that violate humanitarian spirit. All work arrangements are based on full communication, equal consultation, and agreement with employees, fully respecting their right to make independent choices.

No undue advantage

The company firmly prohibits any form of bribery in all commercial activities. Whether it is directly or indirectly promising, providing, granting, giving unfair benefits, accepting illegal benefits from all parties, or transferring benefits for the purpose of obtaining unfair competitive advantages, we will consider it an untouchable forbidden zone.

Compensation Management and Employee Benefits

The company strictly adheres to national and local labor, salary, and tax related laws and regulations, and carries out salary management work with compliance management as the bottom line. Fully implement the minimum wage standard, wage payment regulations, and personal income tax requirements, embed compliance verification mechanisms throughout the entire process of salary accounting, approval, and distribution, ensure that salary payments are legal and in compliance with regulations, and have a closed-loop process, effectively safeguarding employees' labor compensation rights and interests.

The company adheres to the principle of open and transparent salary and benefits management. During the reporting period, employee salaries were paid on time and in full, and detailed information such as salary composition and social insurance contributions were provided simultaneously. At the same time, establish a smooth information feedback channel to effectively protect employees' right to know and supervision through diversified management.

Compensation Ratio

The company has established a "Salary Management System", which follows the principle of "equal pay for the same position, pay based on position, pay based on value" in salary distribution, without considering gender as a factor, eliminating non performance differences, while balancing efficiency and fairness, incentives and constraints, making the salary system fair, just and reasonable. While pursuing efficiency, the system clearly stipulates that the salary level shall not be lower than the local minimum wage standard, overtime pay shall be strictly calculated, and social insurance and housing provident fund shall be fully paid.

During the reporting period, the ratio of the proportion of basic salary in the remuneration for male and female employees.

Employee Type	Ratio (Female/Male)
DL	1.0
IDL	1.1

Compensation Incentives

In accordance with the compensation policy of "sharing operational achievements, reflecting job contributions, and providing precise compensation incentives," and in compliance with national labor-related laws and regulations, the company refers to market data and focuses on the achievement of its business objectives to develop and continuously improve its compensation incentive system. To enhance its compensation competitiveness, refine compensation management, and strengthen the effectiveness of incentives, the company makes timely dynamic adjustments based on its operational status, employee job nature, performance evaluations, and other factors. These adjustments effectively motivate employees to be more proactive and enthusiastic in their work, thereby promoting the high-quality and stable development of the enterprise.

During the reporting period

During the reporting period, the proportion of employees who underwent performance evaluations was **100%.**

Diverse Employee Benefits

During the reporting period, the company strictly adhered to laws and regulations such as the Labor Law of the People's Republic of China and the Regulations on Paid Annual Leave for Employees, fully implementing the protection of employees' statutory welfare rights and interests. All employees are entitled to paid annual leave in accordance with the law, and the number of leave days is reasonably allocated based on their length of service and job nature, ensuring that employees can fully rest and promote their physical and mental health in their spare time. The company strictly implements special holiday policies such as marriage leave, maternity leave, and paternity leave in accordance with national standards, ensuring that employees have sufficient time to spend with their families and handle household affairs during important life stages. In addition, the company strictly implements statutory holiday arrangements and reasonably schedules production and work pace. By implementing sound systems and optimizing service guarantees, we continuously enhance employees' sense of happiness and belonging, create a fair, friendly, warm, and harmonious workplace environment, and solidify the foundation of stable and harmonious labor relations.

Basic benefits

Old-age insurance

Medical insurance

Unemployment Insurance

Employment Injury Insurance

Maternity Insurance

Housing Provident Fund

Use of maternity leave

Number of female employees using maternity leave

59

Number of male employees using paternity leave

40

Employee return rate and retention rate

100%

Caring for welfare

Holiday gifts, wedding gifts, maternity gifts, travel subsidies, condolence payments, funeral subsidies, birthday gift certificates, meal supplements, lodging protection, utilities subsidies, free shuttle buses, paid vacations, health checkups, and transportation subsidies for return flights, etc.

Use of parental leave

Number of female employees using parental leave

129

Number of male employees using parental leave

123

Employee return rate and retention rate

100%

Employee Growth and Development

The company has established a systematic and standardized human resources management system, including the "Human Resources Management Procedure", "Employee Recruitment and Appointment Operation Guidelines", "On the job Education and Training Management Standards", "New and Transferred Personnel Education and Training Operation Guidelines", "Vocational Skill Level Recognition Management Production Industry Guidelines", "Employee Performance Appraisal Standards", "Employee Promotion Management Standards", "Employee Welfare Management Standards" and other internal systems, covering talent recruitment, training, performance evaluation, salary incentives and other aspects, to facilitate employees' career development channels and create a good learning and growth environment. Based on the company's strategic direction, the human resources management department combines industry characteristics, talent structure, business status, and cultural foundation to continuously optimize talent planning and management systems, consolidate the talent base, and promote mutual empowerment, collaborative growth, and common development between enterprises and employees.

Employee Promotion, Selection, and Career Development Mechanism

To motivate employees to strive for continuous progress, the company offers comprehensive opportunities for promotion and development. The company's job position system is divided into management positions, professional positions, and production positions. In addition, the company provides pathways for employees to enhance their academic qualifications, including upgrading from secondary vocational education to associate degree, from associate degree to bachelor's degree, and from bachelor's degree to master's degree. The company collaborates with institutions such as Suzhou Industrial Vocational Technical College, Tongji University in Shanghai, and Jiangnan University.

Management Positions

Career Development Pathway

Specialist/Engineer → Section Chief → Manager → Plant/Division Head → Senior Management

Position Assessment Mechanism: In line with the organizational strategy, the company promotes individuals to managerial positions based on actual operational and management needs. The assessment is conducted through four key dimensions: basic qualifications, industry experience, work performance, and management skills.

Professional Positions

Career Development Pathway

Project Section Chief → Project Manager → Project Division Director

Position Assessment Mechanism: Hiring departments may apply for the promotion of project supervisors based on actual needs. The assessment is conducted through four key dimensions: basic qualifications, industry experience, work performance, and knowledge and skills.

Production Positions

Career Development Pathway

Technician → Team Leader → Group Leader

Position Assessment Mechanism: The skill level evaluation mechanism assesses the skill level based on the employee's tenure and the skills they have mastered. Skill levels range from Level 0 to Level 4, and corresponding professional allowances are granted according to the assessed level.

Employee Training

The company adheres to the concept of symbiotic development and hand in hand growth between enterprises and employees, actively advocating for employees to study hard, strive for innovation, and create a high-quality learning and growth environment. To empower employees' career development, the company has established a hierarchical and classified three-dimensional training system, built a diversified online and offline learning platform, covering a rich and diverse range of training content, focusing on improving employees' professional abilities and comprehensive qualities, and helping employees succeed in their positions and achieve long-term development.

At the same time, the company has established a standardized education and training management mechanism, formulated and implemented special systems such as the "On the job Education and Training Management Standards", "New and Transfer Education and Training Operation Guidelines", "Internal Lecturer Management Operation Guidelines", "Vocational Skill Level Certification Management Operation Guidelines", etc., covering the entire process of onboarding empowerment, on-the-job improvement, skill certification, and team building, defining a clear path for employees' career growth, consolidating the foundation of talent cultivation, and promoting the two-way growth and coordinated development of employees and enterprises.

Training Vision

Cultivate professional talents with first-class management and technical skills in the display field.

Training Mission

To enhance productivity, strengthen execution, improve efficiency, drive organizational transformation, and accelerate organizational innovation.

Onboarding Training

New employees will all undergo theoretical training in the company's corporate culture and management regulations, as well as practical training in various professional skills and team-building exercises.

Internal Skills Training

Training courses are identified based on the competency model, and an internal training plan is formulated. A team of in-house professional trainers conducts both theoretical and hands-on training to ensure the transfer of professional knowledge and skills.

External Professional Training

Every year, external training institutions are invited to the company to conduct specialized training sessions on relevant topics. Alternatively, employees are sent to external seminars and professional development courses. These initiatives provide employees with the opportunity to enhance their professional skills.

Management Specialized Training

The company regularly conducts beginner, intermediate, and advanced management training sessions every year. These training programs provide systematic management training for managers at all levels, enhancing their role awareness, team leadership, and management capabilities.

During the Reporting Period

A total of 661online courses were completed in the field of education and training. Meanwhile, 4,164 offline courses were completed, with a total of 35,350 participants.

Average Training Hours per Employee (hours)	31
Average Training Hours per Male Employee (hours)	49
Average Training Hours per Female Employee (hours)	31.2
Overall Training Coverage Rate	99.2%
Coverage Rate for Senior Management	100%
Coverage Rate for Middle Management	100%
Coverage Rate for Front-line Employees	98.3%
Annual Training Expenditure (RMB)	360,000

Professional Skills Development

In order to further stimulate the potential of employees and cultivate professional talents, the company regularly organizes employees to participate in vocational skills competitions and vocational training, builds a platform for employees to showcase themselves, and provides comprehensive support and guidance, aiming to enhance employees' professional literacy and work ability, and achieve win-win development between employees and the enterprise.

Professional Skill Level Certification

In the past five years, 59 batches of training and certification have been organized, and a total of 2,114 vocational skill level certificates have been obtained, of which 45 will be added in 2025. During the reporting period, it was awarded the title of "2025 Kunshan Development Zone Skill Talent Cultivation Pioneer".

Team Leader Management Skills Competition

During the reporting period, the company organized employees to participate in the 6th National New Area Economic Development Zone High tech Zone Team Leader Management Skills Competition. In the competition, 19 colleagues from the company successfully advanced to the national finals with outstanding skills and stable performance, and achieved excellent results.

Collaboration between Universities and Enterprises for Mutual Development

In the context of continuous social progress and rapid technological advancement, school enterprise cooperation has become a key link in breaking down barriers between industry, academia, and research, promoting deep integration of resources and complementary advantages. The company carries out school enterprise cooperation to provide a broad platform for students to intern and find employment, supporting the development of education and helping young people grow and succeed through practical actions. The enterprise can have close contact with a young group with solid professional foundation and innovative thinking, and select and cultivate a high-quality talent pool that meets the development needs of the enterprise.

During the reporting period, the company successfully recruited 13 outstanding young talents from various universities through its precise talent strategy and efficient campus recruitment plan, injecting fresh blood and vitality into the company's sustainable development.

The company provides internship opportunities for college students every year, aiming to stimulate their exploration enthusiasm and innovative thinking, and comprehensively hone their professional practical abilities. We sincerely look forward to every intern being able to fully tap into their personal potential and clarify their career development direction through this workplace experience.

Educational Programs

In order to encourage employees to continuously learn, improve their cultural quality and educational level, create a learning oriented corporate atmosphere, enhance the stability of the employee team, achieve the goal of retaining talents, and enhance the attractiveness and competitiveness of the company's external recruitment, the company regularly plans college and undergraduate education courses every year. By 2025, nearly **630** people have received college, undergraduate, and engineering master's degree upgrades through training in the IVO education program. Employees have applied their theoretical knowledge to their respective positions, achieving mutual growth with the company.

During the Reporting Period

The total number of employees who have obtained graduation certificates is **44**

Traditional Festivals

Every Chinese New Year, Lantern Festival , Mid Autumn Festival and other traditional festivals, the company will carefully prepare both thoughtful and practical benefits to convey deep concern to employees. The company firmly believes that thoughtful care can unite people, and affordable benefits can add confidence, allowing every employee to truly feel the warmth of home in the festive atmosphere, constantly improving their sense of happiness, belonging, and honor.

Chinese New Year

The "Joyful Dumpling Making and Welcoming Chinese New Year" event allows employees to experience the strong flavor of the IVO New Year and offer deep care and New Year's wishes.

Lantern Festival

In the activity of "Yuanxiao riddle guessing and prize winning", each gift carries the company's care and blessing for everyone.

Dragon Boat Festival

The "Fragrant sachets hold deep meanings, colorful ropes send blessings" activity promotes traditional ethnic culture and enhances employees' sense of identity and belonging.

Mid-Autumn Festival

The cultural and artistic evening party, as well as the awards ceremony for outstanding supervisors, IVO Star, and outstanding senior employees, presented a visual and auditory feast to the employees and commended their hard work.

Celebration

- Sending Chinese New Year Couplets: The ink fragrance of Chinese New Year couplets brings good luck to the new year, and each one is a unique blessing for employees.
- Fishing for a good fortune: Welcome the good luck of the Chinese New Year, and let employees harvest full joy and blessings.
- DIY handmade sachet: full of love and inheritance of traditional skills, allowing employees to receive unique holiday blessings.
- Fun Teapot Throwing: An ancient and elegant traditional game that allows employees to experience the unique charm of traditional culture.

Caring for Female Employees

In order to effectively protect the rights and interests of female employees and promote gender equality development, the company has set up a Women's Employee Committee. The committee is committed to safeguarding the legitimate rights and interests of female employees, closely monitoring their ideological dynamics and living conditions, focusing on the diverse needs of female employees in career development and life, and ensuring the implementation of laws and regulations such as the "Special Regulations on Labor Protection of Female Employees" and the "Law on the Protection of Women's Rights and Interests" within the company. The committee is guided by the spirit of "self-esteem, self love, self-reliance, and self-improvement", and through a series of themed activities, inspires female employees' professional confidence and internal motivation, promoting a more harmonious and harmonious work and life for them.

Warm Ten Square Meters

The company has established a "Mom's Station," equipped with facilities such as sofas, water heaters, and refrigerators. This space provides a comfortable environment for pregnant female employees to rest, nurse, and receive psychological support, aiming to eliminate the concerns of new mothers regarding breastfeeding after childbirth. During the reporting period, the company also offered breast cancer screening as part of the health check-up benefits for female employees and widely promoted health education on breast cancer prevention and treatment to provide comprehensive care for women's health.

DIY handicraft activity

In the fast-paced workplace life, female employees often face dual pressures of work and life, with common sub-health problems such as shoulder and neck pain and physical fatigue. In order to care for the physical and mental health of female employees, enrich their leisure cultural life, and inherit traditional health culture, the company has specially held the "DIY Handmade Health Hammer Making Activity", allowing female employees to make their own exclusive health hammers.

Women's Day Gifts

On the occasion of the 115th International Women's Day, the company selected exquisite gifts to extend the warmest and most sincere festival greetings to all female colleagues. May every female employee's eyes always sparkle with the light of hope, their hands often hold the flowers of life, and may they be confident and radiant, shining brightly in their respective positions. We wish for them to display unique feminine excellence and write their own brilliant chapters.

Cultural and recreational activities enrich employees' lives

In order to enrich employees' lives and promote the concept of work life balance, the company has established mass cultural clubs such as photography and badminton guided by employees' interests, enhancing their sense of belonging and cohesion, and creating a good environment for their hobbies and interests.

The company continues to carry out meticulous employee care activities, committed to caring for employees in terms of their life, emotions, and growth. It conveys the core value of "pursuing continuous growth," shapes a positive, upward, and harmonious corporate culture, attracts more outstanding talents to join the company, and promotes the company's sustainable development.

Welcome Relay Race

The company organized employees to participate in the "Running for a New Journey, High Tech Towards the Future" relay race, allowing employees to welcome the New Year with a determined spirit and embody the spirit of striving for progress and success.

Club Activities

The company has badminton, basketball, cloud art and other clubs that provide employees with entertainment and social platforms, promote the balance of work and rest, and unite the cohesion of the enterprise.

Fitness Check-in Activity

To guide employees to care about their physical health and enhance their physical fitness, the company holds the "Scientific Fitness, Enjoy a Lean Life" activity to help employees develop fitness habits.

E-sports Competition

In order to enrich the leisure life of employees, the company organized the 9th e-sports competition, in which 16 teams deeply felt the passion and unique charm contained in e-sports competitions.

Ice-Breaking Team Building for College Students

The company held the 2025 college student expansion training activity, allowing college students to build consensus through collaboration and deeply understand that on the stage of IVO, personal value can only shine brightly by integrating into the team mission. Let's work together, in the name of youth, to build a new journey of prosperity and jointly compose a more brilliant tomorrow for the company!

Outstanding Employee Evaluation Activity

In order to motivate outstanding employees in various units of the company, establish benchmark figures and models, implement positive guidance, retain key core talents of the company, and shape the corporate culture of IVO, the company continues to organize the 13th IVO Star&Excellent Senior Employee and 5th Excellent Leader selection activities. By setting up benchmark figures, motivate more employees to work hard and pursue excellence in their positions.

Fun Sports Games

The company organized the 10th Fun Sports Games, and employees actively participated, showcasing the tacit transmission of "pearls travel thousands of miles", the power of "tug of war" on the field, the lightning speed of "fun relay", the resonance and resonance under the "concentric drum", and so on. They use sweat as ink and hard work as pen, vividly depicting a vivid image of striving for excellence and unity and cooperation, showcasing their positive and upward spirit to the fullest.

Dormitory Management, Commuting Arrangements, and Canteen Management

Employees are no longer mere labor exporters, but the core engines driving innovation, development, stability, and long-term success of enterprises. IVO regards its employees as invaluable assets that cannot be replaced. With a series of heartwarming welfare facilities such as canteens, shuttle buses, and dormitories as carriers, IVO not only builds a convenient and comfortable living harbor for employees, but also builds a solid communication bridge between the enterprise and employees, allowing team cohesion and collaboration awareness to quietly sublimate in every little care.

During the reporting period, employees were able to access healthy and safe drinking water at any time. The company regularly conducted water quality tests on drinking water in the office and dormitory areas, and the test results met the requirements of the national "Sanitary Standards for Drinking Water".

Accommodation

The company attaches great importance to employee living security and provides free collective accommodation services for employees. The basic living facilities, safety and management facilities in the dormitory are well-equipped to meet the living needs of employees; At the same time, a dedicated dormitory management position will be established to be responsible for daily dormitory operations, safety management, and accommodation conflict resolution, ensuring the cleanliness and order of the accommodation environment.

Shuttle Bus

Providing important commuting support for employees, scientific planning, standardized management, and continuous optimization to enhance employee satisfaction and work efficiency. Fully embody the humanistic care of the enterprise and enhance employees' sense of belonging. Build an efficient, safe, and comfortable commuting service system to create a better working and living environment for employees.

Canteen

The environment of the company Canteen is fresh and elegant, simple yet warm, serving as a warm relay station for employees in their busy daily lives. The daily dining table neatly arranges meals, various dishes, and fruits, balancing nutrition and taste, safeguarding the health of employees, conveying humanistic care, and creating a comfortable and reassuring dining atmosphere.

Occupational Health and Safety

The company adheres to the principle of putting people first, prioritizing the life, health, and safety of its employees. Adhering to the policy of "respecting life, health, and fulfilling safety responsibilities", the company continues to improve its occupational health and safety management system, providing a safe and healthy working environment for all employees and ensuring safe production and operation.

Occupational Health and Safety Management System

Establish a sound management system and institutional safeguards

The company strictly adheres to the relevant laws and regulations such as the Safety Production Law of the People's Republic of China, the Safety Production Regulations of Jiangsu Province, the Safety Production Regulations of Suzhou City, and the safety management of hazardous chemicals. It has established a systematic internal management system, including the Safety Production Responsibility System Management Specification, the Special Equipment Management Specification, the Contractor Environmental Safety and Health Management Specification, etc., to ensure that all operations have rules to follow and responsibilities are assigned to individuals. We will continue to deepen occupational health and safety management, continuously promote the construction of safety culture, and fulfill our responsibility commitments to employees, enterprises, and society through practical actions, working together to build a safe, healthy, and sustainable development path.

ESH Management Department

- Responsible for the continuous optimization and supervision of the environmental, safety, and health management system.
- Ensure that enterprises fulfill their responsibilities and obligations in occupational health and safety.
- Strengthen the construction of the company's safety production system and continuously innovate safety production management technologies.

Continuously promote systematic and standardized construction

Since obtaining ISO45001 occupational health and safety management system certification in 2010, the company has continuously maintained the effective operation of the system and expanded its coverage to the entire business process of research and development, manufacturing, sales, quality assurance, procurement, etc. By continuously strengthening institutional construction, innovating management technologies, deepening hidden danger investigation and governance, organizing emergency drills and training, and other measures, the overall safety operation and risk prevention and control capabilities of the system are systematically enhanced.

Strengthen risk management and emergency response capacity building

The company has established and implemented a dual prevention mechanism of safety risk classification control and hidden danger investigation and governance in accordance with the "Environmental Safety and Health Hazard Identification and Assessment Management System" and "Hidden Danger Investigation Operation Guidelines". It regularly conducts special hidden danger investigations in key areas such as electrical, equipment and facilities, and hazardous chemicals to achieve early detection and elimination of accident hazards. At the same time, through systems such as the "Emergency Plan for Safety Production Accidents" and the "Guidelines for Emergency Response Organization and Accident Emergency Rescue Management", the emergency command and disposal process is clarified, an emergency response center is established, and a part-time emergency rescue team is formed. Regular skill training and practical exercises are carried out to continuously improve the ability to respond to emergencies.

Health and Safety Education

In order to strengthen the safety awareness and professional skills of all employees, the company regularly conducts multiple safety training programs, including mandatory work safety courses, three-level safety education for new employees, fire safety knowledge, personal protection, and occupational health. Through systematic training, employees can fully identify potential risks in the work environment, master safety operating procedures and accident prevention skills, effectively prevent accidents, reduce injuries, and build a humanistic foundation for safe production.

During the Reporting Period

The completion rate of company level, department level, and job level safety training for new employees is **100%**.

Emergency evacuation drill

fire drill

Chemical leakage drill

Pre job safety training

During the Reporting Period

Number of Company-wide Emergency Response Drills (times)	20
Number of On-site Disposal Drills (times)	38
Number of Health and Safety Awareness Campaigns (times)	24
Number of Health and Safety Activities (times)	4
Number of Health and Safety Education and Training Participants (participants)	33,308
Investment in Work Safety (RMB)	6,590,000
Investment in Work Safety Liability Insurance (RMB)	24,000
Coverage Rate of Work Safety Liability Insurance for Employees(%)	100%
Personnel certification rate for special positions (%)	100%
Occupational disease incidents (times)	0
Number of Safety Risk Identification Items (items)	4,325

Indicators and Targets

Indicators	Targets for 2025	Actual Achievement in 2025
Employee labor contract signing rate (%)	100%	100%
Union employee membership rate (%)	100%	100%
Proportion of employees paying social insurance and housing provident fund (%)	100%	100%
Proportion of employees receiving human rights training (%)	100%	100%
Occurrence of discrimination and harassment incidents (times)	0	0
Occurrence of human trafficking and enslavement incidents (times)	0	0
Occurrence of child labor incidents (times)	0	0
Employee education and training coverage rate (%)	100%	100%
Occupational disease incidents (times)	0	0
Personnel certification rate for special positions(%)	100%	100%

02 Supply Chain Security

Governance

Suppliers are the cornerstone of smooth production and operation for enterprises, and companies strictly require suppliers to ensure product quality, cost, environmental safety, service performance, etc. Establish a sound supplier management system and process, including the "Stakeholder (Contractor, Supplier, etc.) Management System", "Raw Material Supplier Evaluation Operation Manual", "Supplier Regular Assessment Operation Manual", "Supplier Quality Management Operation Manual", etc., covering the requirements of supplier screening, certification, import, exit, assessment and evaluation, effectively managing supplier performance, identifying potential risks, collaborative optimization and improvement, working together with suppliers for win-win and common development, and building a stable, healthy and sustainable responsible supply chain.

Strategy

Category		Description	Probability of Occurrence	Impact Magnitude	Impact Timeline	Value Chain Segment	Priority Ranking	Potential Financial Impact	Countermeasures
Risks	political factors	The escalation of geopolitical risks may impact product production and sales.	Less Likely	High	Medium-term	Upstream, Operations, Downstream	High	Increased Operating Costs Decrease in Operating Revenue	■ Expand diversified regional cooperation; ■ Establish emergency response plans and conduct regular drills; ■ Diversified supplier layout, multi regional supplier layout, localized procurement.
	natural disaster	Force majeure natural disasters such as rainstorm and earthquake may affect material supply, production stagnation and product sales.	Unlikely	High	Short-term	Upstream, Operations, Downstream	Low	Increased Operating Costs Increase in Operating Costs	
	Single supply chain	Over-reliance on a single supplier or customer can increase the risk of supply disruptions or sales.	Less Likely	Medium	Medium-term	Upstream, Operations, Downstream	Medium	Increase in Operating Costs Decrease in Operating Revenue	
	compliance risk	Non compliant behavior in the supply chain may lead to legal disputes and reputational damage.	Unlikely	Low	Medium-term	Upstream, Operations, Downstream	Low	Increase in Operating Costs	Implement supplier audits to mitigate chain compliance risks.
Opportunities	Green supply chain collaboration	Enhance corporate social responsibility image through green supply chain management and attract environmentally conscious partners.	Less Likely	Medium	Long-term	Upstream, Operations, Downstream	Medium	Decrease Operating Costs Increase in Operating Revenue	Promote suppliers to reduce carbon emissions and support green supply chains.

Impact, Risk and Opportunity Management

Supplier Onboarding	Regular Supplier Assessment	Promote Improvement	Improvement Audit
Investigate the basic information of suppliers and conduct on-site or document-based audit investigations. Departments such as ESH and Quality will score the suppliers. If they meet the standards, they can be included in the company's list of qualified suppliers.	The Quality Department regularly convenes relevant units to conduct audits of suppliers in accordance with the "Supplier Regular Assessment Work Instruction."	The Quality Department compiles the scores and items requiring improvement and sends them to the suppliers, requiring them to complete the improvements within the specified time.	Assess the improvement items of suppliers in accordance with the "Supplier Regular Assessment Work Instruction." If qualified, continue to include them in the list of qualified suppliers.

Supplier Admission and Assessment

The company has established a clear process for onboarding new suppliers and confirmed the admission requirements for new suppliers in accordance with relevant management documents such as the "Supplier Assessment Work Instruction."

Risk Assessment	AVL	Response Measures
Low Risk	Approved Suppliers	Include in AVL
Medium Risk	Conditionally Approved Suppliers	Include in AVL with a re-audit within 3 months
High Risk	Unapproved Suppliers	Do not include in AVL

During the Reporting Period

86 suppliers were audited, with a pass rate of **100%**;
A-level suppliers account for **97%**, while B-level suppliers account for **3%**.

To monitor supply chain risks and ensure supply stability, the company has established the "Supplier Regular Assessment Work Instruction" to conduct quarterly performance evaluations of qualified suppliers. The assessment covers several dimensions, including quality, cost, delivery and service, environmental protection, technology, and key significant matters. For any assessment items that do not meet the standards, suppliers are required to provide improvement directions and plans, with a specified timeframe for implementation.The company will continue to optimize its assessment system in the future to promote sustainable procurement development in the supply chain.

Rating	Supplier Rating	Risk Assessment
Grade A	Excellent Supplier	Low Risk
Grade B	Qualified Supplier	Medium Risk
Grade C	Unqualified Supplier	High Risk

The audit evaluation is divided into three levels: A, B, and C. Level A represents excellent suppliers, Level B represents qualified suppliers, and Level C represents unqualified suppliers.

Conflict Minerals Management

The company attaches great importance to the risk control of conflict minerals in the supply chain, systematically carries out relevant responsible management, and stipulates that responsible mineral procurement should be promoted throughout the entire supply chain to ensure that products do not use conflict minerals from the Democratic Republic of Congo or covered countries. The company actively takes due diligence actions and makes corresponding requirements for suppliers. At the same time, taking into account the requirements of different stakeholders and internationally recognized standards, continuously improve the comprehensiveness of conflict mineral management standards.

During the reporting period, the company conducted due diligence on 45 raw material suppliers, with a response rate of **100%**. After review and comparison, the sources of gold (Au), tantalum (Ta), tin (Sn), tungsten (W), cobalt (Co), and mica in the products all come from RMI (Responsible Minerals Initiative) qualified smelters and refiners, and all comply with RMI standards.

Supply Chain Communication

In accordance with company policy, new suppliers must sign the "Conflict Minerals Policy Commitment Letter" to pledge compliance with IVO's policies and requirements regarding conflict minerals.

01

Supply Chain Investigation

Every year, the company conducts conflict minerals surveys on suppliers based on the latest version of the survey form released by the RMI. It confirms the information against the up-to-date list of qualified smelters on the RMI official website to ensure that there are no unqualified smelters in the supply chain.

02

Annual Results Report

Every year, the company regularly discloses the "Responsible Mineral Sourcing Report" on its official website, committing to not using conflict minerals and making every effort to achieve a conflict-free mineral supply chain.

03

Avoidance of Conflict Minerals

Building a Harmonious Society

Supplier RBA & ESG Implementation

IVO actively practices the ESG (Environmental, Social, and Governance) and RBA (Responsible Business Alliance) principles, integrating them into every aspect of its production, operations, and development goals. To ensure the effective implementation of these principles, the company also requires its suppliers to adhere to them. It regularly assesses suppliers' performance in ESG and RBA areas, aiming to build a safe and sustainable supply chain and create more shared value.

Sustainable Procurement Policy

The company has established a "Sustainable Procurement Policy," which mainly includes compliance with laws and regulations, business ethics, quality and product safety, environmental protection, information security, human rights and labor safety, and social contributions. These policies and requirements are communicated to suppliers, who are expected to adhere to them. This demonstrates IVO's commitment to sustainable operations and its dedication to balancing environmental, social, and governance development.

ESG&RBA Investigation

The company has developed the "IVO ESG & RBA Checklist," which covers aspects such as environment, society, corporate governance, and RBA (Responsible Business Alliance) standards. Regular due diligence is conducted on suppliers to encourage continuous optimization and improvement. Suppliers are also required to sign the "IVO Supplier Code of Conduct" to ensure compliance with the company's ESG & RBA requirements.

Indicators and Targets

During the Reporting Period

- No significant events or negative social impacts related to environmental, social, or governance (ESG) have been identified for the supplier.
- No significant risks of using child labor and forced or compulsory labor were found among suppliers.
- No violations or significant risks have been found in the exercise of freedom of association or collective bargaining rights by supplier employees.
- No significant risks to life and health were found from suppliers.

Indicators	Targets for 2025	Actual Achievements in 2025
Number of mineral raw materials sourced from unqualified smelters and refiners (pieces)	0	0

03 Equal Treatment for Small and Medium Enterprises

The company treats its partners fairly and justly, with a particular emphasis on treating small and medium-sized enterprises equally. It makes payments to suppliers in a timely manner as stipulated in the contracts, without any overdue payments. There have been no legal actions or arbitrations initiated by suppliers.

04 Product and Service Safety and Quality

Governance

Quality management is the cornerstone of a company's sustainable development. The company adheres to the quality policy of "Customer First, Excellence in Quality, and Full Participation," viewing product safety and quality stability as the most fundamental responsibilities to customers and society.

To effectively implement this philosophy, the company fully complies with laws and regulations such as the "Product Quality Law of the People's Republic of China" and has established a systematic "Quality Manual," implementing comprehensive quality control across the entire process from R&D, production, to sales and service. By continuously operating the PDCA cycle management system, the company continuously improves the quality loop, ensuring that all stages are not only legally compliant but also consistently exceed customer expectations, delivering high-quality products and services. In terms of environmental protection and safety, the company has established a Hazardous Substances Process Management (HSPM) system and conducts rigorous testing of products for hazardous substances, proactively meeting international environmental standards such as RoHS and REACH. Multiple products have obtained authoritative safety certifications like CB and UL, and regular factory audits ensure that both the production process and final products comply with the most stringent safety standards, systematically and routinely reinforcing quality and safety safeguards.

Quality Management Audit

The company has established a full process audit mechanism covering the quality system, manufacturing process, and products. The quality unit develops an audit plan every year and strictly implements internal quality audits. During the reporting period, the company completed a system and process audit for **25** days, passed **18** customer audits, and all issues have been rectified in a closed loop.

The company follows the requirements of the quality management system and has continuously passed the annual external audits of ISO9001 quality management system, IATF16949 automotive industry quality management system standard, and QC080000 hazardous substance process management system. All three certification qualifications are in a continuously valid state. For car products, **35** product audits will be completed throughout the year to ensure the effective operation of the quality management system throughout the entire process.

Category	Certificate Validity	Certificate Number
ISO 9001:2015	2026/11/3	40 100 121388
IATF16949:2016	2026/11/3	IATF Registration Number: NO.0487379 Certificate Registration Number: NO.44 111 121388
QC080000	2028/1/31	IECQ-H TUVNCN 24.0014

Strategy

Category		Description	Probability of Occurrence	Impact Magnitude	Impact Timeline	Value Chain Segment	Priority Ranking	Potential Financial Impact	Countermeasures
Risks	Risk of Certification Invalidity	External standards and certification requirements such as IATF16949 and UL are continuously updated. If the company fails to timely internalize the new requirements into its management and production processes, certification may become invalid, affecting product market access and customer confidence.	Unlikely	Medium	Short-term	Operations, Downstream	Low	Increase in Operating Costs	Assign a dedicated person to manage certification standards, establish a dynamic tracking mechanism, and promptly make internal adjustments and standard certifications.
	Risk of Customer Complaint Escalation	If customer complaints are not responded to and resolved in a timely and effective manner, it may exacerbate customer dissatisfaction, damage brand reputation and customer trust, and ultimately lead to customer churn.	Less Likely	Medium	Medium-term	Operations, Downstream	Medium	Increase in Operating Costs Decrease in Operating Revenue	Establish a comprehensive customer service system, multiple convenient communication channels, and promptly handle customer demands.
Opportunities	Expand into New Application Markets	More efficient customer response mechanisms, high-quality products and services, increasing customer stickiness and attracting new customer demand.	Less Likely	Medium	Long-term	Operations, Downstream	High	Increase in Operating Revenue	Continuously strengthen product and service quality, enhance competitiveness.

Impact, Risk and Opportunity Management

The company has established a systematic and normalized continuous improvement mechanism in the safety and quality management of its products and services. By regularly conducting quality control circle (QCC) and DMAIC special improvement activities covering the entire department every year, we promote cross functional team participation in quality optimization. At the same time, based on the quality performance data and defect analysis report of the previous year, the company has formulated clear annual quality goals, which are decomposed into specific improvement plans by each business department. By establishing a structured tracking mechanism, regularly reviewing the progress of implementation, ensuring the effective implementation of various improvement measures, and continuously improving product quality and safety levels as well as process control capabilities.

During the Reporting Period

45 QCC improvement projects, **17** DMAIC special improvement activities, and **4,158** proposed improvements.

Quality management aims to prevent

The company has established a systematic control mechanism covering correction, prevention, and experience summary, and relies on the Lesson Learning management system to achieve a full process closed-loop prevention management from problem identification, experience review, standard updates to new project introduction. Since its establishment in 2023, it has been running for 3 years, stable and effective, continuously promoting the evolution of the quality system towards pre prevention and source control.

During the Reporting Period

The company has accumulated and applied **21** Lesson Learnings, which have been fully incorporated into design and process specifications.

Product After-sales Management

The company has a comprehensive customer service system and convenient communication channels, providing customers with timely, efficient, and satisfactory services. By enhancing product quality and customer satisfaction, the company deepens customers' trust in IVO and establishes long-term, mutually supportive cooperative relationships. Through the establishment of a systematic and comprehensive platform for communication with customers, the company can more clearly collect and analyze customer feedback, and develop reasonable solutions to address the issues raised.

After-sales Management

- Customer Support
- Customer service channel construction
- Customer Information Management
- Customer Complaint Management
- Customer satisfaction survey

Quality Incidents

The company has established a sound customer complaint handling mechanism, responded to and improved customer complaints in a timely manner according to the "Customer Complaint Handling Operation Manual", established a special case team, and established a Task Force special case improvement platform to accelerate and effectively improve customer problems.

Customer Complaints

- 01 Rapid Response — 24H
- 02 Emergency plan — 48H
- 03 Final Report — 5 Day

During the Reporting Period

there were **0** quality incidents and **0** administrative penalties

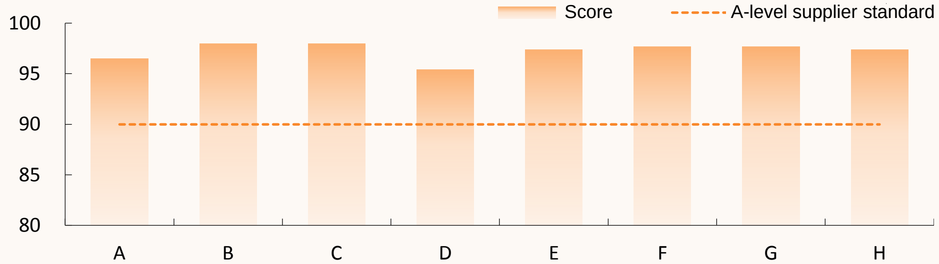
Customer Service

The company adheres to the quality and service policy of "customer first, excellent quality", with the concept of "communication, integration, inheritance, innovation, and leadership", constantly improving the customer service system, providing timely, efficient, and customer satisfied global services and customized display solutions, forming a close supply chain collaboration relationship with customers, and establishing long-term and stable strategic cooperation relationships.

The company implements the "QMS" management model to continuously meet customer requirements, pursue excellence, and provide high-quality products and services in terms of personnel, processes, resources, and technology. Fully listen to the voices of customers, increase mutual cooperation through regular visits, satisfaction surveys, customer meetings, and other platforms, achieve deep cooperation with customers, and achieve mutual benefit and win-win results.

Customer Satisfaction

The company conducts customer satisfaction surveys, and the quality service team conducts satisfaction surveys on customers every quarter. The questionnaire content includes quality status, customer service, customer complaint reports, business cooperation, etc., to understand customer concerns and measure various customer indicators. During the reporting period, the overall customer satisfaction of the company remained at a high level, which is a full recognition of the company's customer service quality. The company follows the principle of continuous improvement, perseveres, and strives to improve customer satisfaction.



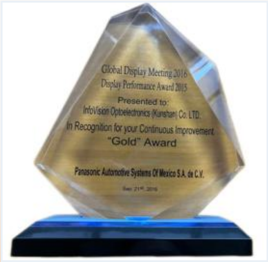
Satisfaction rating of important customers in 2025

Indicators and Targets

Indicators	Targets for 2025	Actual Achievements in 2025
Customer Satisfaction (%)	97	97.4

Partial awards received by the product during the reporting period

11.6 inches
Gold Award for the New Color Electronic Paper Display



Best Automotive Quality Award

The industry's first product to use Mini LED backlight technology jointly developed with IVO on car navigation displays, JVCKENWOOD publicly displays supplier records for the first time

05 Information Security and Privacy Protection

Governance

Policy: Safety First, Comprehensive Prevention, Prevention-Oriented, and Continuous Improvement

Objectives: Confidentiality, integrity, availability, and controllability

To comprehensively enhance its information security defense capabilities, the company has established a comprehensive information security management system based on the ISO 27001 information security management system standard. Through continuous optimization and iteration of system architecture and network protection mechanisms, the company has achieved a full chain security capability upgrade from strategy to execution, from prevention to response, and built a solid and reliable security foundation for enterprise digital transformation.

The company always places the security of stakeholders and employees' personal information in a top strategic position. At the technical and operational levels, it implements the concept of defense in depth, systematically deploys a multi-level protection architecture covering endpoint security, network isolation, application protection, and data encryption, and achieves three-dimensional coverage and linkage response of security capabilities. All aspects of data collection, transmission, processing, and storage are integrated into strict management mechanisms, leading technological support, and comprehensive compliance governance.

Strategy

Category	Description	Probability of Occurrence	Impact Magnitude	Impact Timeline	Value Chain Segment	Priority Ranking	Potential Financial Impact	Countermeasures
Risks	The digital risks are becoming increasingly severe, including hacker attacks, system vulnerabilities, and internal operational misconduct, which may lead to data breaches and trigger related lawsuits, compensation, and penalties.	Unlikely	Medium	Short-term	Upstream, Operations, Downstream	Low	Increase in Operating Costs	■ Strengthen network security protection, establish an information security system, deploy firewalls and other systems, and conduct regular inspections. ■ Establish hierarchical management of permissions and provide information security training to employees. ■ Sign confidentiality agreements with relevant parties. ■ Develop emergency plans for data breaches and network security incidents.
	A network attack on critical operational systems may result in a complete system crash, causing business shutdowns and significant direct economic losses, interruption of operational continuity, and indirect damage to goodwill.	Unlikely	Medium	Short-term	Upstream, Operations, Downstream	Low	Increase in Operating Costs	
Opportunities	Secure information defense capabilities, enhance customer trust, and generate more orders.	Less Likely	Medium	Medium-term	Operations, Downstream	Medium	Increase in Operating Revenue	

Impact, Risk and Opportunity Management

Strategy and Governance

The company has incorporated information security into its strategic planning, continuously improved its information security system and compliance framework, formulated documents such as the "Information Security Management Standards" and "Information Asset Management Standards", implemented data asset classification and grading management, and implemented differentiated protection strategies based on data levels.

Technology and Defense

The company strengthens infrastructure security by deploying firewalls, intrusion detection/defense systems, network segmentation, and zero trust architecture. Implement unified terminal control, EDR (Terminal Detection and Response), and antivirus software. Deepen data security control, implement transmission encryption and static encryption of data, implement minimum privilege access, strengthen identity authentication, build intelligent threat defense, and achieve panoramic threat visualization and automated response.

Operation and Management

The company establishes a normalized safety operation mechanism to achieve a closed-loop system of event monitoring, analysis, and response; Regularly conduct penetration testing, vulnerability scanning, and risk assessment to promote problem rectification; Strengthen third-party risk management, conduct continuous security assessments and audits; Develop emergency plans for information security incidents and conduct regular drills to ensure the rapid recovery of core business; Establish information data backup and disaster recovery mechanisms to ensure the availability of critical data.

Organization and Culture

The company has established a clear safety responsibility system, set up a dedicated safety team, and defined the safety responsibilities of business departments. Carry out continuous safety training, design training content for different roles, and enhance the safety awareness and skills of all staff. Strengthen internal and external collaboration, promote the integration of security teams with research and development, business and other departments; Actively participate in industry organizations and information sharing communities, and absorb external experience and intelligence.

Indicators and Targets

Indicators	Targets for 2025	Actual Achievements in 2025
Coverage rate of employee information security training(%)	100%	100%
Confidential Information Leakage Incidents (times)	0	0
Customer Privacy Breach Incidents (times)	0	0
Cyber-attacks or Virus Infections Impacting Operations (times)	0	0

06 Innovation-Driven

Faced with the dual trends of green transformation and digital development, IVO adheres to an innovation driven development strategy, with technological innovation as the core engine, continuously deepening its cultivation in the field of display panels, focusing on technology research and development, key common technology breakthroughs, and collaborative integration of supply chain innovation resources to enhance its comprehensive competitiveness in the flat panel display industry.

Governance

The company has a complete and efficient innovation mechanism, a professional R&D team, and a well-established R&D process and management system. It has formulated management documents such as the "Kunshan R&D Center Laboratory Management Work Instruction," "Intellectual Property Protection Standards," and "R&D Cycle Audit Implementation Guidelines" to ensure that R&D activities are carried out in an orderly and efficient manner.

The company has always maintained a sustained commitment to R&D investment, forming a sound R&D system and a strong R&D team. It has established a Product Research and Development Center, which is responsible for the planning, research, and storage of cutting-edge technologies, as well as the engineering development and research of key technologies. It also develops and specifies new material supply chains for the application of new technologies; Relying on the Product Research and Development Center and with significant R&D funding, the company has built a scientific research and technology platform. It has also established innovation platforms such as the National Enterprise Technology Center, National Postdoctoral Research Workstation, and Jiangsu (IVO) Flat Panel Display Technology Research Institute. These platforms ensure the company's technological leadership in the industry and its market competitiveness, highlighting the innovative characteristics of a science and technology enterprise.

Product Research and Development Center

The Product Research and Development Center is primarily responsible for the planning, research, and storage of cutting-edge technologies for the enterprise, as well as the engineering development and research of key technologies. It also engages in intellectual property navigation, formulation of technical standards systems, introduction and cultivation of innovative talents within the company, and the construction of collaborative innovation networks.

To address the development of new products and technologies, the company has formulated a process control document titled "New Product Development Procedure," which mainly includes four stages: planning, design, verification, and mass production. Each stage has a strict approval process.

Strategy

Category		Description	Probability of Occurrence	Impact Magnitude	Impact Timeline	Value Chain Segment	Priority Ranking	Potential Financial Impact	Countermeasures
Risks	Market and Transformation Risks	The speed of market changes and the difficulty of commercializing innovative achievements make it difficult to recover R&D investment in a timely manner due to insufficient matching of market demand and low customer recognition for new technologies/products.	Likely	High	Long-term	Operations, Downstream	High	Increase in Operating Costs Decrease in Operating Revenue Increased Operating Costs	■ Conduct market research, promote technological system upgrading, and accurately match market demand; ■ Intensify the promotion of technological products.
	Technical research and development risks	If the development process of new technology is delayed/failed, it may lead to insufficient investment returns in the early stage; As more companies enter the field of green technology, competition will become more intense.	Likely	High	Long-term	Upstream, Operations, Downstream	High	Increase in Operating Costs Decrease in Operating Revenue Increased Operating Costs	■ Establish a comprehensive talent incentive mechanism to attract and retain core technical talents; ■ Collaborate with research institutions to reduce the risk of R&D failure and accelerate the speed of technological breakthroughs.
	Cost pressures	Developing and promoting new technologies will increase corporate costs and may affect profits in the short term.	Less Likely	Medium	Long-term	Upstream, Operations	Medium	Increase in Operating Costs Increased Operating Costs	
Opportunities	New market demand	Under the wave of green transformation and digitalization, the panel display industry is facing opportunities for technological upgrading.	Likely	High	Long-term	Operations, Downstream	High	Increase in Operating Revenue	Layout new technology applications, launch low-carbon products that are suitable for the market, and strengthen differentiated competitive advantages.

Impact, Risk and Opportunity Management

Technological Innovation

The company continues to carry out differentiated innovation and integrate core technologies, strengthen technical and product reserves, and build a differentiated market competitive advantage with diversified technology strategies. By continuously improving dynamic privacy protection display technology, metal mesh on-cell touch technology, Mini LED and other technologies, and combining "green+technology", we develop green and low-carbon products and continuously upgrade and iterate them, such as low-power TED, reflective, e-ink and other low-carbon technology products. We seize the new opportunities brought by sustainable development, enhance the company's comprehensive competitiveness, and help promote sustainable development.

New architecture Metal Oxide TFT

Metal oxide technology, with its advantages of high refresh rate, high resolution, low power consumption, and narrow borders, can not only be applied in fields such as laptops, mobile phones, and tablets, but also in the field of E-ink technology due to its high mobility and low leakage current. Continuously research and improve the yield of new architecture metal oxide products, and develop related new products.

Reflective technology

Utilizing external environmental light sources to achieve full-color reflective display without the need for backlighting.With advantages such as low power consumption, energy saving, and eye protection, the product reduces energy consumption. Mainly applicable to study books, readers, etc.

TED Technology

Through IC integration, the number of panel driver ICs is reduced. This results in a smaller PCBA design, enabling a larger screen-to-body ratio and a thinner, lighter form factor for the entire device. It significantly reduces material costs, simplifies the manufacturing process, lowers product power consumption, and meets the market demand for ESG principles. The company has mass-produced and shipped multiple TED products.

Mini LED

As a key research and development technology, Mini LED has accelerated industrialization through independent innovation and external cooperation. The automotive mounted Mini LED products have achieved core advantages such as million level contrast, which can significantly improve image clarity and realism, and meet the needs of high-end automotive displays. The IVO 10.1-inch automotive mounted Mini LED product has been mass-produced and shipped.

E-ink technology

E-ink displays have the characteristics of ultra-low power consumption, long battery life, comfortable eye protection, and reusability, bringing users a comfortable and pleasing visual experience, while also conforming to the development trend of low-carbon and energy-saving. The company's 11.6-inch new color E-ink display screen has won the DIC AWARD 2025 International Display Application Innovation Gold Award.

Dynamic Privacy Display Technology

The company pioneered dynamic privacy protection display technology, meeting the dual needs of consumers for information sharing and privacy protection, and maintaining a leading position in the global high-end business privacy protection laptop panel market. Through continuous research andinnovation, this technology has achieved the expansion of dynamic privacy protection display modes in four directions: up, down, left, right, and partition. At the same time, combined with AI technology, it innovatively integrates three AI driven non-contact control methods: touch gesture, gap gesture, and voice interaction, achieving a more flexible, natural, and intelligent privacy protection experience, making privacy protection products more intelligent and better meeting the diverse and differentiated needs of customers. The company's 14 inch AI dynamic privacy protection display screen won the DIC AWARD 2025 International Display Application Innovation Silver Award.

Metal Mesh On-Cell Touch Technology

The design employs a metal mesh, featuring advantages such as low impedance, low noise, and high penetration rate. By optimizing the manufacturing process, it addresses the technical challenges in producing thin integrated touch panels. This technology has now entered mass production and is being shipped in large quantities to client applications.

In-cell touch technology

The integration of display driver and touch driver reduces the number of ICs used. Equipped with IVO cover bonding technology, it provides the automotive industry with a more advantageous integrated solution.

BM FreeTechnology

The independently developed BM Free technology simplifies the production process of colored films and reduces energy consumption while maintaining the same level of performance as traditional colored films. The first BM Free product has been mass-produced and shipped in 6.5 inches.

Intellectual Property Protection

The company has established an intelligent intellectual property management system driven by data and supported by systems. By finely maintaining trademark assets and standardizing their use, the company consolidates its brand foundation. With the help of industry-leading patent intelligence tools, it empowers the entire process of product innovation and market layout. At the same time, the independently developed management system continues to iterate, realizing the full lifecycle digital control of intellectual property rights from confirmation to operation, providing a solid guarantee for the protection and value transformation of core technologies.

Enhance Awareness of Intellectual Property Protection

The company strictly abides by intellectual property laws and regulations, elevating intellectual property protection to a strategic level. By establishing a sound internal management system, it provides institutional guarantees for continuous technological innovation and effectively consolidates its leading position in industry technology.

While adhering to the protection of independent intellectual property rights, actively respecting the rights and interests of third parties and actively supporting industry rights protection actions. By constraining intellectual property terms in business processes such as procurement, research and development, and cooperation, clear boundaries of rights and responsibilities have been established, and a patent risk prevention and control mechanism has been constructed, achieving mutual benefit and win-win results in commercial cooperation.

The company has established an intellectual property protection system that covers the entire employee lifecycle. From signing the Confidentiality and Intellectual Property Agreement upon entry to establishing a legal foundation, to conducting regular and diversified training and promotion during employment, the company has comprehensively strengthened employee awareness.

During the Reporting Period:

- Organize **8** specialized intellectual property training sessions.
- Promoted intellectual property knowledge **126** times, with a learning click through rate of **8,896** times.

Intellectual Property Honors

The company strictly adheres to intellectual property operation standards, systematically promotes intellectual property application and management work, and has achieved remarkable results. During the reporting period, the company was awarded the Kunshan Development Zone High Value Patent Cultivation Advantage Enterprise and the Ten Year Outstanding Contribution Award of the Optoelectronic Industry Intellectual Property Alliance; The company has won a total of 6 China Patent Award Excellence Awards, 1 Jiangsu Province Patent Award Excellence Award, 2 Jiangsu Province Hundred High quality Invention Patents, and 2 Suzhou City Excellent Patents; Received honors such as National Intellectual Property Advantage Demonstration Enterprise and Jiangsu Province's first batch of Intellectual Property Standardization Enterprises.

Indicators and Targets

R&D Patent Layout, During the Reporting Period:

- A total of 3,212 authorized patents; among them:
  - Annual new applications for invention patents: 96, with 66 granted, and a cumulative total of 1,162 granted
  - Annual new applications for utility model patents: 109, with 75 granted, and a cumulative total of 2,050 granted
- New applications for software copyrights:12, with 17 granted, and a cumulative total of 33 granted
- New applications for trademarks: 0, with 1 granted, and a cumulative total of 33 granted

- Total R&D investment: 184 million yuan
- R&D investment as a percentage of operating revenue: 7.35%

- Total R&D personnel: 472
- R&D personnel as a percentage of total company staff: 17.6%

07 Ethics in Technology

The company's main business involves the research, development, production, and sales of liquid crystal display (LCD) panels, with R&D primarily focused on the design and performance enhancement of LCD panels. As a component of electronic products, LCD panels are used in the design and development of end-user products by clients. The manufacturing plant for LCD panels does not engage in research and development for the application end of finished electronic products. Therefore, the scope of R&D does not involve scientific research in ethically sensitive areas such as life sciences or artificial intelligence. As a result, this issue is currently not applicable to our company.

08 Social Contributions

Helping the needy and the weak is not only a traditional virtue of the Chinese nation, but also a new trend that is being promoted throughout society. It is also an important manifestation of the Chinese nation's move towards modern civilization. IVO always practices social responsibility, actively participates in community public welfare undertakings, and fulfills its corporate social responsibility through various forms such as charity and volunteer services. It widely spreads love and care, works together with all sectors, and builds a harmonious and beautiful home.

Kunshan Great Love - IVO Supports

The IVO Love Team actively participates in the "2025 Lucheng Love" online fundraising and "Charity Day Donation" activities, fully supporting fundraising projects. The event focuses on assisting critically ill patients, disabled individuals, disadvantaged children, and disadvantaged groups in special positions, while simultaneously supporting the development of rural revitalization. IVO people dedicate their love, continue hope, convey truth, goodness, and beauty through practical actions, and work together with all sectors to write a touching chapter of warmth and goodness in Lucheng.

Respecting the Elderly - IVO Cares

The company has been carrying out activities to respect and comfort the elderly for eleven consecutive years. During the reporting period, the company, together with representatives from the Party committee and trade union, and the volunteer service team of Kunshan Xianghe Poverty Alleviation Foundation, visited the welfare home in Kunshan Development Zone to carry out activities of respecting and comforting the elderly. The activity not only brings warmth and care to the elderly in the hospital, but also enables employees to deeply understand the spiritual connotation of traditional virtues of respecting and loving the elderly, and add warmth and harmony to the social family through practical actions.

Poverty Alleviation and Creating a Better Future Together

The company's labor union adheres to the principle of "warmth, care, and assistance", and continues to participate in the enterprise employee poverty alleviation plan of the Development Zone Federation of Trade Unions. The poverty alleviation plan comprehensively evaluates employees' serious illnesses and their hospitalization or outpatient visits, and provides corresponding amounts of assistance and subsidies. Enable employees to truly feel the care and warmth of the company and union organizations.

09 Rural Revitalization

Rural revitalization is a key task for national rejuvenation. It is not only a strategic choice to resolve the main social contradictions in the new era but also an essential path to fully build a modern socialist country. IVO actively responds to the national call, participates in the rural revitalization initiative, promotes the two-way flow of urban and rural resources, and closely integrates corporate development with rural revitalization. By employing people from impoverished areas, the company helps boost rural economic development and improve the living standards of rural residents, demonstrating its social responsibility and promoting social harmony and stability.

Rural Employment Assistance

IVO expands its recruitment scope and increases job positions to help solve employment issues in relatively underdeveloped areas. The company recruits employees in impoverished counties in Yunnan, Guizhou, and other places, effectively promoting the transfer of surplus rural labor and helping local people increase their income and improve living conditions. At the same time, it also injects fresh blood and vitality into the company's development and enhances public recognition of the company.

Rural Talent Revitalization

IVO has established a talent cultivation platform that combines professional skills training with national vocational skill level certification. Through its internal training mechanisms, the company can enhance the professional skills and management abilities of people from impoverished areas. Those who meet the assessment criteria can also obtain national vocational skill level certification certificates issued by the company. In the future, the company will continue to cultivate more outstanding talents for rural areas, enhance its overall competitiveness, and jointly build a sustainable urban-rural integrated development ecosystem.

Industrial Assistance

China Electronics Enterprises Association······Member
CODA······Member
Jiangsu Flat Panel Display Technology Innovation Strategic Alliance···Chairman
Jiangsu Optoelectronic Display Industry Alliance······Director
Kunshan Branch of Jiangsu Enterprise Informatization Association········Member
Jiangsu Provincial Association of Listed Companies······Member
Nanjing Flat Panel Display Industry Association······Member
Suzhou Association of Listed Companies······Member
Suzhou High-Tech Enterprises Association······Director
Kunshan Industrial Economic Federation······Director
Kunshan Semiconductor Industry Association······Vice-president
Kunshan High-Tech Enterprises Association······Member
Kunshan Intellectual Property Protection Association······Member
Taiwan Compatriot Investment Enterprise Association of Kunshan·········Member
Kunshan Special Equipment Association······Member
Kunshan Human Resources Association······Member

05

Improve Corporate Governance and Embrace the Path of Sustainable Development

- Investor Relations
- Compliant Operations
- Legal Awareness Campaigns
- Party Building Work

01 Investor Relations

VO always adheres to the concept of "transparency, professionalism, and efficiency", and is committed to building open, mutual trust, and long-term investor relationships. IVO has formulated the "Investor Relations Management System", which strengthens two-way communication with the capital market through institutionalized and normalized communication mechanisms, enhances investors' understanding and recognition of IVO, improves the level of corporate governance and overall enterprise value, and achieves the goal of respecting investors, reporting back to investors, and protecting investors.

Investor Communication and Interaction Activities

IVO has formed a multi-channel and multi-level investor communication system, which maintains continuous and effective interaction with investors through shareholder meetings, performance briefings, investor hotlines, emails, Shanghai Stock Exchange E-interactive platform, IVO official website, and media communication. IVO arranges dedicated personnel to be responsible for investor relations and media communication, promptly responding to investor concerns, conveying IVO's business situation, development progress, and long-term value orientation. IVO regularly holds performance briefing meetings to fully communicate with investors on business conditions, industry trends, and development plans, enhancing the understanding and recognition of IVO in the capital market.

During the reporting period:;

- Hold **3** performance briefing meetings;
- Accumulated **31** exchanges with investors;
- Shanghai Stock Exchange E-interactive question response rate of **100%**。

Investor Information Disclosure

IVO strictly abides by relevant laws and regulations, as well as the regulations of the China Securities Regulatory Commission and the Shanghai Stock Exchange, fulfills its information disclosure obligations in accordance with the law, and continuously improves the quality and standardization of information disclosure. Develop and conscientiously implement the Information Disclosure Management System, clarify the division of responsibilities and workflow for information disclosure, and ensure that the disclosed content is true, accurate, complete, and timely. IVO designates China Securities Journal, Shanghai Securities Journal, and the website of the Shanghai Stock Exchange as information disclosure media and platforms, legally safeguarding the equal right of all investors to access information. IVO has completed regular reports and temporary announcement disclosures in accordance with regulations, without any information disclosure errors or regulatory inquiries.

Documents Disclosed During the Reporting Period	60

Received the 4A rating for the performance evaluation of board secretaries of listed companies by the China Association of Listed Companies in 2025 for four consecutive years

Investor Value Return

IVO values shareholder returns and investor value maintenance, and has established a stable and clear profit distribution policy and decision-making mechanism. IVO has formulated and disclosed the "Shareholder Dividend Return Plan for the Next Three Years (2025-2027)", which clarifies the medium and long-term cash dividend arrangements and implementation principles, providing institutional basis for investors to form reasonable and stable return expectations. IVO has established relevant systems for market value management and public opinion management, forming a management framework covering information disclosure, capital market communication, public opinion monitoring, and market response. It continues to pay attention to the performance of the capital market, strengthens positive interaction with investors, and maintains IVO's market image and long-term shareholder value.

02 Compliance operation

IVO adheres to the policy of "compliance management, achieving sustainable operation", strictly abides by the provisions of laws and regulations such as IVO Law of the People's Republic of China, the Anti Unfair Competition Law of the People's Republic of China, the Interim Provisions on Prohibiting Commercial Bribery, and the Anti Monopoly Law of the People's Republic of China, establishes an internal employee integrity system and a partner integrity evaluation system, resolutely opposes the use of unfair means to restrict or exclude market competition, and effectively prevents and controls IVO's corruption and commercial bribery behavior; Establish a sound internal control system, including risk identification, assessment, response, and monitoring, to ensure effective control of various risks; IVO conducts regular risk assessments and internal audits to promptly identify and correct potential risks and hazards, ensuring the compliance and robustness of IVO's operations.

Deepen the construction of internal control system

To continuously improve its governance level, IVO is committed to deepening the construction of its internal control system. According to IVO Law and other laws, regulations, and the Articles of Association, combined with our own business reality, we identify, assess, respond to, and monitor risks to ensure effective control of various risks, timely discover and correct potential risks and hazards, and ensure compliance and sustainability of operations.

system

- IVO has developed and implemented the Internal Control System, which systematically evaluates the rationality and operational effectiveness of internal control design from multiple dimensions such as internal environment, information communication, human resources, research and development, sales, procurement, and financial reporting, striving to comprehensively cover and avoid major omissions.
- The system covering various business modules of IVO is used to evaluate the rationality of IVO's internal control design and operational effectiveness, providing reasonable guarantees for IVO's asset security, information reliability, business compliance, and efficiency improvement.

organization

- Internal Control Evaluation Team: Responsible for developing internal control evaluation work plans, establishing internal control evaluation methods, and organizing the implementation of IVO's internal control evaluation.
- The Audit Committee of the Board of Directors is responsible for organizing, leading, and supervising the evaluation of internal controls.
- The board of directors is the leading body for internal control evaluation and is responsible for the authenticity of internal control evaluation reports.

process

- IVO integrates risk control, compliance, safety, quality and other requirements into various business processes to optimize process construction.
- By implementing a risk assessment mechanism before the case is opened, we proactively prevent losses and crises, optimize resource allocation, guide process and control system design, and provide strong guarantees for the smooth progress of the case.
- IVO conducts special internal control audits and routine internal control audits, combined with external third-party audits, to ensure the effectiveness and applicability of IVO's risk management and internal controls.

Anti commercial bribery and anti-corruption

IVO adheres to the concept of "integrity-based" and is committed to ensuring high levels of business ethics. We strictly abide by the provisions of laws and regulations such as IVO Law of the People's Republic of China, the Anti Unfair Competition Law of the People's Republic of China, the Interim Provisions on Prohibiting Commercial Bribery, and the Anti Monopoly Law of the People's Republic of China. We have established an internal employee integrity system and a business integrity evaluation system for partners, resolutely opposing the use of unfair means to restrict or exclude market competition, and effectively preventing and controlling corruption and commercial bribery in IVO.

To strengthen internal management and build a sustainable trust system, IVO has formulated and published a business ethics policy and implementation guidelines, which regulate behavior internally, reduce risks, and enhance organizational efficiency, while maintaining brand reputation externally and winning the favor of customers and investors.

Business Ethics Policy and Implementation Guidelines

The company adheres to the concept of "integrity-based". Ensure the observance of highest integrity standards in all business transactions.

We have a zero-tolerance policy for all forms of corruption, bribery, corruption, extortion, and misappropriation of public funds. In the event of a violation, either severe disciplinary action or further legal action will be taken.

Business Ethics Policy

1. All employees engaged in business related to the company shall not infringe upon the rights and interests of the company due to conflicts of their own interests.
2. It is not allowed to promise, provide, grant, give or accept bribes or other forms of benefits provided to obtain illegal or improper advantages.
3. Comply with relevant international conventions and Chinese laws and regulations on intellectual property protection, and protect the intellectual property of the company and others.
4. We promise to abide by the competition laws, fair trade laws, and anti-monopoly laws of various countries, ensure the sustainable and

During the reporting period

There were **0** incidents of commercial bribery and corruption; ;

100%of management personnel and employees receive anti commercial bribery and anti-corruption training.

Governance measures

To protect the legitimate interests of IVO, create a more standardized and healthy operating environment, and shape a good corporate culture, IVO has implemented management and prevention measures for employees, suppliers, and internal systems. In terms of employee management, IVO has formulated the RBA Code of Business Ethics Management, which requires employees to abide by ethical principles of honesty, integrity, and fairness, and to eliminate any form of corruption, conflicts of interest, and illegal behavior. IVO has developed a "Gift Acceptance Registration Form" to clarify the source, content, and recipient of gifts, in order to prevent bribery during the gift acceptance process. In terms of supplier management, IVO has established a "Supplier Code of Conduct", requiring suppliers to sign a "Supplier Integrity Commitment Letter" during the admission process, committing to comply with IVO's anti-corruption policies and ethical standards. At the same time, IVO will incorporate key indicators such as anti-corruption policies, identification and assessment of corruption risks, and necessary anti-corruption measures into the supplier's "ESG&RBA" audit system, regularly conduct comprehensive evaluations of suppliers, and promote their improvement of compliance management level. In terms of building a clean system within IVO, IVO regularly conducts business research and fraud risk assessments, focusing on the control of key business processes and links. In response to problems found in personnel management, asset management, and procurement, IVO promptly optimizes processes and improves systems. At the same time, dedicated supervisors will be appointed for high-risk positions and key business processes to strengthen institutional construction and preventive measures, and promote standardized business operations.

IVO encourages employees, suppliers, customers, and other business stakeholders, as well as informed individuals, to report violations. IVO promises that whistleblowers will not be subject to any form of retaliation or threat, and the relevant content of the report will be kept confidential.

Reporting channels

Reporting mailbox: Within each region of IVO

Email：audit@ivo.com.cn

Phone：0512-57278888-18980或12110

Anti-Unfair Competition

During the reporting period

there were **0** incidents of litigation or administrative penalties resulting from unfair competition practices.

IVO strictly abides by the requirements of relevant laws and regulations, participates in commercial activities and market competition in accordance with the law and regulations, resolutely opposes monopolies, unfair competition, unfair transactions and other behaviors that disrupt market order, always adheres to honest operation, and actively maintains fair competition order in the market. IVO has formulated the RBA Code of Business Ethics Management, which clearly prohibits any form of unfair competition such as monopoly, commercial bribery, and false advertising. An anonymous reporting system has been established to encourage employees and stakeholders to report any suspected unfair competition behavior, ensuring smooth reporting channels. At the same time, IVO regularly carries out anti-monopoly and anti unfair competition publicity activities, organizes warning education and special training, and continuously enhances the anti-monopoly and anti unfair competition awareness of all employees. In addition, IVO ensures the legality and standardization of all commercial activities through regular audits and supervision mechanisms, effectively fulfills corporate social responsibility, and promotes the healthy development of the industry.

Avoid Conflicts of Interest

IVO has established a mechanism for preventing and avoiding conflicts of interest. The articles of association, rules of procedure for shareholder meetings, and rules of procedure for board meetings all contain provisions regarding the avoidance of interests of shareholders and directors. When the shareholders' meeting and the board of directors deliberate on related matters, related shareholders and directors shall fulfill their recusal obligations in accordance with the law, and shall not exercise voting rights on the resolution, nor shall they act as proxies for other shareholders and directors to exercise voting rights, ensuring the independence and impartiality of the decision-making process and effectively reducing the risk of potential conflicts of interest. At the same time, IVO has formulated the "Management System for Related Party Transactions" to implement standardized management of related party transactions. Related party transactions follow the principles of fairness and fair marketization, and prevent the transmission of benefits and governance risks. The articles of association, rules of procedure for shareholder meetings, and rules of procedure for board meetings all contain provisions regarding the avoidance of interests of shareholders and directors. When the shareholders' meeting and the board of directors deliberate on related matters, related shareholders and directors shall fulfill their recusal obligations in accordance with the law, and shall not exercise voting rights on the resolution, nor shall they act as proxies for other shareholders and directors to exercise voting rights, ensuring the independence and impartiality of the decision-making process and effectively reducing the risk of potential conflicts of interest. At the same time, IVO has formulated the "Management System for Related Party Transactions" to implement standardized management of related party transactions. Related party transactions follow the principles of fairness and fair marketization, and prevent the transmission of benefits and governance risks.。

03 Legal awareness campaign

IVO continues to provide legal education training for its employees, with "internal outstanding employees and external professional lecturers" as the main training methods. It adopts a diversified training mode of "online and offline" and conducts a series of training related to the Civil Code for all employees. During the reporting period, a total of 24 training sessions were organized, with a total of 1386 employees participating.

Legal education campaign

IVO adheres to the concept of "promoting the spirit of the rule of law and spreading the culture of the rule of law", and has set up a legal column on its internal portal website “IVO Home". It has selected and reprinted **491** pieces of legal content from authoritative media such as "People's Court Daily" and "Procuratorate Daily", with a total of **22,763** visits to the column, continuously providing employees with cutting-edge and practical legal knowledge. According to the annual legal education plan, IVO holds a legal knowledge competition every six months, attracting a total of **1,162** employees to actively participate throughout the year. In addition, around the theme of the national "Constitution Propaganda Week", IVO innovatively launched the "Learning Law Answering and Interactive Lottery" activity, with a total of **799** employees actively participating.

2025年12月4日国家宪法日宣传活动

发布人：	王妮	发布单位：	法务课	联系方式：	17241
公告类型：	行政公告	公告依据：	签呈 SOR251100532	有效日期：	2026-12-31

为响应《2025年全国“宪法宣传周”工作方案》号召，配合公司ESG法治宣传，提升公司同仁的法律意识。知识产权暨法务部将面向全体同仁举办国家宪法日宣传活动。本期活动举办方式如下：

一、活动主题：学习宣传贯彻习近平法治思想，推动宪法深入人心

二、答题时间：2025年12月4日——12月10日

三、参赛方式：手机微信扫描二维码进行在线答题。

四、题目范围：出题范围涉及宪法常识、龙腾家园法律专栏新闻（可在MYIVO-龙腾家园-新闻类型-法律专栏中查找）。

五、参与方式：每人仅可参与一次，奖品有限，先到先得。

参与方式：微信扫描二维码或手机打开Myivo App—应用【宪法日答题】参与活动

微信扫描：

手机Myivo：

知识产权暨法务部

2025年12月4日

Forms of Legal Education and Publicity	2025	Indicators	2025
Legal Training	24 sessions	Total Number of Participants	1,386
Legal News	491 entries	Cumulative Click-through Rate	27,763
Legal Knowledge Contests	2 sessions	Total Number of Participants	1,162
Constitution Publicity Week Activities	1 sessions	Total Number of Participants	799

04 Party building work

The party building foundation of IVO has become increasingly solid over time. In November 2006, IVO's party branch was officially established; In December 2010, the IVO Party Committee was established, and the party building work entered a new stage of large-scale and standardized development. The party committee has 8 party branches under its jurisdiction, gathering more than 200 party members, and building a grassroots organizational system that covers a wide range and operates efficiently. This party member team combines high education and strong professionalism -97% of party members have a bachelor's degree or above, 30% are party members in research and development technology positions, 34% are party members in manufacturing positions, and the proportion of male and female party members is 39% and 61% respectively. It has formed a distinctive feature of knowledge intensive, structurally balanced, and rooted in the front line, injecting hard core strength into the party building of high-tech enterprises.

Party Day Activities

In 2025, guided by the spirit of the 20th National Congress of the Communist Party of China, the IVO Party Committee will comprehensively study the core essence of Xi Jinping's Thought on Socialism with Chinese Characteristics for a New Era, deeply integrate theoretical armament with practical empowerment, and make party building work more profound and practical. The Party committee strictly implements the "three meetings and one lesson" system, builds a solid foundation for Party building through standardized organizational life, and hones the Party spirit and cultivation of Party members; Carefully plan a series of themed activities to integrate the red gene into the development bloodline - the "Pursuing Red Memory and Striving to Be a Pioneer of the Times" themed party day activity, leading party members to inherit the revolutionary spirit in the journey of their original aspirations; The 7th IVO"Love the Party, Love the Country, Love the Enterprise" Recitation Conference expresses patriotism and consolidates the strength of progress with a resounding voice; Integrity education strengthens the ideological defense line, revisits the oath of joining the Party to firmly fulfill the mission and responsibility, the Secretary's Party lecture consolidates the consensus on development, and a series of characteristic activities are progressively and effectively carried out, transforming the vitality of Party building into a strong driving force for high-quality development of enterprises.

Anchoring the direction of party building in the wave of technology is a topic that the Party Committee of IVO has always adhered to. After long-term exploration and practice, the Party Committee has condensed and formed a unique "Five Manifestations and Five Brightnesses" Party building work method, and constructed a coordinate system for the deep integration of Party building and development with the five core connotations: Party building and the "Two Centenary Goals" are moving in the same direction; Accurately aligning the practical activities of party organizations with the actual development of enterprises; The cultivation of party spirit is closely integrated with love for work, dedication, and responsibility; The enhancement of technological innovation and the shaping of corporate culture, as well as the creation of a favorable environment, mutually empower each other. This working method has become the action guide for all party members, allowing the "party building red" and "technology blue" to complement each other on the path of high-quality development.

ESG Report Indicator Index

In accordance with the "Shanghai Stock Exchange Listed Company Self-Regulatory Guidance No. 14 - Sustainable Development Report (Trial)"

Disclosure Requirements	Corresponding Section of This Report	Page Number
Addressing Climate Change	Addressing Climate Change	36~45
Emission of Pollutants	Pollutant and Waste Management	24~27
Waste Management	Pollutant and Waste Management	24~27
Ecosystem and Biodiversity Protection	Biodiversity Conservation	23
Environmental Compliance Management	Environmental Compliance Management	21~23
Water Resource Utilization	Water Resource Utilization	31~33
Energy Utilization	Energy Utilization	28~30
Circular economy	Circular economy	34~35
Rural Revitalization	Rural Revitalization	83
Social Contribution	Social Contribution	82
Innovation-Driven	Innovation-Driven	77~81
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Supply Chain Security	Supply Chain Security	67~70
Equal Treatment of Small and Medium Enterprises	Equal Treatment for Small and Medium Enterprises	70
Product and Service Safety and Quality	Product and Service Safety and Quality	71~74
Data Security and Customer Privacy Protection	Information Security and Privacy Protection	75~76
Employees	People-Oriented	47~66
Due Diligence	Materiality Issues Analysis, Compliance Operations	16~18 86~88
Stakeholder Communication	Stakeholder Communication	17
Anti-Bribery and Anti-Corruption	Anti-Bribery and Anti-Corruption	87
Anti-Unfair Competition	Anti-Unfair Competition	88

Report Access

In the spirit of practicing low-carbon environmental protection and sustainable development, this report can be read online or downloaded from the Shanghai Stock Exchange (http://www.sse.com.cn) or the website of InfoVision Optoelectronics (Kunshan) Co., Ltd. (https://www.ivo.com.cn).

GRI Standard Content Index

Refer to GRI Standards 1,2,3,200,300,400

Instructions for use	The IVO ESG report is prepared with reference to the GRI standard and the disclosure period is from January 1, 2025 to December 31, 2025
Using GRI 1	GRI 1: Foundation 2021
Applicable GRI industry standards	

GRI Standard	Disclosure	Corresponding chapter	Location	Remark
GRI 2: General Disclosures 2021	2-1 Organizational details	Company Profile	4	
	2-2 Entities included in the organization's sustainability reporting	About the report	2	
	2-3 Reporting period, frequency and contact point	About the report	2	
	2-6 Activities, value chain and other business relationships	Company Profile、Business Performance	4~5	
	2-7 Employees	Composition of Company Employees	48	
	2-8 Workers Other Than Employees	Composition of On-site Service Provider Staff	49	
	2-9 Governance structure and composition	Governance Structure	10~11	
	2-10 Nomination and selection of the highest governance body	Governance Structure	11	
	2-11 Chair of the highest governance body	Governance Structure	11	
	2-12 Role of the highest governance body in overseeing the management of impacts	ESG Sustainable Development Governance Structure	13	
	2-13 Delegation of responsibility for managing impacts	ESG Sustainable Development Governance Structure	13	
	2-14 Role of the highest governance body in sustainability reporting	ESG Sustainable Development Governance Structure	13	
	2-15 Conflicts of interest	Avoiding Conflicts of Interest	88	
	2-16 Communication of critical concerns	Governance Structure	10~11	
	2-17 Collective knowledge of the highest governance body	Governance Structure	11	
	2-19 Remuneration policies	Compensation Management	12	
	2-20 Process to determine remuneration	Compensation Management	12	

GRI Standard	Disclosure	Corresponding chapter	Location	Remark
GRI 2: General Disclosures 2021	2-22 Statement on Sustainable Development Strategy	ESG Sustainable Development Governance Structure	13~14	
	2-23 Policy commitments	ESG Sustainable Development Governance Structure	13~14	
	2-24 Embedding policy commitments	ESG Sustainable Development Governance Structure	13~14	
	2-25 Processes to remediate negative impacts	Compliant Operations	86~88	
	2-26 Mechanisms for seeking advice and raising concerns	Implement democratic management Building a communication platform Compliance operation	51、86~88	
	2-27 Compliance with laws and regulations	Tax Management、Compliant Operations、Legal Awareness Activities	6、86~89	
	2-29 Approach to stakeholder engagement	Stakeholder Communication Investor Communication and Engagement Activities	17、85	
	2-30 Collective bargaining agreements	Protecting Employee Rights and Interests	50	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Business Performance	5	
	201-2 Financial implications and other risks and opportunities due to climate change	Addressing Climate Change	36~45	
	201-3 Defined benefit plan obligations and other retirement plans	Compensation Management and Benefits Dormitory, Commuting, and Canteen Management	53~54、63	
	201-4 Financial assistance received from government	Business Performance	5	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Anti-Bribery and Anti-Corruption	87	
	205-2 Communication and training about anti-corruption policies and procedures	Anti-Bribery and Anti-Corruption	87	
	205-3 Confirmed incidents of corruption and actions taken	Anti-Bribery and Anti-Corruption	87	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Anti-Unfair Competition	88	
GRI 207: Tax 2019	207-1 Approach to tax	Tax Management	6	
	207-2 Tax governance, control, and risk management	Tax Management	6	
	207-4 Country-by-country reporting	Tax Management	6	

GRI Standard	Disclosure	Corresponding chapter	Location	Remark
GRI 301: Materials 2016	301-2 Recycled input materials used	Circular economy	34~35	
	301-3 Reclaimed products and their packaging materials	Circular economy	34~35	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Utilization	28~30	
	302-2 Energy consumption outside of the organization	Energy Utilization	28~30	
	302-3 Energy intensity	Energy Utilization	28~30	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Resources Utilization	31	
	303-2 Management of water discharge-related impacts	Pollutant and Waste Management 、Pollutant and waste discharge status 、Water Resources Utilization	25、27、31~33	
	303-3 Water withdrawal	Water Resources Utilization	33	
	303-4 Water discharge	Water Resources Utilization	33	
	303-5 Water consumption	Water Resources Utilization	33	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity Conservation	23	
	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity Conservation	23	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Indicators and Objectives	45	
	305-2 Energy indirect (Scope 2) GHG emissions	Indicators and Objectives	45	
	305-3 Other indirect (Scope 3) GHG emissions	Indicators and Objectives	45	
	305-4 GHG emissions intensity	Indicators and Objectives	45	
	305-5 Reduction of GHG emissions	Indicators and Objectives	45	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Pollutant and Waste Management	24~27	

GRI Standard	Disclosure	Corresponding chapter	Location	Remark
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Pollutant and Waste Management	24~27	
	306-3 Waste generated	Pollutant and waste discharge status	27	
	306-4 Waste diverted from disposal	Pollutant and waste discharge status	27	
	306-5 Waste directed to disposal	Pollutant and waste discharge status	27	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supply Chain Security	67~70	
	308-2 Negative environmental impacts in the supply chain and actions taken	Supply Chain Security	67~70	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Composition of Company Employees	48	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	People-Oriented	47~66	
	401-3 Parental leave	Diversified welfare benefits	54	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety	64~66	
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	64~66	
	403-3 Occupational health services	Occupational Health and Safety	64~66	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	64~66	
	403-5 Worker training on occupational health and safety	Occupational Health and Safety	64~66	
	403-6 Promotion of worker health	Occupational Health and Safety	64~66	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	64~66	
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety	64~66	
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GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Training	56~57	
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Growth and Development	55~58	

GRI Standard	Disclosure	Corresponding chapter	Location	Remark
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	Compensation Management and Benefits	53	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	People-Oriented	47~66	
	405-2 Ratio of basic salary and remuneration of women to men	Compensation Management and Benefits	53	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Build a high wall for humane treatment Create a favorable employment environment	52	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Freedom of Association and Collective Bargaining	52	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Indicators and Objectives Promotion of RBA & ESG among Suppliers	66、70	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Prohibition of Forced Labor Promotion of RBA & ESG among Suppliers	52、70	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Social Contributions、Rural Revitalization	82~83	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Impact, Risk, and Opportunity Management	68	
	414-2 Negative social impacts in the supply chain and actions taken	Promotion of RBA & ESG among Suppliers	70	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Product and Service Safety and Quality	71~74	
	416-1 Assessment of the health and safety impacts of product and service categories	Product and Service Safety and Quality	71~74	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information Security and Privacy Protection	75~76	

IVO

Feedback and Suggestions

If you have any questions or suggestions, please feel free to contact us through the following means:

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