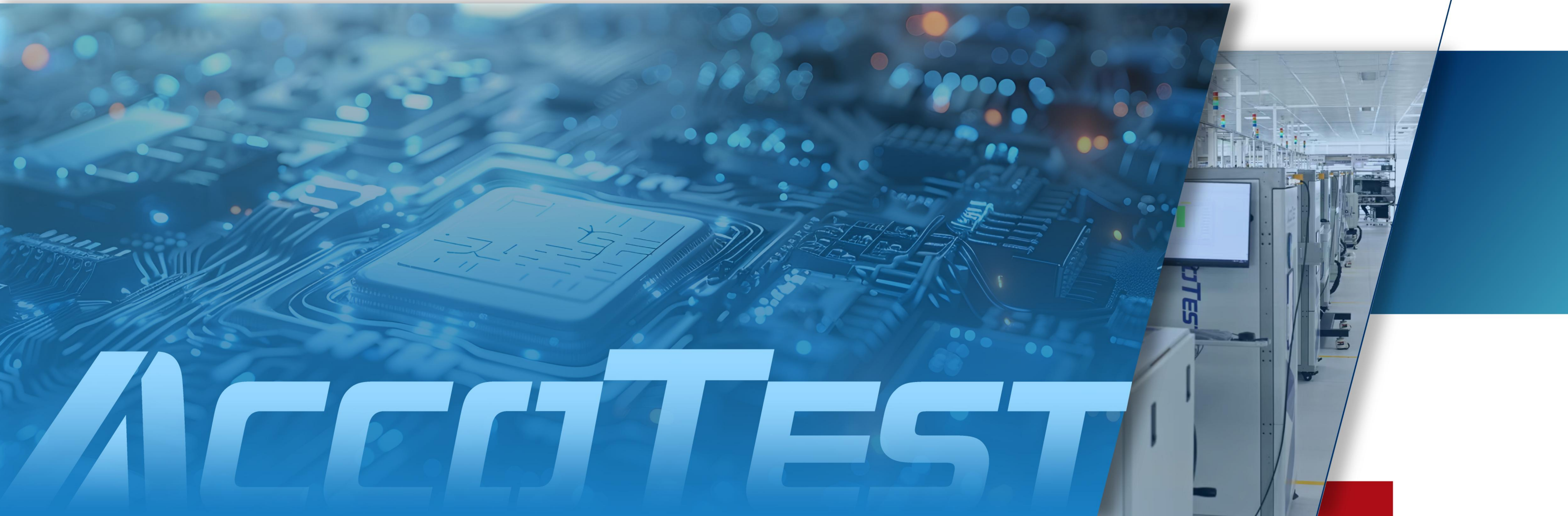




2025

Environmental, Social and Governance Report

Beijing Huafeng Test & Control Technology Co., Ltd.

The background of the lower half of the page is a composite image. On the left, there is a close-up, blue-tinted image of a complex electronic circuit board with various components and traces. On the right, there is a photograph of a modern industrial factory floor with white machinery and equipment. The word "AccuTEST" is overlaid in large, bold, blue, sans-serif letters across the bottom of the circuit board image.

AccuTEST

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Introduction

About this Report

This report systematically sets out the Company's management approach, progress and relevant information on sustainable development for 2025, focusing on key topics such as corporate governance, employee development, environmental management, product responsibility, supply chain collaboration, business ethics and compliant operations.

Prepared in line with the principles of consistency with statutory disclosures, prudence and verifiability, this report also responds to the information needs of the capital market and ESG rating agencies regarding governance structure, management mechanisms, risk response, relevant indicators and continuous improvement. It aims to provide shareholders, customers, employees, partners and other stakeholders with authentic, accurate, complete and comprehensible reference information.

Report Scope

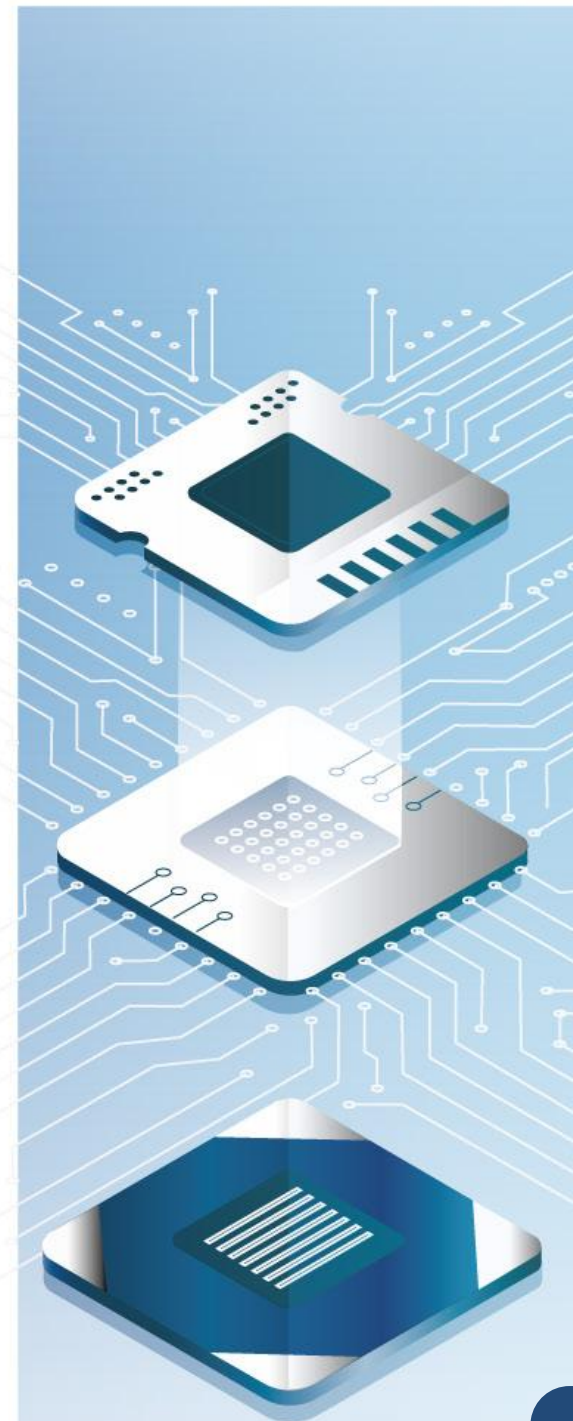
This report covers the environmental, social and governance (ESG) performance, sustainable development initiatives and operating activities of Beijing Huafeng Test & Control Technology Co., Ltd. and its subsidiaries (collectively, "ACCOTEST" or the "Company") for 2025.

The reporting period is from 1 January 2025 to 31 December 2025. To enhance the completeness of the report, selected information from prior years is included where relevant.

Reporting Cycle: Annual

Basis of Preparation

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards (2021), the United Nations Sustainable Development Goals (SDGs), the Sustainability Accounting Standards Board (SASB) Standards, IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 Climate-related Disclosures issued by the International Sustainability Standards Board (ISSB), the Shanghai Stock Exchange Self-Regulatory Guidelines for Listed Companies No. 14 – Sustainability Reports (Trial), and the Shanghai Stock Exchange Self-Regulatory Guide No. 4 – Preparation of Sustainability Reports. In presenting the content, the Company has systematically organised and disclosed relevant information with due regard to the governance structure, policy framework, management processes, risk control, quantitative indicators and improvement priorities emphasised in ESG assessments.



Data Explanation

Unless otherwise specified, information and data contained in this report are derived from the Company's official documents, statistical records, financial data or publicly disclosed filings. In the event of any inconsistency between this report and the Company's published periodic reports, the annual report disclosure documents shall prevail.

Unless otherwise stated, all monetary amounts in this report are denominated in Renminbi (RMB). Certain figures and percentages included herein have been rounded for convenience. For management indicators that are still under continuous improvement, the Company has made disclosures based on information available and verifiable for 2025.

Assurance Statement

We confirm that this report contains no false records, misleading statements or material omissions. The Board of Directors is responsible for the authenticity and accuracy of the information contained in this report.

Disclaimer: Certain statements in this report are forward-looking, including statements relating to the Company's future plans, objectives and development expectations. Such statements are based on current management expectations and are subject to uncertainties and risks that may cause actual results to differ materially. The Company undertakes no obligation to update any forward-looking statements contained in this report.

Report Availability

This report is available in both print and electronic form. The electronic version can be viewed and downloaded from the Company's official website (www.hftc.com.cn) and the website of the Shanghai Stock Exchange (www.sse.com.cn).

This report is prepared in Simplified Chinese and accompanied by an English translation. In the event of any inconsistency between the two versions, the Simplified Chinese version shall prevail.

Contact Us

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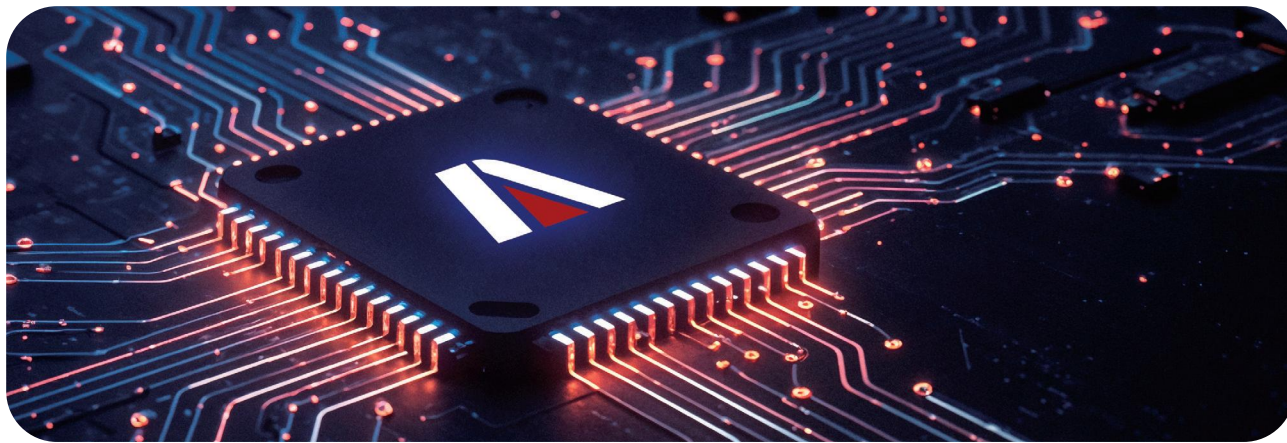
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Chairman's Statement



The semiconductor industry continued to evolve in 2025 amid rapid technological iteration, market adjustment and supply-chain restructuring. As digitalisation, intelligent transformation and the green, low-carbon transition accelerated, the business environment and competitive landscape facing companies also kept changing. Market attention has extended from operating results alone to a broader focus on governance, innovation capability, environmental responsibility, talent development, supply chain collaboration and compliant operations. Sustainable development is increasingly becoming a key foundation for navigating business cycles, strengthening resilience and achieving high-quality growth.

Against a complex and changing external environment, ACCOTEST remained focused on its core business in semiconductor test equipment and continued to strengthen its core technological capabilities, management standards and risk response capability. We firmly believe that only by combining prudent operations with responsible conduct, and aligning short-term development with long-term value creation, can the Company maintain strategic focus in a changing market environment and consolidate the foundation for sustainable development. On this basis, we have continued to integrate environmental, social and governance (ESG) principles into strategy, operations and management practices, so as to advance development quality, operating efficiency and responsible performance in a coordinated manner.

Over the past year, the Company further strengthened its management systems and development foundation by focusing on sound governance, innovation-driven growth, green operations, people-centred development and win-win cooperation. In corporate governance, we continued to optimise

the governance structure and internal control system, standardise the operation of the shareholders' general meeting, the Board of Directors, the board of supervisors and management, strengthen risk identification, process management and accountability, and steadily improve the quality of standardised operations and information disclosure. At the same time, the Company upheld compliant operations, further strengthened business ethics, integrity, anti-fraud and anti-bribery management, and embedded compliance requirements more deeply into key business processes and day-to-day operations, thereby providing strong support for the Company's steady development.

In innovation and development, ACCOTEST has consistently driven growth through technological innovation, continuously increasing R&D investment in core testing technologies and enhancing product performance, reliability and application adaptability. Guided by customer needs and industry trends, we have continued to optimise coordination across R&D, production, quality, delivery and service, striving to create long-term and stable value for customers through higher-quality products and more professional and efficient services. We have also strengthened information security and customer data protection, safeguarding customer trust through a more rigorous and standardised management system and further consolidating the Company's brand and market reputation.

In environmental management, the Company has continued to practise green development through systematic efforts in energy conservation, resource efficiency, environmental compliance, pollution prevention and risk control, thereby continuously improving the standardisation, refinement and green-

ing of production and operations. We recognise that green development is not only a responsibility requirement, but also an important path to improving efficiency, mitigating risk and enhancing competitiveness. Looking ahead, the Company will continue to explore the deeper integration of environmental management with operational quality and efficiency improvement in light of its business characteristics, and to advance a more sustainable development model.

In employee development, the Company has maintained a people-centred approach, attached great importance to occupational health and safety, and continued to improve systems for talent development, career progression, remuneration incentives and care support, with the aim of building a safe, respectful, collaborative and growth-oriented working environment. The Company regards employees as a key foundation supporting innovation, operations and long-term value creation. By continuously strengthening organisational vitality, talent cohesion and career development support, we provide solid human-capital support for the Company's sound operations and sustainable development.

In industry collaboration, the Company adheres to a philosophy of win-win cooperation, continuously strengthening communication and collaboration with customers, suppliers, investors and other partners, extending quality, responsibility, compliance and sustainability requirements across the value chain, and striving to build a stable, efficient, transparent and mutually trusted cooperation ecosystem. We believe that sustainable growth depends not only on the continuous improvement of our own capabilities, but also on the ability to establish long-term, stable and responsible relationships with all stakeholders.

Looking ahead, ACCOTEST will continue to uphold the business philosophy of innovation, pragmatism, prudence and responsibility, drive high-quality development through technological innovation, safeguard long-term value creation through sound governance, and respond to the expectations of customers, employees, shareholders, partners and wider society with a more open, professional and responsible attitude. We will continue to strengthen our sustainable development management capability, embed ESG requirements more deeply into decision-making, business processes and organisational culture, and enhance the Company's future-oriented competitiveness, resilience and value creation capacity, so as to promote the coordinated development of the Company, society and the environment.

Chairman

叶平强

About Accotest

Company Profile

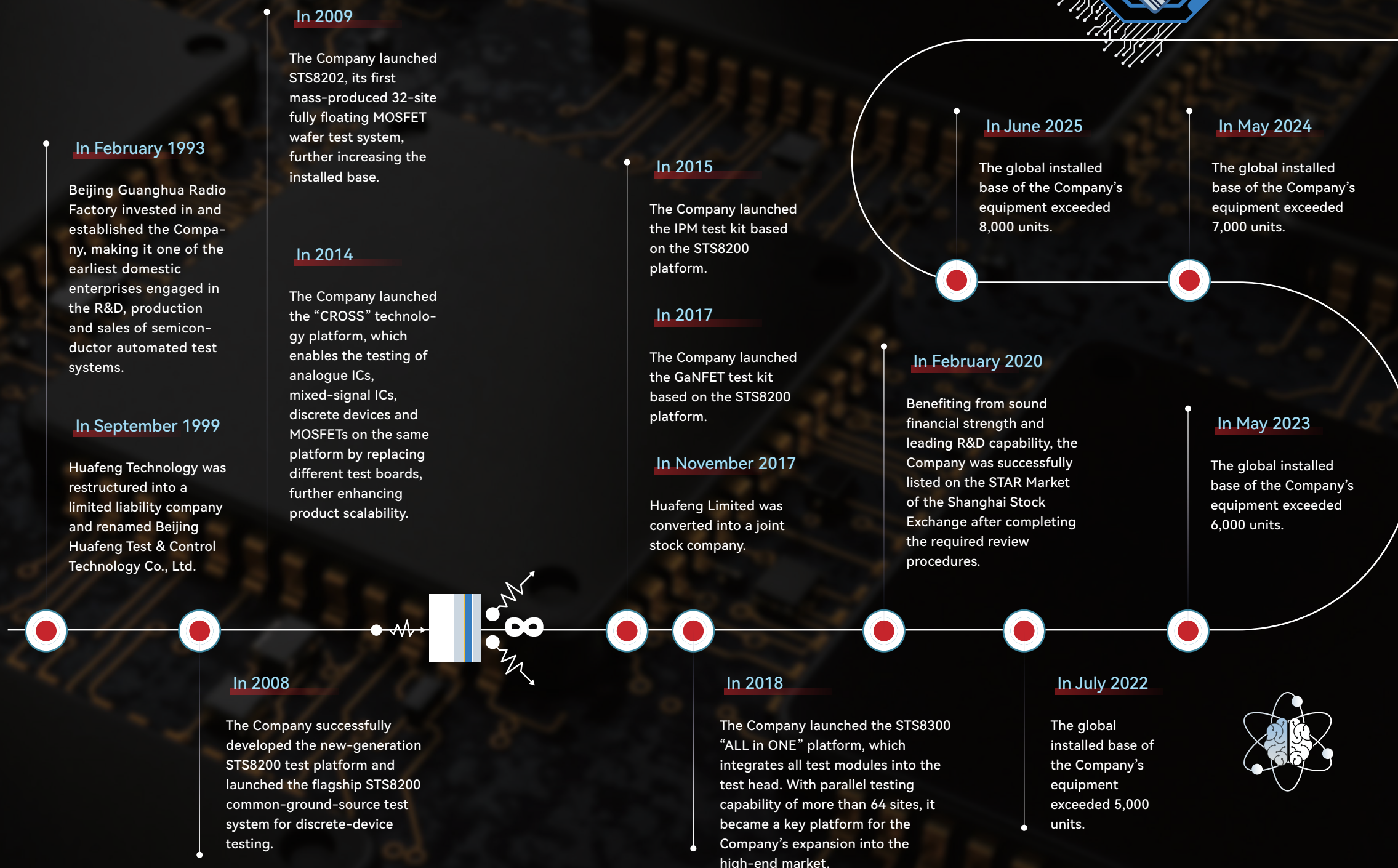
The Company's principal business is the research and development, manufacturing and sales of semiconductor automated test systems. Its products are mainly used for the testing of integrated circuits including analogue, mixed-signal, discrete devices and power modules, with sales covering major semiconductor hubs globally, such as Mainland China, Taiwan region of China, the United States, Europe, Japan, the Republic of Korea, Southeast Asia and India.

Since its establishment, the Company has maintained a focus on the semiconductor automated test system sector. Through self-developed products, it has achieved import substitution for analogue and mixed-signal semiconductor automated test systems, while continuously expanding its coverage in the testing of power discrete devices and power module semiconductors including gallium nitride (GaN), silicon carbide (SiC) and IGBTs.

In 2023, the Company launched STS8600, a new-generation test system targeting the SoC testing field. Featuring a higher number of test channels and enhanced test frequency, this system further enriched the Company's product portfolio, broadened its product test coverage and provided strong support for the Company's long-term development.

At present, the Company has grown into a leading domestic and globally renowned local supplier of semiconductor test systems. It is also one of the few Chinese enterprises supplying semiconductor test equipment to well-known chip design companies, wafer fabs, IDMs and OSATs both at home and abroad.

Company History



Corporate Honors

Awards and Qualifications

The Company adheres to innovation-driven development and continuously strengthens its governance foundation, product capabilities and sustainable development management. Based on the Company's publicly disclosed information and ESG reports over the past two years, the main awards and qualifications obtained or renewed by the Company and its subsidiaries include: National High-Tech Enterprise, National-level Specialized, Sophisticated, Unique and New "Little Giant" Enterprise, Beijing "Hidden Champion" Enterprise, Tianjin Enterprise Technology Center, and Tianjin Science and Technology Leading Cultivation Enterprise, among others.

Corporate Honors



Beijing Hidden Champions Enterprises



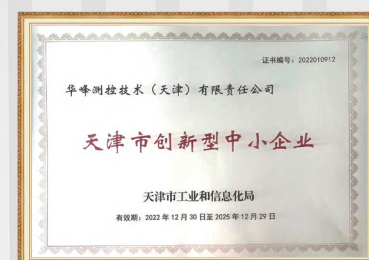
National-Level Specialized, Sophisticated, and Novel "Little Giant" Enterprises



Beijing Specialized, Sophisticated, and Novel "Little Giant" Enterprises



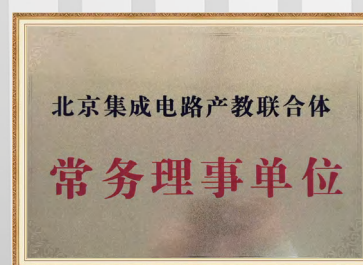
National High-Tech Enterprise



Tianjin Innovative Small and Medium-sized Enterprises



Tianjin Technology Leadership Cultivation Enterprise



Standing Council Member of the Beijing Integrated Circuit Industry-Education Consortium

ESG and Sustainability Performance

In respect of sustainable development and ESG information disclosure, the Company was selected as one of the "2024 Huazheng A-Share Listed Companies Inaugural ESG Report Top 100" and the "2024 China Non-Financial Listed Companies ESG Top 100". The above honours and external recognitions reflect the Company's comprehensive strengths in technological innovation, standardised governance, industrial collaboration and sustainable development management, and have laid a solid foundation for the Company to continuously enhance its brand influence and long-term value creation capabilities.

ESG Honors



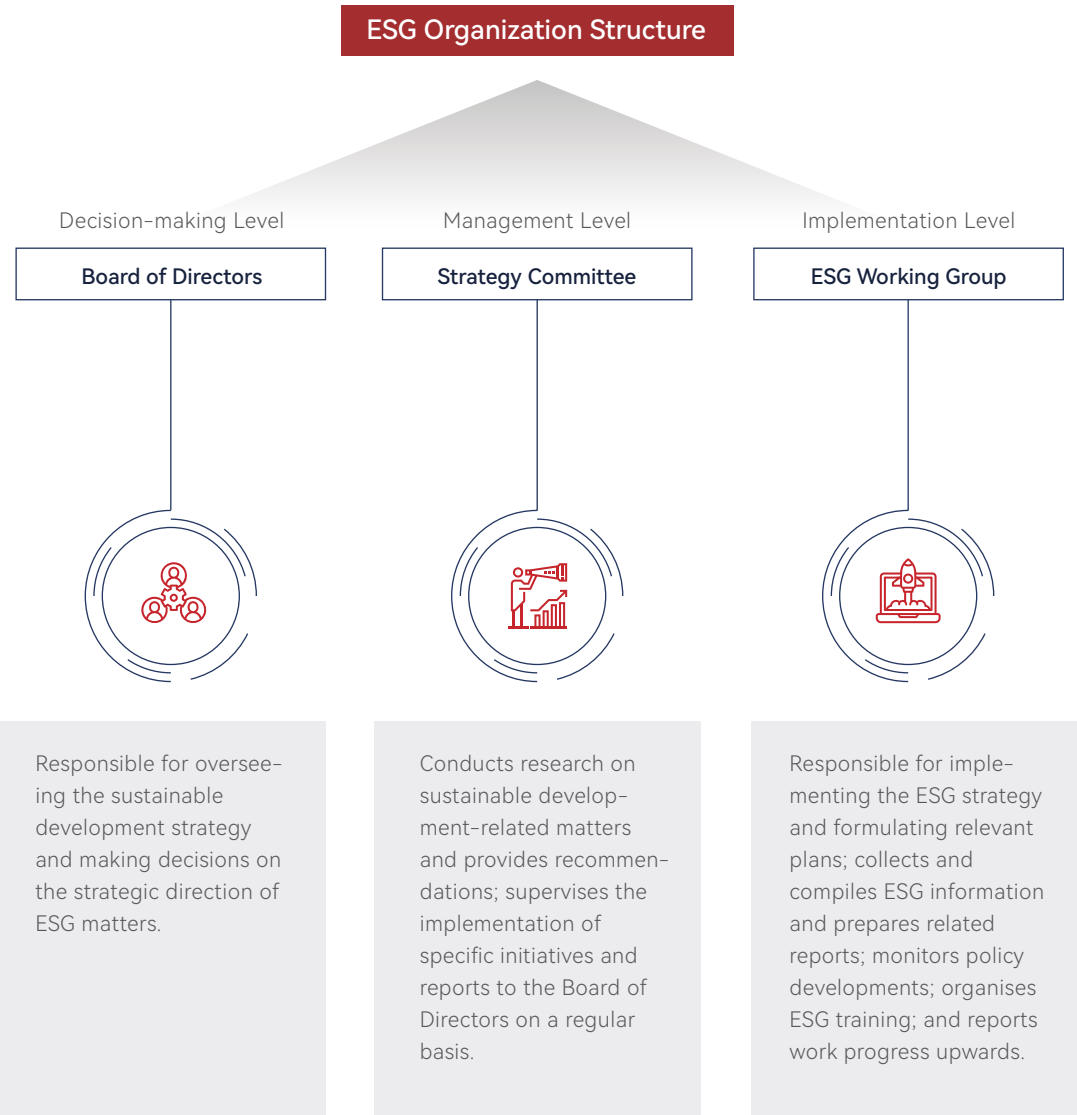
Semiconductor Industry ESG Special Contribution Award



Advancing Sustainable Development

Sustainable Development Governance

Accotest has continued to improve its sustainable development governance system, and has formally formulated and implemented institutionalised and standardised measures to coordinate and advance relevant initiatives in a thorough and effective manner. Concurrently, the Company has established a three-tier management structure comprising the decision-making level, management level and implementation level, further clarifying the division of authority and responsibility at each tier, refining division of labour and collaboration, and continuously enhancing governance capacity and operational efficiency.



Oversight and Reporting Mechanism

Accotest has established a sustainable development oversight mechanism, integrating ESG matters into the responsibility system of all departments and continuously monitoring the progress of responsibility fulfilment. To strengthen accountability, the Company links key ESG topics including carbon emissions, technological innovation, and product quality and safety to the remuneration of relevant Directors and senior management, and optimises such arrangements based on actual conditions. The Company is gradually expanding ESG performance assessment to cover the Board of Directors and the entire management team. Meanwhile, the Company conducts extensive sustainability promotion and regular ESG training sessions to interpret ESG development trends and best practices, practising the ESG philosophy with concrete actions to promote the sustainable development of the Company. In 2025, the Company organised two ESG-related training sessions.

Sustainable Development Strategy

Accotest has consistently integrated the concept of sustainable development deeply into its strategic planning and the entire process of operation and management. The Company identifies potential risks and opportunities arising from sustainable development, conducts scientific assessment of their impacts on the Company's operations and long-term development, and continuously optimises its strategic layout and development path. Through substantive measures including carbon emission reduction, improvement of resource utilisation efficiency, protection of employees' rights and interests, and enhancement of corporate governance, the Company drives high-quality sustainable development with responsible business practices, and continues to deliver stable and long-term investment returns for shareholders.

Dimension	Topic	Key Risks and Opportunities	Response Measures
 Environmental	Climate Change Response	Acute risks, chronic risks, policy and legal risks, market risks. Opportunities arising from green manufacturing and sustainable development.	We will proactively address various risks in climate change response, environmental management and energy management, and seize opportunities in green manufacturing, efficient resource utilisation, as well as energy conservation and carbon reduction transition. Risk prevention and sustainable development will be achieved through full-process environmental compliance management, green technology innovation and clean energy substitution.
	Environmental Management	Policy and legal risks, risks of circulating water leakage, risks of waste gas leakage. Opportunities to enhance resource efficiency.	
	Energy Management	Energy cost risks, compliance and low-carbon technology risks. Opportunities for energy conservation and cost reduction, as well as the transition to the use of clean energy.	

Dimension	Topic	Key Risks and Opportunities	Response Measures
 Social	R&D and Innovation	Technological risks, market risks. Opportunities for market expansion.	We will strengthen R&D innovation and full-process quality control, improve supply chain security safeguards, and effectively mitigate various risks related to technology, market, production and supply chain. We will seize opportunities in market expansion, upgrading customer demands and industry development to achieve high-quality and steady development.
	Product Quality Control	Production planning risks, monitoring and measurement resource management risks, product and service release risks. Opportunities arising from upgrading customer demands.	
	Supply Chain Security	Capacity risks, price risks. Opportunities to drive industry development.	
 Governance	Compliance Governance	Risks related to supervision, regulatory compliance and other relevant aspects.	We will enhance the compliance management system, strengthen the dynamic tracking of regulatory policies and laws, strictly implement compliance control requirements, and effectively prevent all types of compliance risks.

Management of Sustainability Impacts, Risks and Opportunities

Accotest has continuously strengthened the management and control of risks and opportunities by formulating the *Risk and Opportunity Control Procedure*. Through a systematic assessment process, the Company identifies, evaluates and analyzes ESG risk management factors including product quality control, safe production, R&D and innovation, and develops corresponding response measures based on the assessment results for continuous monitoring and improvement.

Sustainability Indicators and Targets

Accotest actively aligns with the United Nations Sustainable Development Goals (SDGs), standardises the definition of key indicators, and sets quantified targets and tasks. The Company continuously improves its ESG governance system, promotes the deep integration and coordinated development of ESG initiatives with its core business, steadily implements SDG-related requirements, and fosters the coordinated and sustainable development of the economy, society and the environment through practical measures.

Material Issues	Target Planning	Company Initiatives	Alignment with UN Sustainable Development Goals (SDGs)
Corporate Governance Business Ethics	· Optimize the corporate governance structure, and continuously update the management systems, rules of procedure and working procedures; · Uphold business ethics and promote the development of anti-corruption systems.	· Refine the articles of association, rules of procedure and working procedures to enhance the corporate governance framework. · Provide regular training on business ethics and anti-corruption risk management to strengthen employees' anti-corruption awareness.	
Addressing Climate Change Energy Management Management of Pollutants	· Proactively reduce carbon emissions and adopt energy-efficient facilities to support the nation's goals of carbon peaking and carbon neutrality. · Increase the share of clean energy consumption and conserve water resources. · Strictly control waste discharge and continuously reduce pollutant emissions.	· Promote energy conservation and carbon reduction, adopt energy-efficient facilities, and support the timely achievement of the national carbon peaking and carbon neutrality goals through concrete actions. · Expand the application of clean energy, strengthen water conservation management, and adopt a multi-pronged approach to facilitate green and low-carbon development. · Reduce pollutant emissions and alleviate environmental pollution.	  
Innovation and R&D Information Security and Privacy Protection	· Increase investment in product and technological innovation, and implement incentives to encourage R&D and innovation. · Conduct education and awareness programmes on information security.	· Continuously increase R&D investment and strengthen the development of professional teams, tackling a number of key technical challenges in the industry. · Implement measures to safeguard information security and conduct regular information security training.	
Product Quality Customer Service	· Improve the risk management process covering the entire product life cycle. · Optimise customer service management and continuously monitor customer feedback. · Continuously enhance the supply chain management system and integrate ESG criteria into supplier management, training and performance evaluation.	· Strictly oversee the full life-cycle management of production quality. · Continuously optimise service processes and deliver high-quality products, achieving sustained improvement in customer satisfaction. · Conduct in-depth supplier risk research and evaluation, precisely select high-quality partners, and establish long-term and stable strategic partnerships. Through a variety of measures, we strengthen the supply chain security framework to ensure smooth, orderly and reliable supply operations.	 
Employee Rights and Interests Employee Development and Training Occupational Health and Safety	· Safeguard equal opportunities for all employees in recruitment and employment, career development and promotion, establish a diversified incentive system, care for employee growth, and continuously enhance employees' sense of happiness and belonging. · Provide training programmes and offer transparent career progression pathways. Maintain a safe working environment and strive to achieve zero safety incidents.	· Ensure open and transparent recruitment practices, empower employee growth, enhance the employee benefits system, improve employee satisfaction and strengthen team cohesion. · Improve the career development system and provide regular training across various dimensions. · Strengthen the safety management system, foster a safe working environment and safeguard the well-being of employees at work.	    
Social Contribution	· Actively participate in public welfare activities and organize donation initiatives to achieve harmonious development between the Company and society.	· Attach importance to public welfare initiatives and conduct relevant public welfare activities on a regular basis.	 

Joint Construction of Sustainable Development Ecosystem and Value Creation

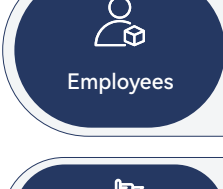
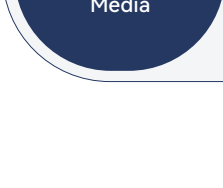
Accotest has always adhered to the deep integration of the sustainable development philosophy into the entire process of product R&D and innovation, customer value services and industrial ecosystem development. The Company actively practices the ESG development philosophy, driven by technological innovation, guided by openness and transparency, and supported by industry-university-research collaboration. It takes the initiative to lead and drive upstream and downstream partners to jointly enhance their sustainable development capabilities, and continuously creates long-term, stable and win-win value for all stakeholders.



Stakeholder Communication

Accotest recognises that sustainable and steady development cannot be achieved without the long-term support and trust of its stakeholders. Accordingly, considering the characteristics of the industry, its business model and operational realities, the Company has systematically identified and prioritised key stakeholders including shareholders and investors, customers, suppliers, employees, government authorities, the media and industry associations.

Through diverse and two-way communication mechanisms, the Company timely collects opinions and feedback from all parties, continuously strengthening the foundation for mutually trusting and win-win cooperation.

Stakeholders	Issues	Communication channels
 Shareholders and Investors	Standardised governance, compliant operations, quality of information disclosure, operating performance, long-term strategy and shareholder returns.	General meetings of shareholders, periodic and interim announcements, results presentations, dedicated investor relations section on the Company website, investor hotline and regular day-to-day communications.
 Customers	Product responsibility, customer service, product innovation and R&D, customer training, localised response and delivery assurance.	On-site customer meetings, customer satisfaction surveys, customer training, industry exhibitions, technical seminars and daily business communications to address customer needs.
 Suppliers	Supplier management, quality and delivery coordination, EHS requirements, business ethics and compliance management, and sustainable procurement.	Supplier site visits, admission reviews, online questionnaires, specialised training, daily business liaison and performance appraisal.
 Employees	Employee rights, remuneration and benefits, occupational health and safety, training and career development, open communication and employee care.	Employee satisfaction surveys, feedback channels, open days, training and exchange sessions, whistleblowing email and regular internal communications.
 Government Authorities	Compliant operations, workplace safety, environmental management, policy implementation and coordinated industrial development.	Regulatory assessments, policy consultations, work reports, meetings and dedicated dialogues to maintain constructive engagement.
 Industry Associations	Industry collaboration, technical exchange, customer service, business ethics and compliance management, and sustainable development strategies.	Press releases, media interviews, the Company's official website, the WeChat official account, industry exhibitions and routine public communications.
 Media	Corporate reputation, product responsibility, customer service, product innovation and R&D, as well as business ethics and compliance management.	It focuses on industry collaboration, technical exchange, customer service, business ethics and compliance management, as well as sustainable development strategies. The Company primarily deepens interactions through participation in association activities, industry forums, thematic workshops and standard-setting exchanges.

Material Topic Management

Materiality Assessment Process and Methodology

In accordance with the assessment approaches set out in domestic and international disclosure standards including the *Self-Regulatory Guidelines No. 13 for Sci-Tech Innovation Board Listed Companies of the Shanghai Stock Exchange – Preparation of Sustainable Development Reports* and GRI 3: Material Topics, Accotest adopts the dual perspectives of impact materiality and financial materiality to systematically identify and assess the Company's ESG topics, with a focus on disclosing core topics of high dual materiality. The Company advances its ESG materiality assessment systematically through a four-step process: background analysis – topic identification – materiality analysis – review and validation.

Combining macro policy directions, industry development trends, the Company's operating realities and stakeholder feedback, the Company conducts comprehensive identification, scientific evaluation and prioritisation of relevant topics. The results are reviewed and confirmed by the Board of Directors and senior management of the Company.

Topic Assessment Process



Results of Topic Materiality Assessment

Analysis of Key Issues



Environmental	Social	Governance
<div>1. Climate change response</div> <div>2. Pollutant emissions</div> <div>3. Waste management</div> <div>4. Ecosystem and biodiversity conservation</div> <div>5. Environmental compliance management</div> <div>6. Energy utilisation</div> <div>7. Water resource utilisation</div> <div>8. Circular economy</div>	<div>9. Rural revitalization</div> <div>10. Social contributions</div> <div>11. Innovation-driven development</div> <div>12. Technology ethics</div> <div>13. Supply chain security</div> <div>14. Fair treatment of SMEs</div> <div>15. Safety and quality of products and services</div> <div>16. Data security and customer privacy protection</div> <div>17. Employees</div>	<div>18. Due diligence</div> <div>19. Stakeholder communication</div> <div>20. Anti-commercial bribery and anti-corruption</div> <div>21. Anti-unfair competition</div>

Notes:

1. "Dual materiality" refers to topics that are both financially material and impact material.

2. The topics of circular economy and technology ethics as specified in the exchange guidelines are not applicable to the Company's current operations, and therefore no related disclosures are provided.

Environmental Dimension

03

Environment



Climate Change Response

Accotest firmly upholds the concept of green development and aligns with the national “Dual Carbon” strategic goals. The Company integrates climate change considerations into its strategic planning and daily operations.

Focusing on the four aspects of governance, strategy, impact, risk and opportunity management, as well as indicators and targets, the Company enhances the management of climate-related risks and opportunities, continuously improves its climate governance system, and implements systematic measures to deliver tangible results in green and low-carbon development.

Strategy

In line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), the Company proactively identifies climate-related risk factors, scientifically assesses their financial and operational impacts, and develops targeted response measures to strengthen the Company’s resilience in addressing climate change.

Governance

Accotest is committed to the green development philosophy and closely follows the national “Dual Carbon” strategic arrangement, fully integrating climate change factors into the Company’s strategic planning and daily operations.The Company has established and improved a three-in-one management system of “Policies – Organisation – Processes”:It has formulated special management systems to strengthen the oversight responsibilities of the Board of Directors and management;relied on the EHS-led task force to achieve efficient cross-departmental collaboration;

and built a full-process risk management closed loop to ensure the governance system keeps pace with the times.In addition, adhering to the people-oriented principle, the Company regularly carries out specialised low-carbon training to enable employees to obtain professional qualifications, comprehensively enhancing its climate change management capabilities. Green governance practices are used to empower the Company’s high-quality development.

Key Performance Indicators:

In 2025, the Company organised **2** climate change-related training sessions.

Potential Risks								
Type	Risk Description	Likelihood	Impact Magnitude	Time Horizon of Impact	Priority Ranking	Value Chain Segment Affected	Financial Impact	Response Measures
Acute Risk	Heavy rain and flooding: The Company is located in a northern region and is highly vulnerable to heavy rain and flooding, which may cause direct damage to production equipment and the raw material supply chain, leading to production and supply chain disruptions.	Low	Medium	Short to medium term	Relatively high	Upstream, operations, downstream	Increased operating costs; Reduced operating revenue	The EHS department regularly monitors updates from the China Meteorological Administration, paying close attention to extreme weather events such as typhoons and heavy rain; Formulates emergency response plans for extreme weather and conducts drills to ensure rapid resumption of production and operations following disasters.
Chronic Risk	Rising temperatures: Under high-temperature weather conditions, the Company needs to consume more energy to maintain a suitable working environment, resulting in increased operating costs.	Low	Medium	Medium to long term	Medium	Upstream, operations, downstream	Increased operating costs	Increase the proportion of clean energy used, reduce reliance on fossil fuels, and lower greenhouse gas emissions.
Policy and Legal Risk	Regulatory scrutiny on climate change continues to intensify globally and domestically. Stricter carbon emission constraints, carbon tax policies and environmental compliance requirements may be introduced at national and local levels in the future. If the Company’s current operation and production models fail to adapt to new regulations in a timely manner, compliance management risks may arise.	Medium	Relatively high	Medium term	Relatively high	Operations	Increased operating costs	Regularly monitor and analyse climate change-related regulations at international, national and local levels to ensure the Company’s operations comply with environmental policies and regulations, and avoid risks of penalties and litigation.
Technical Risk	Addressing climate change requires the advancement of innovation and R&D in green and low-carbon product technologies. However, such R&D is subject to uncertainties, which may result in R&D investment failing to achieve expected returns.	Low	Relatively high	Long term	Relatively high	Operations	Increased R&D investment	Proactively explore cutting-edge low-carbon technologies and increase investment in the R&D and application of low-carbon technologies.
Market Risk	With growing public environmental awareness, customers increasingly prefer green products with high energy efficiency and low power consumption.	Low	Medium	Medium term	Relatively high	Operations	Decreased operating revenue	Continuously monitor market trends and customer needs, adjust business models in a timely manner, and enhance customer experience.
Potential Opportunities								
Type	Opportunity Description	Likelihood	Impact Magnitude	Time Horizon of Impact	Priority Ranking	Value Chain Segment Affected	Financial Impact	Response Measures
Opportunities in Green Product Manufacturing and Sustainable Development	The Company may actively adopt high-efficiency energy-saving technologies and equipment, continuously optimise production and operation processes, improve the comprehensive utilisation rate of resources, reduce energy consumption and solid waste generation, and support the realisation of green and low-carbon production.	Medium	Medium	Long term	Relatively high	Operations	Reduced operating costs; Increased operating revenue	Fully promote the application of high-efficiency energy-saving technologies and advanced energy-saving equipment, phase out outdated facilities with high energy consumption and high emissions, and lower energy consumption per unit product.

Notes

Likelihood: Refers to the frequency interval and possibility of a risk or opportunity occurring, judged mainly based on historical occurrence probability, external scenarios, policy implementation progress and expert forecasts. Likelihood is classified as “Low” to “High”.

Impact Magnitude: Determined by the level of impact and the likelihood of the risk or opportunity occurring, taking into account factors such as impacts on the business model, value chain and financial performance. Impact magnitude is classified as “Low” to “High”.

Time Horizon of Impact: Different risks and opportunities affect the Company over different timeframes, categorised as short-term (0–1 year), medium-term (1–5 years) and long-term (more than 5 years).

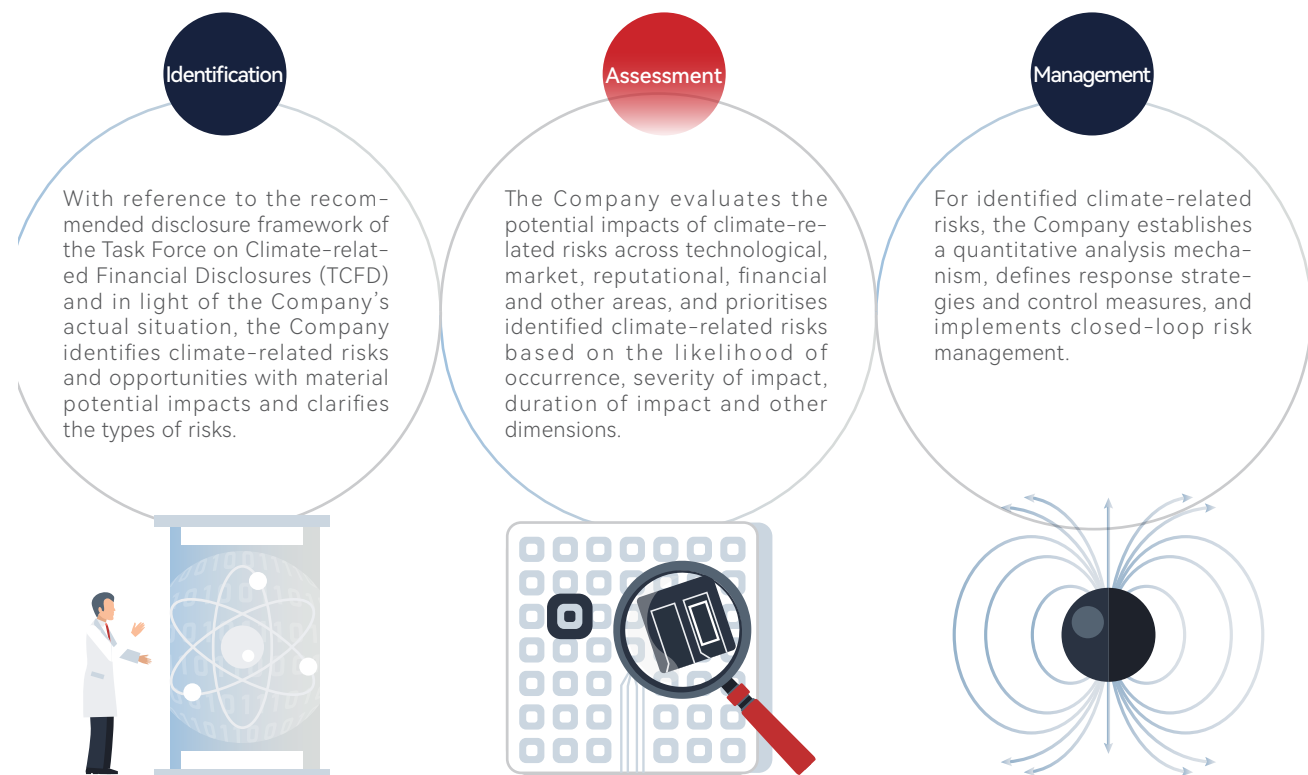
Value Chain Segment Affected: Refers to upstream (raw material suppliers, procurement, logistics, etc.), operations (production, manufacturing, internal processes, etc.) and downstream (distribution, sales, customer service, etc.).

Priority Ranking: Determined by comprehensively considering likelihood, impact magnitude, time horizon of impact and the Company’s actual situation. Priority is classified as “Low”, “Medium”, or “High”.

(Note: Definitions of likelihood, impact magnitude, time horizon of impact, value chain segment affected and priority ranking in other sections of this report are consistent with the above and will not be repeated.)

Impact, Risk and Opportunity Management

Accotest continues to refine the identification, assessment and management processes for climate-related risks and opportunities, strengthens its ability to address physical risks and transition risks, actively seizes development opportunities brought by the low-carbon transition, and effectively enhances climate resilience.



Indicators and Targets

Greenhouse gas emissions of Accotest mainly come from natural gas consumption for temperature and humidity control in cleanrooms, as well as electricity consumption in production and operation. The Company actively responds to global climate governance initiatives, strictly implements the national “Dual Carbon” strategy, adheres to the requirements of the Science Based Targets initiative (SBTi), and coordinates greenhouse gas emission reduction with green and low-carbon transformation. It has established a climate risk management and control system covering the whole life cycle, defined climate governance objectives, and formulated a special implementation plan.

In strict accordance with the SBTi technical specifications and assessment criteria, and aligned with the 1.5°C temperature control target of the Paris Agreement, the Company has set scientific, reasonable, practical and challenging greenhouse gas emission reduction targets to ensure consistency with global climate governance. Meanwhile, to effectively reduce Scope 2 greenhouse gas emissions, the Company is steadily promoting the energy structure transformation at its core manufacturing bases.

In 2025, its Tianjin subsidiary, as a key production hub, took the lead in implementing a green electricity procurement mechanism, purchasing 1,623,620 kWh of renewable electricity. By introducing renewable energy, the Company has significantly reduced its reliance on grid power from fossil fuels, achieving effective control of indirect carbon emissions at the source.



Key Performance Indicators

Indicator	Unit	2025
Total greenhouse gas emissions	tonnes of CO ₂ equivalent	3,493.49
Greenhouse gas emission intensity	tonnes of CO ₂ equivalent per million RMB revenue	2.60
Direct GHG emissions (Scope 1)	tonnes of CO ₂ equivalent	13.08
Indirect GHG emissions (Scope 2)	tonnes of CO ₂ equivalent	1,234.55
Indirect GHG emissions (Scope 3)	tonnes of CO ₂ equivalent	2,245.86

Note: The calculation boundaries and methodology for Huafeng Measurement & Control’s 2025 Scope 3 greenhouse gas (GHG) emissions are set out below. Emissions are calculated for four categories: purchased logistics, business travel, international business travel and employee commuting, with parameters derived from the Guidelines for the Accounting and Reporting of Greenhouse Gas Emissions by Enterprises – General Guidelines.

Environmental Management

Governance

Accotest has deeply integrated the green development philosophy into its corporate governance system. Focusing on core topics including environmental compliance, resource utilisation, pollution prevention and risk control, the Company has formulated policies such as the Environmental Protection Management System. The Board of Directors is responsible for strategic guidance and decision-making, senior management is responsible for planning, and the EHS department takes the lead in implementing daily environmental management. Meanwhile, the Company incorporates environmental management performance into its performance assessment to ensure the effective implementation of various environmental protection measures. In 2025, the Company had no violations of environmental protection laws and regulations or penalties imposed by regulatory authorities.



Strategy

To effectively prevent potential environmental risks arising from waste gas, waste and other environmental factors during production, the Company has established and improved its environmental management system, including emergency response plans. It conducts regular supervision, inspection and hidden danger identification, and organises regular environmental protection training for employees, so as to continuously improve the environmental risk prevention and control system and build a strong line of defence for environmental safety. Meanwhile, the Company takes the initiative to integrate environmental compliance requirements into the entire process of business development, actively explores opportunities for green development, and promotes synergistic efficiency and positive interaction between environmental protection and business development.

Potential Risks								
Risk Type	Risk Description	Likelihood	Impact Magnitude	Time Horizon of Impact	Priority Ranking	Value Chain Segment Affected	Financial Impact	Response Measures
Policy and Legal Risk	Emissions during production exceeding prescribed limits may result in legal proceedings, fines or other regulatory sanctions.	Medium	High	Short to medium term	Medium	Operations	Decrease in operating profit	Implement the ISO 14001 Environmental Management System to reduce non-compliance risks through systematic management; Develop emergency response plans and conduct regular drills to enhance employees' ability to handle unexpected environmental incidents.
Circulating Water Leakage Risk	Leakage of circulating water will result in water waste and may trigger a series of issues including environmental pollution, equipment damage and production disruption.	Low	High	Short term	High	Operations	Increased operating costs	Provide training to enhance employees' awareness of potential environmental impacts; Strengthen on-site inspections and conduct regular checks to eliminate leakage risks caused by ageing and wear.
Waste Gas Leakage Risk	Waste gas leakage will severely affect air quality, increase the concentration of air pollutants and may pose hazards to human health.	Low	High	Short term	High	Operations	Increased operating costs	Regularly monitor gas quality and replace neutralising chemicals as appropriate; Establish an emergency response mechanism to immediately implement isolation and repair measures upon detection of leakage.
Potential Opportunities								
Type	Opportunity Description	Likelihood	Impact Magnitude	Time Horizon of Impact	Priority Ranking	Value Chain Segment Affected	Financial Impact	Response Measures
Opportunities for Enhancing Resource Efficiency	Waste recovery and reuse can reduce raw material procurement and improve resource efficiency.	High	Medium	Medium term	High	Operations	Reduced production costs	Conduct regular waste assessments and audits to identify sources and types of waste generation; Establish internal recycling processes to convert waste into usable resources.

Impact, Risk and Opportunity Management

Environmental Risk Management Process

The Company has formulated the *Procedures for the Identification, Assessment and Control of Environmental Factors*. By adopting statistical analysis methods, it evaluates significant environmental risks and major hazard sources, and implements hierarchical management and control based on the severity of environmental impacts, so as to effectively prevent and mitigate environmental risks.



Risk Identification

Environmental factors associated with the Company's activities, production and services are fully considered during risk identification, and the results are summarised in the *Register of Environmental Factors Identification, Assessment and Control*.



Risk Evaluation

Risks are classified into general environmental factors and significant environmental factors based on the severity and likelihood of hazards, as well as the effectiveness of existing risk controls.



Risk Control

The Company establishes response plans for emergencies, and regularly tests and drills its emergency response capabilities. Appropriate measures are adopted according to the severity of emergencies and potential environmental impacts to prevent or mitigate their consequences.

Environmental Risk Control Measures

Environmental Monitoring

In strict accordance with environmental protection requirements, the Company has formulated an internal environmental monitoring plan covering wastewater, waste gas and noise. The EHS department conducts quarterly monitoring of waste gas, wastewater and noise, and engages third-party institutions to test the plant environment and issue inspection reports. In 2025, all environmental monitoring results of the Company met national discharge standards, and all discharges were properly treated without adverse impacts on the surrounding environment.

Environmental Impact Assessment

The Company plans and constructs projects in compliance with the "three simultaneousities" principle for environmental protection, ensuring that environmental protection facilities are designed, constructed and commissioned simultaneously with the main facilities.

Hazard Investigation

The Company conducts regular environmental hazard investigations. By focusing on environmental risk points in production and operations, potential environmental hazards are identified in a timely manner and rectification measures are implemented to effectively prevent environmental risks. In 2025, the Company achieved a 100% rectification rate for environmental hazards.

Emergency Management

The Company has formulated the *Emergency Plan for Environmental Emergencies*. Through regular emergency drills for environmental incidents, it continuously improves employees' emergency response capabilities and reduces environmental risks. In 2025, the Company held four emergency drills for environmental incidents.

Key Performance Indicators

In 2025, the Company achieved a **100%** pass rate for pollutant monitoring and a **100%** simultaneous operation rate of environmental protection facilities.

Indicators and Targets

2025 Target	2025 Achievement	2026 Target
Zero environmental incidents	Achieved	Maintain zero environmental incidents throughout the year
Full compliance with discharge standards for pollutants	Achieved	Further enhance the level of pollutant control and management

Pollution Management

Accotest has established the *Environmental Protection Management System*, which covers the management of wastewater, waste gas, solid waste and other pollutants. The EHS department takes the lead in implementing daily environmental management. By improving the management system, clarifying responsibilities, strengthening implementation and enforcing strict supervision, the Company continuously enhances the standardisation and scientificity of its environmental management. The Company always adheres to the bottom line of environmental compliance, actively practises the concept of green development, strives to effectively prevent and control wastewater, waste gas, solid waste and other pollutants, and earnestly fulfils its primary responsibility for ecological and environmental protection, so as to achieve coordinated development of economic, social and environmental benefits. In 2025, the Company achieved a 100% compliance rate for all pollutant discharges.

Waste Management

Solid waste generated from the Company's production and operation consists of domestic waste. Hazardous waste mainly comprises unused and scrapped PCB boards, which are collected annually by qualified manufacturers for waste PCB recycling. The Company does not generate waste acid, organic solvents and similar substances, which are mostly produced in process debugging, equipment maintenance and cleaning. Adhering to the principle of resource utilisation and maximum recycling, the Company strictly complies with relevant laws, regulations and control standards regarding hazardous waste storage and labelling, and continuously strengthens the standardised whole-process management of hazardous waste. Through source reduction and in-process control measures, the Company effectively mitigates the environmental impact of hazardous waste. In 2025, all types of solid waste were properly disposed of in accordance with applicable laws and regulations.



Waste Management
Targets and Planning

Continuously optimise production and operation methods, gradually reduce waste generation, and steadily increase the utilisation rate of recyclable waste.

Type of Waste	Disposal Measures
<div> General Waste</div>	<div>· Classify and store waste by category and in designated zones;</div> <div>· Conduct comprehensive internal recycling of recyclable solid waste;</div> <div>· Arrange regular disposal of solid waste by qualified third-party contractors;</div> <div>· Deliver domestic waste to sanitation authorities on a regular basis.</div>
<div> Hazardous Waste</div>	<div>· Label the hazardous waste warehouse and post warning signs;</div> <div>· Assign dedicated personnel to manage the hazardous waste warehouse and oversee proper disposal and transfer;</div> <div>· Establish and maintain real-time updated records for hazardous waste generation, warehousing and outbound transfer;</div> <div>· Strictly prohibit mixed storage of hazardous waste and non-hazardous waste;</div> <div>· Dispose of hazardous waste through qualified licensed contractors.</div>

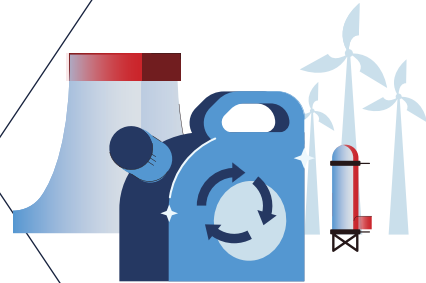
Key Performance
Indicators

Indicator	Unit	2025
Hazardous waste generated	tonnes	0.60389
Hazardous waste disposed	tonnes	0.53904
Safe inventory of waste at year-end	tonnes	0.10845

Resource Management

Accotest continues to enhance resource efficiency. It has established energy management systems including the Employee Green Action and Sustainable Development Guidelines, which specify resource conservation and daily carbon reduction norms, and improve a normalized, closed-loop management system for continuous improvement. The Board of Directors provides strategic guidance and decision-making, senior management is responsible for planning, and the EHS department takes the lead in implementing daily environmental management.

Strictly adhering to the principle of source emission reduction and in-process control, the Company fully integrates energy conservation, resource intensive utilization and environmental risk prevention into daily operation and management. By dynamically sorting out key optimization items and implementing targeted rectification and improvement measures, the Company promotes coordinated and continuous advancement of environmental management and operational efficiency.

Category	Resources Involved	Main Consumption Methods
<div>Energy</div> 	Gasoline	Production consumption
	Diesel	Production consumption
	Electricity	Production consumption Office consumption
	Natural Gas	Production consumption
<div>Water Resources</div> 	Municipal water supply	Production consumption Domestic consumption

Energy Conservation and Emission Reduction Measures

Accotest actively responds to global energy transition trends, integrating the green and low-carbon concept deeply into the entire life cycle of its operations and product R&D. The Company is committed to delivering commercial value while earnestly fulfilling its environmental responsibilities.



The Company continues to optimise its energy mix. On the basis of regular green electricity procurement, it carefully evaluates and steadily promotes on-site clean energy development solutions such as distributed photovoltaic power generation, taking into account the plant's natural conditions, energy consumption characteristics and investment return models, so as to continuously strengthen its carbon footprint management capabilities.



As a key player in semiconductor automated test equipment (ATE), the Company's business fully covers core clean technology sectors including photovoltaic energy storage, new energy vehicles and others. We regard "energy conservation and consumption reduction" as a core R&D indicator, and help downstream customers achieve green manufacturing through collaborative optimisation of software and hardware.



The new 8600 SoC test platform effectively reduces unit power consumption for complex chip testing through architecture upgrades and intelligent thermal management technologies.



For third-generation semiconductors (such as SiC, GaN) and power devices, the Company greatly improves the testing stability and efficiency of equipment under high-voltage and high-current conditions, effectively reducing energy waste and defective product losses during customers' production processes.

Facing the increasingly complex testing requirements of SoC and digital chips, the Company enhances system integration and response speed to significantly reduce unit power consumption while ensuring testing accuracy. This not only effectively reduces customers' operating costs, but also provides solid equipment support for the low-carbon and sustainable development of the semiconductor industry chain.

Water Management

Accotest strengthens water management throughout the entire cycle of water intake, usage and discharge. Through regular pipeline inspections, leakage treatment and maintenance of water consumption points, the Company strictly controls unnecessary water consumption. Meanwhile, it actively carries out company-wide water-saving promotion to embed water-saving awareness deeply into daily office and production scenarios.In 2025, the Company's total water consumption was 12,020 tonnes, all supplied by municipal water supply.

Key Performance Indicators

Indicator	Unit	2025
Total energy consumption	tonnes of standard coal	476.76
Energy consumption intensity	tonnes of standard coal / million RMB revenue	0.35
Direct energy consumption	tonnes of standard coal	4.72
Indirect energy consumption	tonnes of standard coal	472.04
Gasoline	litres	6,162.78
Purchased electricity	MWh	3,840.84

Indicator	Unit	2025
Renewable energy consumption	tonnes of standard coal	199.54
Proportion of renewable energy consumption	%	41.85

Green Product Life Cycle Management

Accotest actively responds to global energy transition and low-carbon development strategies, integrating the green and low-carbon concept into its entire product life cycle management system. Taking ecological design as the starting point, the Company enables industrial green upgrading through technological innovation via green R&D, clean production and green application promotion. Meanwhile, it gives full play to the leading role as a key enterprise in the industrial chain, driving upstream and downstream partners to jointly practice the concept of sustainable development, providing underlying support for the low-carbon transformation of downstream industries, and achieving win-win coordination between commercial value and environmental responsibility.



Deepen Ecological Design and Improve Testing Efficiency

The Company fully integrates green design and energy efficiency optimisation into the product R&D phase. For advanced processes and complex integrated circuits, it continuously innovates digital test architectures, focuses on improving the operational efficiency and accuracy of test equipment, and optimises overall energy consumption at the equipment level. It reduces physical and energy consumption in the testing process from the source, embeds energy-saving and consumption-reduction indicators deeply into the R&D system, and continuously refines the architecture design, thermal management and power control of test platforms. While ensuring high performance and precision, the Company jointly drives energy efficiency improvement across the downstream industrial chain.



Breakthroughs in Core Fields to Empower the Clean Technology Industry Chain

Centred on the testing needs of third-generation semiconductors, power devices and SoC chips, the Company provides stable and efficient test solutions for the clean energy sectors including photovoltaics, energy storage and new energy vehicles. By accurately ensuring the mass production yield of core chips for energy conversion, it effectively helps downstream customers optimise production efficiency, indirectly supports greenhouse gas emission reduction and green transformation of intelligent manufacturing at the value chain end, and delivers effective products addressing environmental challenges.



Strengthen Industry Collaboration and Build a Low-Carbon Ecosystem

As a key equipment supplier in the semiconductor industry chain, the Company not only fulfils social responsibilities through routine product delivery, but also actively leverages communication platforms such as international exhibitions and academic forums to deeply explore low-carbon development paths of testing technologies with industrial chain partners. It continuously promotes the coordinated high-quality development of semiconductor testing and global green industry demands.

Green Factory

The Sino-Singapore Tianjin Eco-City places great emphasis on urban greening, vegetation protection, ecological restoration and sustainable development. It rejects “high energy consumption, high emissions, and heavy pollution” and applies stringent environmental standards to enterprises locating there, with strict requirements on the greenery layout and vegetation diversity in their factory areas. The Accotest campus currently hosts 333 ornamental trees of various types and more than 10,000 clumped and ground-cover plants, covering over 50 species. Meanwhile, the Company integrated sustainability concepts into its plant design. The exterior walls use durable, antibacterial ecological coatings to reduce air pollution, and high-light-transmission glass is adopted for windows to increase natural indoor lighting, minimising energy consumption from artificial lighting.

Green Operations

Accotest has deeply integrated the concept of sustainable development into corporate governance and daily operations. Guided by institutional frameworks, supported by digital technologies and focused on value chain collaboration, the Company continuously optimises its green operation system and enhances ecological development efficiency. Through regular awareness campaigns and themed practices, the Company promotes energy conservation, waste sorting and other green initiatives as voluntary actions among all employees. It also deepens digital transformation by fully implementing paperless operations and online approval processes. Leveraging integrated information systems, the Company effectively reduces resource consumption such as paper. An internal “asset management module” has been piloted to enable digital filing and full life-cycle tracking of R&D equipment. This system improves the sharing and reuse rate of instruments and equipment, reducing resource waste from duplicate procurement at source.

The Company continuously enhances operational transparency and resource allocation efficiency across the R&D, procurement, production and management chain, achieving coordinated progress in green, low-carbon development and high-quality growth through practical measures.

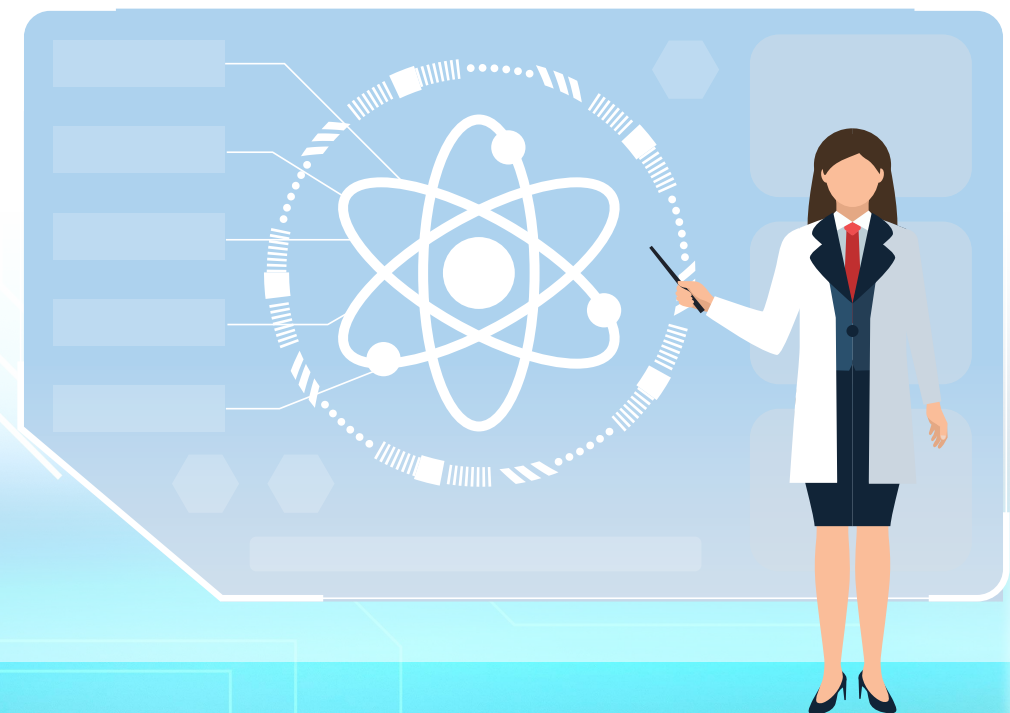
Biodiversity and Ecological Protection

Accotest adheres to the philosophy of ecological priority and green development, integrating biodiversity conservation and ecological governance deeply into its entire operation process. The Company actively aligns with leading international and domestic green standards and industry best practices, and strictly complies with a series of laws, regulations and policy requirements including the Convention on Biological Diversity, the Convention on International Trade in Endangered Species of Wild Fauna and Flora, as well as the Regulations of the People’s Republic of China on Nature Reserves and the China National Biodiversity Conservation Strategy and Action Plan (2023–2030). It adopts systematic and standardized measures to manage potential impacts of business activities on ecosystems and biodiversity.

The Company solemnly commits to establishing and implementing a comprehensive environmental management system and a long-term mechanism for pollution prevention in daily production, site operation and whole-chain management. It fully promotes cleaner production, energy conservation, emission reduction and ecological risk prevention and control to ensure all business activities are conducted in a compliant and orderly manner with controllable and preventable ecological impacts, and resolutely avoids any adverse effects on regional ecological environment, species habitats and biodiversity.

Based on comprehensive investigations and scientific assessments, all production bases of the Company are scientifically located in non-ecologically sensitive areas and non-key biodiversity conservation zones, maintaining a safe distance from various nature reserves, rare species habitats and ecological function reserves, thus avoiding ecological disturbance risks from the source.

To date, no violations damaging the ecological environment or biodiversity, environmental pollution incidents or negative ecological public opinions have occurred during the Company’s operation. The Company safeguards ecological security and the stability of the community of life with concrete actions. It will continue to improve its ecological protection and biodiversity management system, strengthen whole-process environmental risk control, actively explore green technological innovation and low-carbon transformation paths, proactively fulfill corporate ecological and social responsibilities, support the development of modernization featuring harmonious coexistence between humans and nature, and contribute to global ecological security and sustainable development.



Social Dimension

04

WORLDWIDE



R&D Management and Technological Innovation

Accotest has always regarded R&D and innovation as the core engine driving sustainable development. By continuously improving its governance system, deepening digital empowerment, and striving for cutting-edge technologies, the Company comprehensively enhances the compliance, transparency and social & environmental value of R&D operations.

In terms of standardized management, the Company has issued the R&D Administrative Management Manual, which systematically covers key areas including laboratory safety, information confidentiality and contract standardization, effectively protecting employees' health and safety and preventing compliance risks. In parallel, the Specifications for R&D Weekly Report Submission was introduced to strengthen transparency and traceability throughout the R&D process, providing a solid institutional guarantee for early risk warning and scientific decision-making.

For performance appraisal and R&D incentives, the Company has innovatively implemented a team performance mechanism featuring "supervisor self-evaluation – collaborative peer review – leadership assessment", with peer review results made public. This transparent and supervisory evaluation system ensures fair and impartial assessment, supporting the stable and long-term development of the talent team.

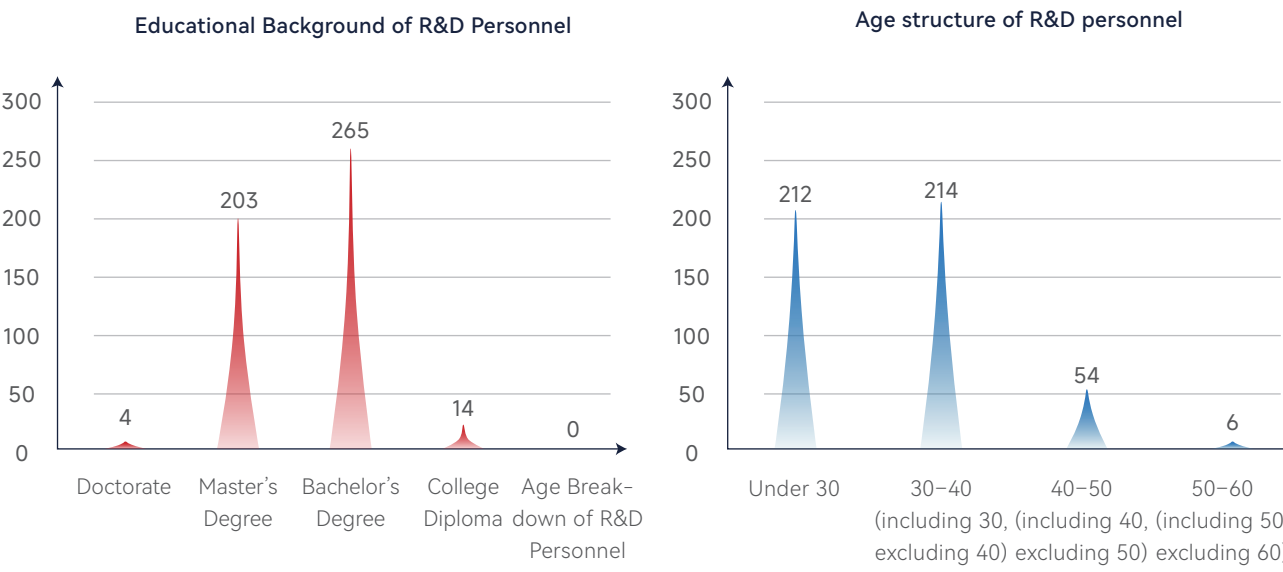
Key Performance Indicators

In 2025, the Company's R&D investment reached RMB **265.7167** million, accounting for **19.74%** of operating revenue.

R&D Team

Accotest continuously optimises its R&D management system and talent structure, enhances lean management through digital empowerment, and strives to build a scientific, standardised and efficient R&D governance system. The Company adheres to an open, inclusive and multi-collaborative talent development strategy. Its R&D capabilities are widely deployed in key regions both at home and abroad, with R&D centres also established in overseas locations including Malaysia. To support the rapid business growth in key regions such as Shanghai and Xi'an, the Company keeps improving office conditions and workplace environment to effectively enhance employees' sense of belonging and well-being. Focusing on key industrial development areas, it strengthens the recruitment and training of core talents in analogue and digital IC design and other critical roles, and improves a multi-level talent echelon. This provides strong talent support for achieving self-reliance and controllability in core chip technologies and consolidating the foundation for industrial development.

Basic Information	
Number of R&D personnel	486
Ratio of R&D personnel to total employees	52.23
Total compensation for R&D personnel	RMB 20,714.17 ten thousand



R&D Process

Accotest has fully implemented a full life cycle R&D management model. Starting from market orientation and customer demand, it covers the entire process including product design, technology development, testing and verification, market introduction, small-volume production transfer, and iteration and maintenance of existing products. This model effectively ensures stable and reliable operation of products throughout their life cycle, aligns deeply with green, low-carbon and sustainable development concepts, improves resource utilization efficiency, and reduces resource consumption and environmental impact. At the same time, the Company adheres to an integrated operation layout of independent R&D, independent production and independent marketing. On the basis of strictly controlling product quality, it continuously enhances supply chain resilience, security and controllability, mitigates various risks arising from external supply chain fluctuations, effectively improves customer service capability and satisfaction, and lays a solid foundation for the Company to achieve coordinated and sustainable economic, social and environmental development.

Measures to Improve R&D Efficiency

Accotest vigorously promotes the informatization of R&D and actively builds a modern R&D management system featuring efficient collaboration and intelligent empowerment. It has established core functional modules including approval management, project dashboards, equipment and asset management, and three-level process control. Through digital tools, the Company comprehensively improves R&D operational efficiency, optimizes resource allocation and intensive utilization, effectively practices the concept of green, low-carbon development and efficient governance, and provides solid support for high-quality and sustainable development.

R&D Project Dashboard

By establishing a visual and transparent project dashboard, team members can monitor task progress in real time, reduce communication barriers, and improve project collaboration efficiency. The intelligent analysis function enhances resource utilization by optimizing workforce and hour allocation, reducing time and labor waste caused by inefficient management. The data-driven project management model supports scientific decision-making and promotes green and efficient development of the R&D process.

Three-Level Process Module



It standardizes R&D operations covering engineer workflows, organizational structure, and document list modules, reducing inefficiency and resource waste caused by unclear processes. Systematic process management ensures knowledge sharing, improves collaboration efficiency, minimizes repetitive errors, and enhances overall R&D quality, providing stable support for sustainable corporate innovation.

Intelligent Approval Module



The Company has optimized approval processes to enable high customization and back-end data analysis. Automated approval reduces manual intervention, improves work efficiency, and lowers operational energy consumption. Meanwhile, transparent processes ensure information traceability, and automatic email reminders avoid approval delays, further boosting collaboration efficiency. The approval data analysis function facilitates scientific decision-making, enables more precise resource allocation, and effectively reduces redundancy and waste.

Equipment, Materials and Asset Management



The pre-launched equipment and materials management module achieves refined management of instruments, machines, and high-value materials, covering asset warehousing, distribution, and inventory checks to ensure accurate and transparent information. The accountability mechanism reduces equipment idleness and loss, improves asset utilization, minimizes resource waste, and lowers operating costs. Going forward, the Company will integrate hardware peripheral inventory systems to realize full life-cycle asset management, supporting sustainable development.

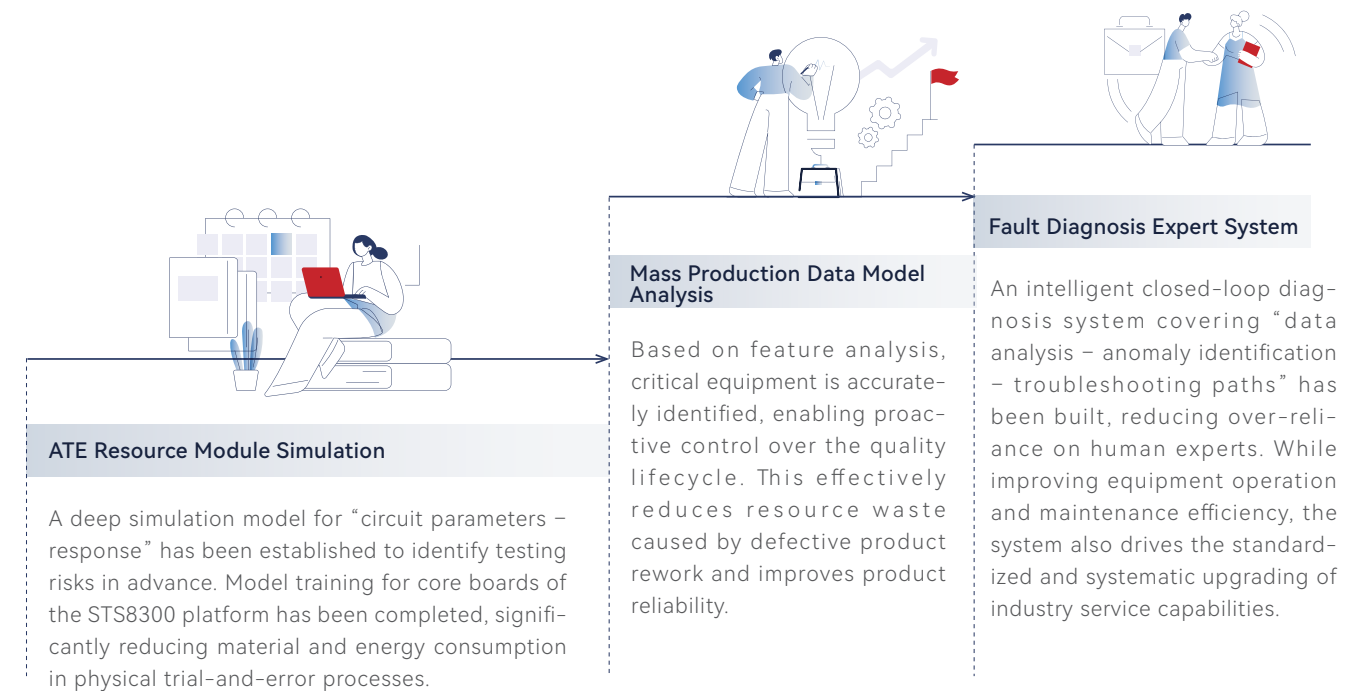
Technology and Product Innovation

Accotest insists on addressing industry pain points through technological innovation. By deepening industry-university-research collaboration, the Company drives semiconductor testing toward higher efficiency, lower energy consumption and greater intelligence.

In 2025, the Company achieved a major breakthrough in power testing. While maintaining product size and hardware compatibility, it successfully upgraded dynamic testing capability from 3kA to 18kA, and reduced parasitic inductance at the output interface to an internationally leading level (<6nH). The independent controllability of this technology not only fills an industry gap, but also significantly improves testing efficiency for downstream customers, effectively cuts energy and material consumption in the testing process, and supports the green and low-carbon development of the industrial chain.

Industry-University-Research Collaboration

Accotest has long regarded deep integration of industry, university and research as a key engine for driving technological upgrading and fulfilling social responsibilities. The Company is committed to building a mutually beneficial and win-win collaborative innovation network with top universities, promoting breakthroughs in cutting-edge technologies and the cultivation of high-end talents, and accelerating the transformation of innovative achievements into industrial applications. With three core projects as priorities, the Company provides sustained momentum for the high-quality development of the semiconductor industry.



Case Study



Relying on the Joint Research Center for Integrated Circuit Equipment Technology established in 2021 with Tianjin University (School of Microelectronics, Automation and Precision Instruments), the Company has continuously advanced key and difficult technological breakthroughs. In 2024, the two parties conducted several parallel R&D projects including busbar optimization for power testing platforms. Among them, the core project High-Power Low-Distortion High-Frequency AC Source has successfully completed prototype development and entered the industrialization phase steadily. In 2025, the cooperation was further extended to intelligentization, with multiple AI-themed research programs launched. Leveraging the in-depth analysis capabilities of AI and big data, the initiative fully empowers semiconductor testing equipment to enhance system reliability and operational usability.

Case Study



The Company has strategically expanded its university-enterprise cooperation network and ushered in a new chapter of in-depth collaboration with Tianjin University of Science and Technology. Drawing on respective resource strengths and cutting-edge technological demands, the two parties have established a long-term mechanism for targeted talent introduction and joint education. During the year, the Company successfully recruited two outstanding postdoctoral researchers with strong academic background and innovation potential. Relying on the university-enterprise joint platform, the postdoctoral team will carry out targeted research to address core technical bottlenecks of the Company. This move not only injects top intellectual support into enhancing the Company's core competitiveness, but also sets a role model in fulfilling social responsibilities through industry-education integration and joint cultivation of high-end talents.

Intellectual Property Protection

Accotest regards intellectual property development as a key pillar to strengthen core competitiveness and consolidate long-term development foundations. Committed to independent research and continuous innovation, the Company focuses on core sectors including analogue and digital technologies as well as power module testing, steadily building robust technological barriers, and facilitating integrated advancement and industrial application of key technological breakthroughs. The Company has established a comprehensive intellectual property governance framework centred on the *Patent Management Measures* and *Corporate Intangible Asset Management Policies*. Supported by patent navigation, competitor monitoring and professional technical databases, end-to-end intellectual property management is fully embedded into every stage of research and development, so as to effectively mitigate technical risks and sustain technological leadership. A cross-functional intellectual property working group led by the Chief Technology Officer has been set up, alongside a multi-dimensional patent review mechanism and regular internal audit procedures. Through the development of an internal patent portfolio and strengthened protection of trade secrets, the Company comprehensively improves patent quality and technological commercialisation efficiency, delivering solid intellectual property safeguards for its high-quality and sustainable development.

Key Performance Indicators

The Company had cumulatively filed **455** patent applications and obtained **279** granted IP rights, including **75** invention patents, **145** utility model patents, **16** design patents, **30** software copyrights and **13** other IP rights.

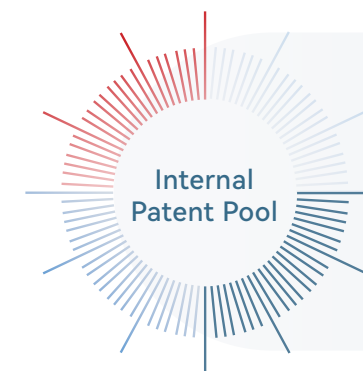
Note: The cumulative figures include patents or rights that have lapsed, expired, been abandoned or already been granted.

Intellectual Property Protection Measures

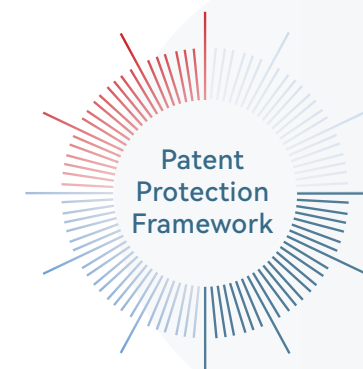
Accotest regards intellectual property as a vital carrier of core competitiveness, and attaches equal importance to innovation-driven development and intellectual property protection in all operations.



The Company actively promotes patent deployment in China and overseas. Its patent filings cover mainland China and China's Taiwan region, and extend to Malaysia, the United States, Japan and Europe. To date, the Company has filed a cumulative total of 455 patent applications, of which 279 have been granted, forming a multi-layered global intellectual property protection network.



The Company has established an internal patent pool and protects in-house patents in the form of trade secrets. A defensive patent reserve mechanism is in place, with patent applications launched selectively in response to market competition dynamics.



The Company has established a large-scale patent protection system focusing on patent enforcement, international filing and serial patent applications. It adopts a combined layout of core and peripheral patents to protect self-developed achievements, translate innovation into commercial value and strengthen product and market competitiveness. In line with product life cycles, the Company continues to increase patent filings in semiconductor automated test systems. In addition to mainland China, the Company actively pursues overseas filings and international patent applications through the PCT route, and has obtained granted patents in the United States, Japan and Europe.



A company-wide patent incentive and inventor point system has been implemented. Through multi-dimensional innovation evaluation covering technical and economic indicators, a corporate culture featuring full participation and respect for innovation is fostered, so as to continuously enhance the vitality and creativity of the R&D team.

Case Study



The invention patent (CN2022111984047) filed by the Company for the multi-station test optimisation technology was granted within two years via the accelerated examination channel.

Corresponding patent arrangements for this technology have been deployed across key markets including Taiwan Region of China, the United States and Europe, with patent registration successfully obtained in Taiwan Region of China. This initiative effectively safeguards the Company's innovative achievements in major sales territories, and substantially strengthens the international market competitiveness of its core products.

Product and Service Quality and Safety

Accotest continuously advances the coordinated operation of three major management systems, namely ISO 9001 (Quality Management), ISO 14001 (Environmental Management) and ISO 45001 (Occupational Health and Safety). By optimising end-to-end workflows and consolidating management accountability, the Company drives internal quality improvement, efficiency enhancement, as well as cost and consumption reduction. The Group further refines its quality management framework, formulates institutional documents including the Quality Management Manual, and establishes a dedicated product quality governance structure. Under the oversight of the Board of Directors, overall arrangement by senior management, and daily implementation by the Quality Management Department, a full-process quality assurance system is delivered to customers. Performance appraisal indicators are set for key positions and critical production procedures, alongside a quality reward and punishment mechanism to realise traceable accountability. Balanced positive and negative incentives strengthen the supervision awareness of quality management personnel, ensuring reliable quality throughout product production and delivery.

In 2025, the Company participated in the Manufacturing Enterprise Quality Management Capability Assessment initiated by the local industry and information technology authority, and was awarded the Guarantee-level qualification. This authoritative recognition validates the Company's standardised manufacturing and refined management capabilities. No major safety or quality incidents relating to products and services occurred during the year. Also, in 2025, the Company's Malaysian subsidiary successfully secured ISO 9001 quality system certification, further consolidating the global high-quality compliance layout.



Quality Management System Certification

Full Lifecycle Management of Product Quality

Accotest strives to establish a standardised, rigorous and internationally aligned compliance operation system, integrating quality control, environmental protection and occupational health and safety management into the entire production and operation processes. The Company actively promotes the in-depth integration of lean management philosophies with digital manufacturing, and builds a transparent, efficient and uniformly standardised quality control framework. It consistently enhances product reliability and delivery assurance capabilities, and achieves coordinated progress in compliant operation, quality optimisation, as well as safe and green development.

Two-way List Management Mechanism

A *Production Issue Raising List* is established to address on-site manufacturing problems, covering electrical parameters, process assembly, welding and procedural matters. Meanwhile, a *Production Receipt Issue List* is adopted to standardise operational procedures, which consolidates feedback from research and development, quality management and on-site service teams.

Practising Zero-Defect Quality Culture

Standardised operational procedures are embedded in digital systems to realise automatic judgement of key testing parameters and error-proof control measures. A rapid analysis and traceability mechanism for faulty equipment is implemented, and real-time data is displayed on on-site quality dashboards. This strengthens company-wide quality awareness, reduces quality costs at the source, and drives a steady improvement in product inspection pass rates.

Quality Control in Production Process

Unannounced on-site inspections and regular audits at the production stage are conducted to review and systematically verify the effectiveness of in-process controls. The Company has formulated unified quality control standards covering the entire workflow, including incoming material inspection, manufacturing, finished product testing, packaging and logistics. Full compliance with standardised process documents by all operators is enforced, so as to strengthen the interception of quality non-conformities and reduce losses arising from quality defects.

Enhancing Product Quality

A comprehensive mechanism of unannounced inspections and on-site audits is implemented across production and inspection procedures. For process abnormalities, a closed-loop management system combining temporary and permanent corrective actions is adopted. Unauthorised procedure skipping, omitted testing and experience-based operation are strictly prohibited, ensuring all quality feedback from various business departments is standardised and properly implemented, thereby improving overall product quality.

Digital and Intelligent Empowerment for Lean Manufacturing

In 2025, the Company fully upgraded its manufacturing execution system to realise full-process digitalised production management. Supported by real-time data collection and visual dashboards, production bottlenecks are accurately identified and production rhythms dynamically optimised, significantly enhancing production transparency and full-chain traceability. Electronic Standardised Operating Procedures (ESOP) are fully deployed in core processes to standardise on-site operations via digital terminals, minimise human errors and consolidate the implementation foundation of lean manufacturing.

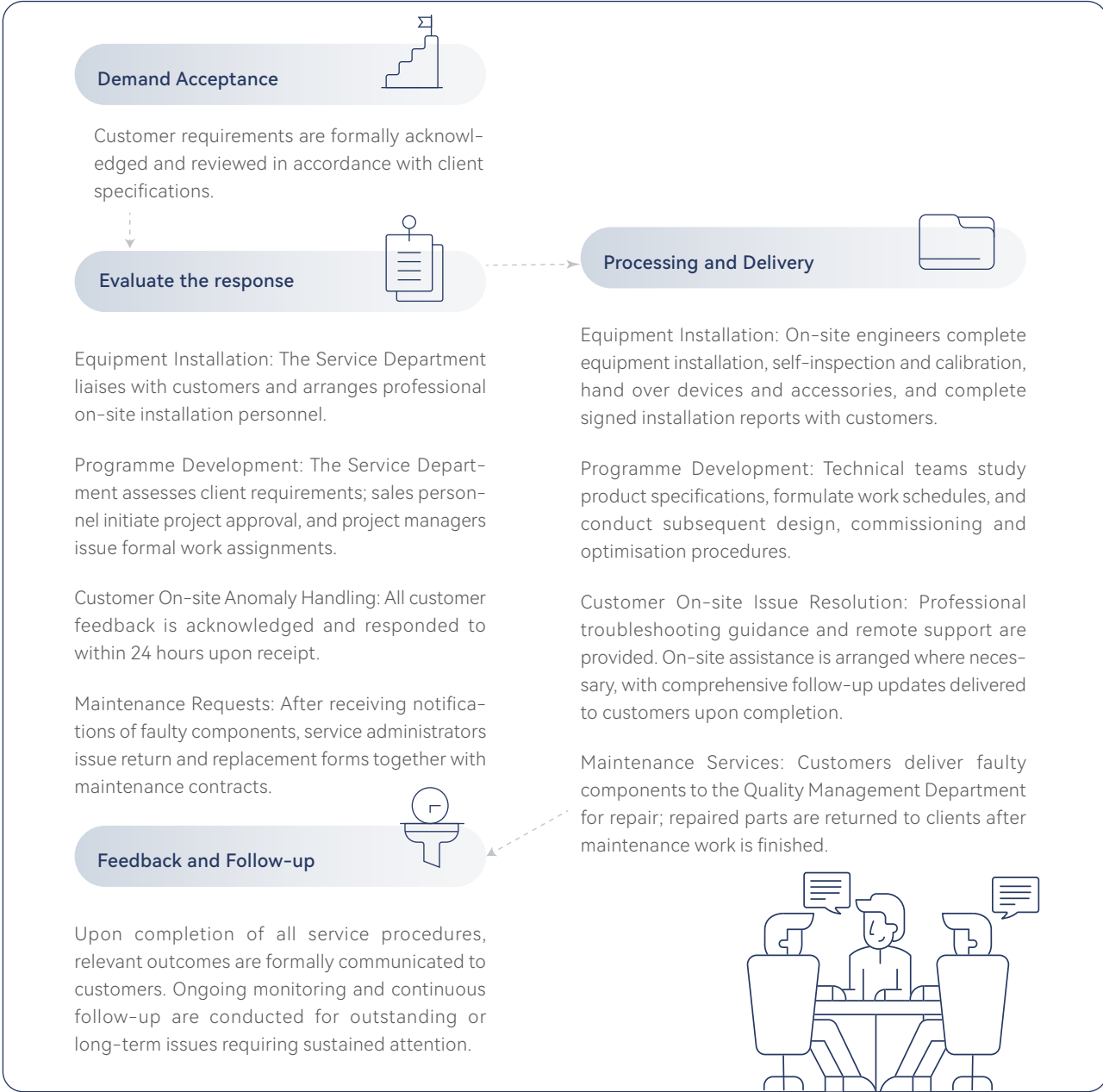
The Existing Core Products of Accotest

Product/Series Name	Visual Representation	Application Field
STS8200		Used for testing analogue, mixed-signal and power integrated circuits, including power-management, signal-chain, intel-ligent power-module and third-genera-tion compound-semiconductor GaN devices.
STS8300		Used for testing power-management and mixed-signal integrated circuits with higher pin counts, higher perfor-mance requirements and a greater number of test sites.
STS8600		Mainly used for testing large-scale SoC devices, such as high-speed digital circuits, high-performance mixed-signal circuits, microwave/radio-frequency circuits, communication interface circuits and CPU chips.
Power Module Testing Products		Provides customers with a dedicated IPM test solution based on the STS8200 platform, specifically for testing high-power IGBT/SiC power modules and KGD.

Customer Service and Satisfaction Management

Accotest adheres to a customer-centric service philosophy and commits to delivering stable, professional and efficient technical support for the global semiconductor industrial chain. The Company has formulated management policies including the **After-sales Service Procedure**, and continuously optimises its service network and closed-loop management mechanism to enhance customer experience and create long-term value.

The core after-sales services provided to customers cover equipment installation, programme development, on-site anomaly handling and maintenance support. All four service categories follow standardised and unified operational procedures, ensuring customers receive timely and professional assistance from the after-sales team throughout the product lifecycle.



Measures to Enhance Customer Service Quality



Global Service Network and Standardised Response Mechanism

The Company has established a refined customer service network underpinned by headquarters coordination and regionalized response. Domestically, it achieves in-depth coverage of key industrial clusters through operational hubs in Beijing, Tianjin, Shanghai, Shenzhen and other core regions. Internationally, overseas branches and agent networks in the United States, Malaysia and Japan ensure efficient cross-border service delivery and timely response, strengthening operational resilience amid global supply chain fluctuations. A full lifecycle closed-loop after-sales system has been formulated, covering request acceptance, graded assessment, remote and on-site technical support, as well as post-service review and continuous improvement. This framework ensures all customer enquiries and requirements are addressed with consistent high-quality standards.

Supported by professional engineering teams and a customer relationship management (CRM) system, the Company delivers customised technical empowerment to address client pain points, including throughput optimisation for power devices and complex chip verification scenarios. Furthermore, a standardised Voice of Customer (VoC) mechanism is fully implemented. Through key industry platforms such as Semicon, the Company systematically collects front-line operational challenges, and channels market insights accurately to internal R&D and production teams. This facilitates coordinated iteration of software, hardware and manufacturing processes, enabling a strategic shift from passive after-sales support to proactive value co-creation with global customers.



In-depth Application Scenario Optimisation and Voice of Customer Driven Iteration

Customer Satisfaction

Accotest benchmarks industry leading practices and adopts a scientific, standardised and impartial customer satisfaction evaluation framework, maintaining continuous and stable customer data assets accumulated over the past decade. Through systematic analysis and in-depth mining of survey data, the Company coordinates internal resources to launch targeted improvement initiatives. It accurately identifies operational shortcomings, clarifies optimisation priorities, formulates full-process closed-loop improvement standards ranging from T1 to T6, and maintains a dynamically updated list of customer requirement enhancements. Customers are actively engaged in reviewing optimisation outcomes to jointly build an end-to-end closed-loop improvement mechanism. By analysing historical data to trace root causes and implementing targeted corrective measures, the Company steadily advances product quality, service capability and brand competitiveness on an ongoing basis. The 2025 customer satisfaction survey fully covers three major product platforms, namely the 8200, 8300 and Power series. Questionnaires were distributed to 158 customers across 14 core evaluation dimensions including product performance, service quality and brand recognition. A total of 220 valid responses were collected from 126 clients, with the overall annual customer satisfaction rate reaching 91.1%.



Customer Training

Accotest actively embraces ESG principles, fulfils customer responsibilities and creates sustainable value by continuously optimising its customer service and technical support system. Throughout the year, the Company organised 21 standardised customer training sessions, attracting over 673 participations in total. These programmes enable customers to fully understand product performance, application scenarios and operational specifications, thereby enhancing equipment efficiency and operational safety. Customised specialised training is also delivered to meet individual client needs, providing tailored and differentiated technical support. For newly delivered equipment, on-site hands-on training is arranged to ensure smooth commissioning and effective daily maintenance. Through systematic and professional customer empowerment initiatives, the Company strengthens long-term collaborative partnerships, helps clients improve operational capabilities, and practises the core values of mutual benefit and steady development. Such efforts further demonstrate the Company's commitment to environmental, social and corporate governance responsibilities.

Sustainable Supply Chain and Responsible Procurement

Accotest is committed to developing a well-regulated, transparent, robust and environmentally sustainable supply chain management system. The Company has formulated internal policies including the *Qualified Supplier Evaluation Criteria and Supplier Hierarchical Management Measures*, integrating ESG considerations into the full lifecycle of supplier selection, assessment and cooperation. It collaborates with industry partners to foster a mutually beneficial, resilient and long-term industrial ecosystem. Supported by structured systems for supplier screening, evaluation and tiered management, the Company has established a full-chain admission control mechanism covering demand initiation, expert review, supplier self-assessment, on-site verification and hierarchical approval. Stringent requirements for quality assurance and environmental compliance are embedded within supplier onboarding procedures, so as to continuously elevate overall supply chain governance standards. As of the end of 2025, the company has partnered with a total of 232 suppliers, covering manufacturing enterprises, distributors, and customs declaration service providers. These suppliers are grouped by procurement categories, including components, structural parts, electronic equipment, packaging and auxiliary materials, contract manufacturing, PCBs, and other supporting materials, forming a stable and diversified supply chain network.



Supplier ESG Management

Accotest attaches great importance to sustainable supply chain development, and fully integrates ESG principles into the entire process of supplier admission, evaluation, assessment and cooperation. The Company promotes the joint implementation of environmental, social and governance responsibilities across the supply chain, so as to build a responsible, sustainable and resilient supply chain ecosystem.

Quality and Environmental Commitment

Supplier admission commences with internal procurement demands. Following professional review and evaluation by an expert panel, prospective suppliers are required to complete self-inspection before formal assessment by the audit team. Only qualified suppliers are included in the Qualified Supplier List, with final approval granted by the General Manager.

To secure product quality accountability, the Company mandates all onboard suppliers to sign a Quality Assurance Agreement. In accordance with contractual requirements, suppliers must provide chemical composition reports and safety instructions for materials that may pose adverse environmental impacts.

Advancing Value Chain Decarbonisation (Scope 3)

The Company actively expands its green influence across Scope 3 emissions. Internally, low-carbon and eco-friendly commuting initiatives are promoted. Externally, the sustainable procurement strategy is steadily advanced, with environmental and compliance criteria fully integrated into the admission and routine evaluation of core suppliers. The Company collaborates with industry partners to jointly foster a low-carbon and sustainable supply chain.

Hazardous Substance Control

For materials with potential environmental implications, suppliers are obliged to submit chemical analysis documentation and safe handling guidelines. Such controls mitigate environmental and compliance risks at the source.



Regular ESG Audits and Dynamic Supplier Tiered Management

The Company incorporates compliance performance, occupational safety and environmental, health and safety (EHS) systems into routine supplier evaluation. Key suppliers undergo quarterly performance assessments. Underperforming suppliers receive corrective guidance or face adjusted procurement allocations, whilst repeated non-compliance results with definitive supplier removal. In 2025, the Company further strengthened strategic tiered assessments to drive supply chain optimisation and healthy market competition.

Supply Chain Performance Assessment

As at the end of 2025, tiered evaluations were completed for 146 suppliers, representing a coverage rate of 63%. Among them, 29 were rated as preferred suppliers, 84 as qualified suppliers, 28 as restricted suppliers, and 5 suppliers were phased out in compliance with internal regulations. Regular assessments were conducted for 44 key suppliers, achieving a full compliance rate of 100%. Environment-related evaluation indicators were applied to 47% of the supplier base. No suppliers were identified as having material actual or potential adverse environmental impacts.

Supplier Training

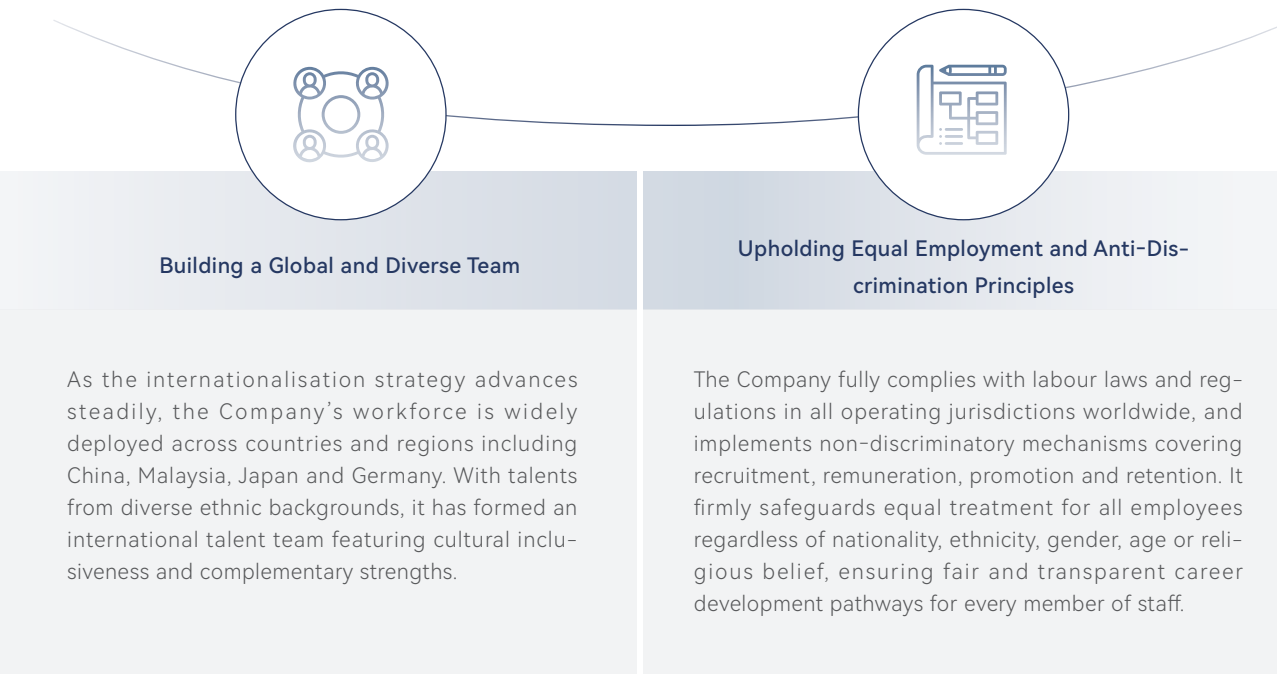
Upholding the principle of mutual progress, the Company extends its mature management practices across the supply chain. In 2025, led by the Quality Department, a total of 95 specialised training sessions were delivered to 44 core suppliers. The training focused on key operational priorities, including on-site lean management, digital (IT) development, workforce stability and quality control. Clear improvement guidelines were provided through on-site assessments, effectively supporting suppliers in enhancing their overall accountability and operational performance. This collaborative approach drives high-quality coordinated development throughout the industrial chain.

Employees

Equal Employment

Accotest strictly complies with the Labour Law of the People's Republic of China, the Provisions on the Prohibition of Child Labour and other applicable laws and regulations in all regions of operation. Drawing upon core conventions of the International Labour Organisation such as the Forced Labour Convention, the Company has formulated internal governance documents including the Basic Human Resources Policy.

Embracing diversity, equity and inclusion (DEI) as long-term core corporate values, the Group is committed to fostering an inclusive, trustworthy and dynamic sustainable talent ecosystem across its global footprint. By maintaining a fair, open and diverse workplace environment, the Company facilitates in-depth integration of cross-cultural teams, stimulates organisational innovation, and advances the coordinated development of corporate strategies and employee value worldwide.



Building a Global and Diverse Team

As the internationalisation strategy advances steadily, the Company's workforce is widely deployed across countries and regions including China, Malaysia, Japan and Germany. With talents from diverse ethnic backgrounds, it has formed an international talent team featuring cultural inclusiveness and complementary strengths.

Upholding Equal Employment and Anti-Discrimination Principles

The Company fully complies with labour laws and regulations in all operating jurisdictions worldwide, and implements non-discriminatory mechanisms covering recruitment, remuneration, promotion and retention. It firmly safeguards equal treatment for all employees regardless of nationality, ethnicity, gender, age or religious belief, ensuring fair and transparent career development pathways for every member of staff.



Management on Anti-Child Labour and Forced Labour

The Company strictly adheres to the prohibition of child labour and fully observes domestic and international labour regulations. Any form of child labour, forced labour and discriminatory employment practices is strictly prohibited. Robust age verification and labour supervision mechanisms are implemented throughout employee recruitment, supply chain cooperation and outsourced management processes, so as to protect legitimate labour rights and foster a compliant, fair and humane working environment.



Promoting Local Management and Cultural Integration

The Company fully respects regional cultural differences and localised demands. In light of market characteristics in different territories, it has established and implemented localised remuneration and welfare systems that balance internal equity and external competitiveness, comprehensively safeguarding the vital interests of global employees in terms of salary, social security, leave entitlement and humanistic care.

Accotest is committed to building a high-calibre talent team that is diverse, professional and dynamic. Through continuous optimisation of global human resource allocation, the Company consolidates solid talent foundations to support technological innovation and high-quality corporate development.

Functional Distribution

Aligned with its technology-driven strategy, the Company focuses on its core semiconductor testing business. Technical staff account for over 75% of the total workforce, forming a robust research and development foundation. Support functions including operations, management and sales are rationally structured to enable specialised division of labour and efficient cross-department collaboration.

Age Profile

The workforce features a distinctly young talent pipeline, with over 80% of employees aged 40 or below. This vibrant age structure sustains continuous innovation momentum and underpins long-term technological breakthroughs and sustainable business growth.

Gender Composition

The Company maintains a balanced and stable team structure. In view of the characteristics of the semiconductor equipment manufacturing industry, equal employment principles are fully implemented. The current male-to-female employee ratio stands at 3:1, fostering a well-balanced, stable and mutually complementary workplace ecosystem.

Strengthened Talent Retention and Organisational Stability

The Company enhances employee satisfaction and sense of belonging through comprehensive measures covering remuneration incentives, career development, workplace environment and cultural recognition. Such holistic retention mechanisms effectively mitigate the turnover risk of core talents and underpin long-term organisational stability.

Key Performance Indicators

Leveraging its comprehensive talent management system, the Company maintained an overall employee turnover rate at approximately **10**% during the year, which is significantly better than the industry average for the same period. This key human capital indicator, falling within a healthy range, not only directly reflects the Company's outstanding performance in employment relationship management but also fully demonstrates the strong employer brand appeal and solid organisational cohesion.

Headcount and Proportion by Gender	Number of male employees	Persons	703
	Number of female employees	Persons	226
	Proportion of male employees	%	76
	Proportion of female employees	%	24
	Percentage of females in senior management	%	33
Headcount and Proportion by Age Group	Employees aged under 30	Persons	397
	Employees aged 30–50	Persons	506
	Employees aged over 50	Persons	26
Headcount by Educational Background	Employees with education below bachelor's degree	Persons	105
	Employees with bachelor's degree	Persons	546
	Employees with master's degree	Persons	275
	Employees with doctoral degree	Persons	3
Workforce Diversity	Number of employees from ethnic minorities	Persons	43
	Number of foreign employees	Persons	47
Employee Turnover	Total number of departed employees	Persons	97
	Overall employee turnover rate	%	10
	Number of departed R&D staff	Persons	40
	Turnover rate of R&D staff	%	8

Employee Remuneration and Incentive Policies

Accotest is committed to establishing a comprehensive remuneration and welfare system that balances internal equity with external competitiveness. The Company deeply integrates the concept of sustainable development into its overall performance management framework. Through a scientific and standardised incentive and constraint mechanism, it drives the aligned progress and win-win development of both employees and the Company. Focus is placed on building a closed-loop performance management system characterised by fairness, transparency and objectivity. The Company refines scientific evaluation criteria and value distribution mechanisms, thereby continuously stimulating internal organisational momentum. This initiative comprehensively empowers employee growth, professional development and career advancement.



Core Talent Incentives and Long-Term Value Sharing

Accotest strives to build a value distribution system based on joint creation and shared benefits. Through long-term incentive and restraint mechanisms, the Company closely aligns the interests of core employees with its long-term development, and continuously improves the integrated system for talent attraction, cultivation, retention and value generation. With regular closed-loop incentive management, the Company further consolidates a human resources framework centred on value creation. While conveying stable development expectations to the market, these measures strengthen the organisational foundation for sustainable long-term growth, and drive the coordinated advancement of corporate overall value and employees' career development.



Democratic Communication and Employee Feedback Mechanism

Accotest upholds workplace principles of equality, transparency, mutual trust and inclusiveness. Listening to employees' views is regarded as a key measure to enhance corporate governance and foster a harmonious, inclusive working environment. The Company has established a multi-dimensional and regular two-way communication framework to fully safeguard employees' rights to information, participation and expression. Through systematic and institutionalised communication channels, employees' sense of ownership is continuously strengthened. The Group cultivates an open, inclusive and respectful workplace culture, consolidating shared values and organisational cohesion to underpin stable business operations and collective collaboration.

Diversified Daily Feedback Channels

The Company has developed barrier-free communication channels integrating online and offline approaches, including physical suggestion boxes and dedicated feedback email inboxes. All employees are encouraged to submit reasonable proposals regarding operational optimisation, workplace environment and personal needs at any time, ensuring frontline views are accurately captured, efficiently communicated and duly addressed.

Executive Face-to-Face Dialogue Platform

A structured “Chairman and General Manager Open Day” initiative is implemented on a monthly basis, creating regular direct dialogue opportunities between senior management and frontline employees. Upholding transparency and openness, the management team actively responds to employee concerns and ensures all enquiries and suggestions receive proper follow-up and implementation. This mechanism effectively eliminates hierarchical communication barriers and strengthens internal engagement.

Multi-tiered Welfare and Employee Care System

Adhering to the people-centric core value, Accotest develops a comprehensive welfare and protection framework covering statutory compliance requirements, health protection, daily wellbeing support and enabling policy initiatives. By continuously optimising the remuneration and welfare structure, the Company effectively enhances employees’ sense of gain, security and organisational belonging.



Employee Care and Workplace Vitality Development

Accotest consistently regards the physical and mental well-being of employees and workplace experience as fundamental underpinnings of high-quality development. Upholding a people-centric philosophy, the Company fosters an inclusive and collaborative cultural ecosystem and a full-cycle health protection framework. It advocates a scientific and healthy lifestyle, strengthens team collaboration efficiency, and continuously cultivates a positive, harmonious, trust-based and unified working environment conducive to entrepreneurship and collective achievement. The Company attaches great importance to employees’ physical and mental health and stress management. Leveraging a dual-pronged approach comprising offline sports and cultural events and online health check-in programmes, it has established a regular health management mechanism to comprehensively safeguard employee health, thereby injecting strong internal impetus into the sustainable development of the enterprise.

Diversified Sports Programmes

A wide range of regular sports activities are organised throughout the year, including badminton leagues, table tennis, billiards and health running events. Such initiatives break down departmental and regional boundaries, and strengthen internal collaboration and mutual trust through healthy competition.

Digital Health Promotion

An innovative activity check-in programme has been launched to encourage employees to engage in health management through walking, cycling, hiking and other diversified forms of exercise. In 2025, the programme attracted 546 participants in total, with an accumulated exercise distance of 33,746.75 kilometres and an average of 45 active participants per month. Digital tools effectively support all employees in developing long-term healthy lifestyles.

Employee Family Day

The Company extends care beyond the workplace to employees’ families and promotes a healthy work-life balance. Regular Employee Family Day events feature parent-child activities and corporate culture experiences, enabling family members to better understand and recognise the working environment and corporate values. Such efforts further consolidate organisational cohesion and collective engagement.



Team Building Activities



Family Day



Table Tennis Tournament



Fun Run



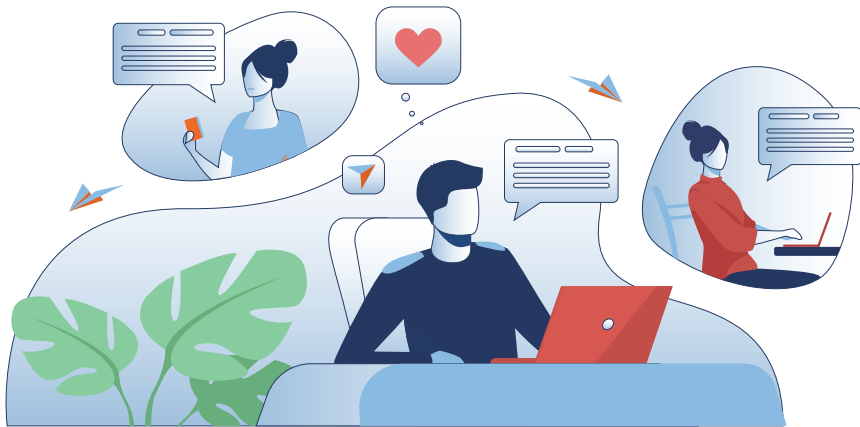
Billiards Tournament



Badminton Tournament

Employee Engagement and Workplace Satisfaction Assessment

The Company is dedicated to fostering an inclusive and transparent workplace ecosystem, and regards employee feedback as a core driver for continuous organisational governance optimisation and human capital performance enhancement. A regular satisfaction survey mechanism is in place to fully safeguard employees' right of expression and active participation. In 2025, a comprehensive annual employee satisfaction assessment was conducted. The survey framework targeted key aspects of workplace experience, systematically reviewing six core dimensions: management and leadership, corporate culture, working environment, personal development, remuneration and benefits, and overall organisational loyalty, ensuring a systematic and evidence-based evaluation scope. Adopting a rigorous five-point quantitative rating scale, the assessment integrated structured questionnaires with open-ended enquiries, enabling an effective combination of quantitative data analysis and qualitative opinion collection.



Key Performance Highlights

A total of **567** valid questionnaires were collected during the year.

Following comprehensive analysis, the overall employee satisfaction score reached **4.37** out of a full score of **5**, remaining at a consistently high level of **87.4**%.

Employee Training

Accotest regards talent as its most valuable asset and core driving force for development. The Company develops a multi-dimensional, full-cycle talent development system and improves the end-to-end closed-loop mechanism for talent attraction, cultivation, deployment and retention. It fosters an organisational culture that values continuous learning and professional advancement, empowers ongoing employee growth, and aligns individual development with the Company's high-quality progress. Such efforts build a solid intellectual foundation for cultivating a high-calibre, professional workforce and delivering long-term sustainable development.

Optimising Empowerment Frameworks to Accelerate Professional Growth

The Company has established a multi-level specialised training system covering the entire employee lifecycle. It further consolidates the mentorship programme pairing seasoned employees with new joiners, and maintains regular exchange and dialogue sessions between senior management and key staff. Through knowledge sharing and vision expansion, the development of young talents and professional core contributors is effectively accelerated.

Innovating Job Rotation Mechanisms to Broaden Career Horizons

To boost organisational vitality and nurture multi-skilled talents, the Company has introduced an innovative "1+2" mentoring and job rotation scheme. Guided by rigorous performance evaluation and supported by dedicated position allowances, this initiative encourages cross-functional exploration and horizontal career development, substantially broadening individual growth pathways.

Promoting Lifelong Learning and Value Co-Creation

Employees are actively encouraged to pursue further professional studies and academic advancement in line with job requirements and long-term personal career planning. The continuous enrichment of individual expertise is translated into intrinsic momentum that underpins the Company's sustained innovation and long-term development.

Key Performance Indicators

In 2025, aggregate training hours amounted to **3,882.3** hours, covering **2,321** participant-times. Internal training totalled **3,455.2** hours, while external training totalled **427.1** hours. Training for R&D and technical personnel amounted to **1,796.7** hours, covering **992** participant-times.

Case



Key Talent Empowerment Initiative

The Company has refined its onboarding programme, namely the “Voyage Initiative”, to accelerate the integration of new joiners. For fresh graduates and newly recruited employees, a three-dimensional development framework has been established, comprising one-to-one mentorship, targeted online systematic assessments, and offline intensive training sessions led by senior management. Through multi-dimensional interaction and targeted resource support, the Company fully supports new employees in cultural adaptation and role competency building.

Case



Business Ethics Training

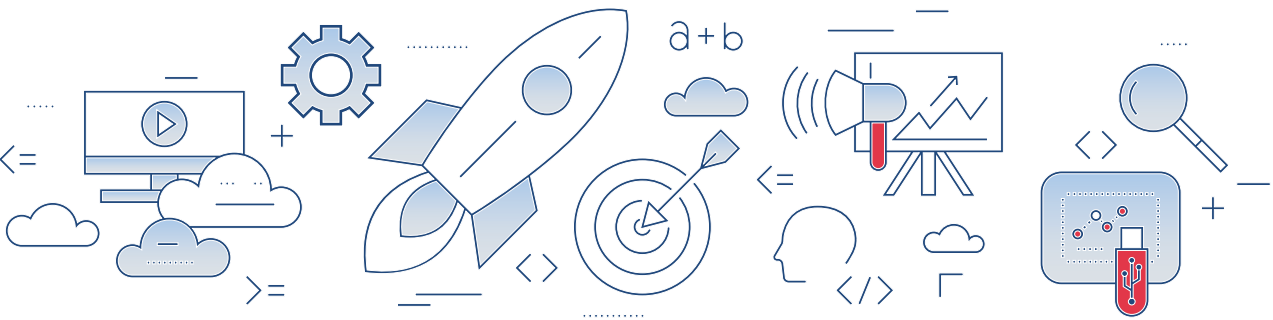
The Company regards business ethics education as an essential induction module for all new employees. Training on the Human Resources Policies and Code of Conduct is delivered, clearly defining 19 institutional and behavioural red lines. This top-down approach reinforces professional integrity and embeds compliant working practices across the organisation.

Case



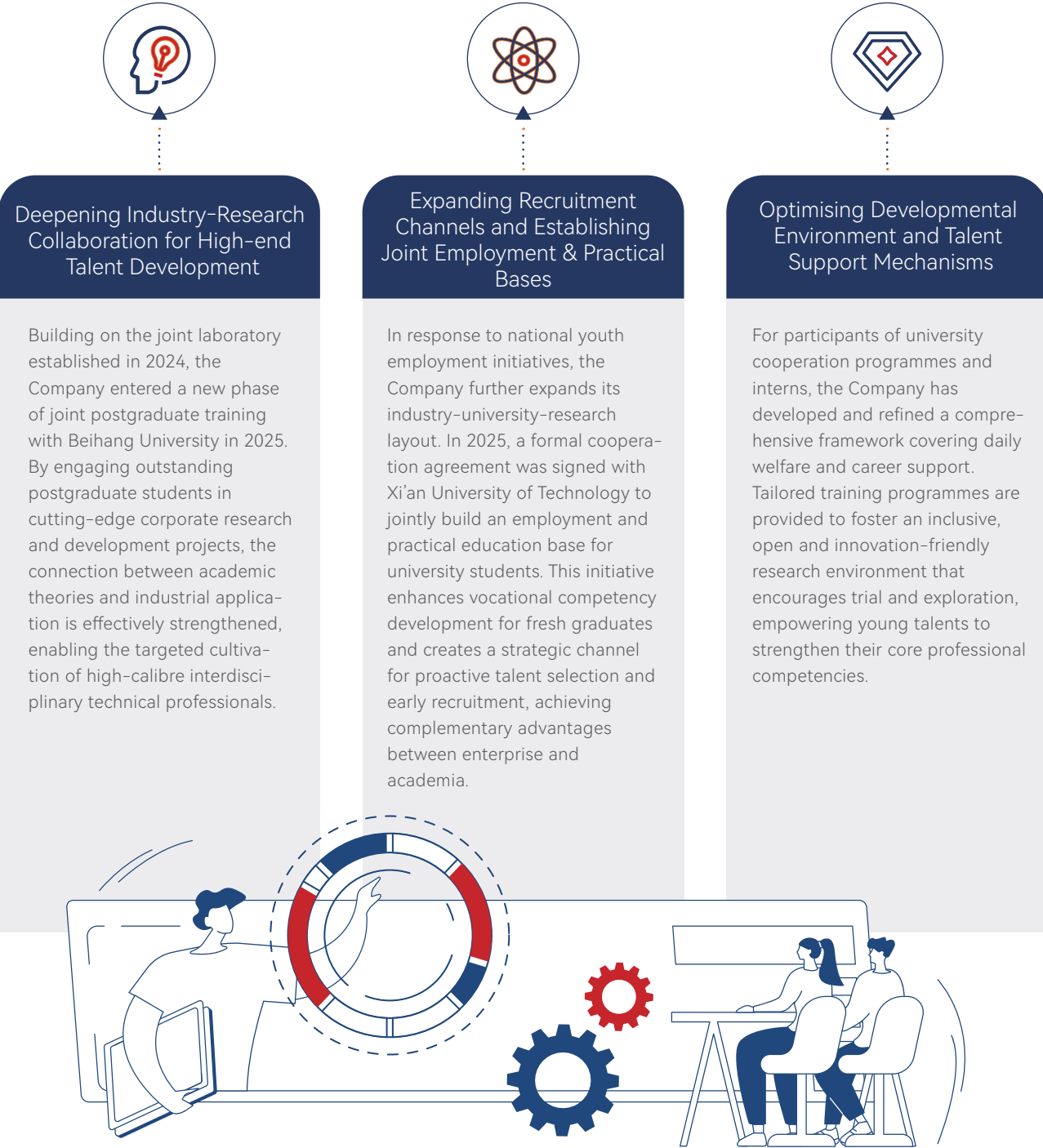
Specialised Skills Training

The Company delivers targeted professional training for the research and development department, integrating in-depth theoretical learning with hands-on practical exercises. Meanwhile, it actively expands access to cutting-edge external technologies by arranging key employees to participate in the specialised analogue circuit design training jointly organised with Tianjin University. Leveraging advanced academic resources, the Company drives continuous breakthroughs in core technological capabilities.



Talent Acquisition and Integration of Industry and Education

The Company consistently recognises talent as the core engine driving technological innovation. It actively fulfils its social responsibilities by deepening university-enterprise cooperation and integrating industry with education. This approach sustains the development of a high-quality, sustainable talent recruitment, cultivation and employment system. Going forward, the Company will continue to leverage a diversified matrix of university-enterprise collaborations. Its goal is to drive deep integration between industrial and educational chains, empower corporate innovation through high-quality intellectual resources, and continuously deliver high-calibre talents for the long-term development of the semiconductor industry.



Health and Safety Management

ACCOTEST always places employees’ physical and mental wellbeing, together with personal safety, at the forefront of development. Upholding the principles of safe development and health first, the Company fully implements occupational health and workplace safety management. It has established and strictly enforced the Occupational Health and Safety Management Policy, and continues to improve systems for risk prevention and control, health protection and emergency management, optimise working conditions, strengthen safety education and training, and enhance employee care, thereby building a solid safety foundation for stable operations and high-quality development. In 2025, the Company obtained ISO 45001 certification for its occupational health and safety management system.

Occupational Health and Safety Management Measures

Consolidating Safety Defences and Emergency Response

The Company fully assumes primary workplace safety responsibilities and organises regular fire emergency drills and evacuation exercises. Such arrangements strengthen overall safety awareness and enhance all employees’ ability to respond to unexpected incidents with self-rescue and mutual assistance capabilities.

Strengthening Risk Control across All Operational Scenarios

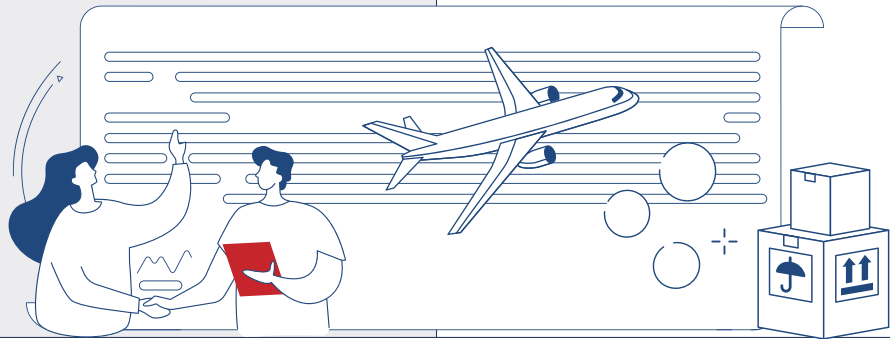
A rigorous risk assessment mechanism is implemented for research and development activities, accompanied by specialised training and the provision of protective equipment. To mitigate noise hazards within production workshops, physical sound insulation works are deployed alongside personal hearing protection gear, effectively eliminating potential occupational health risks at the source.

Business Travel and Daily Commuting

A comprehensive closed-loop risk management system is established for external travel. Pre-departure safety briefings, selection of fully compliant transportation options and robust emergency contact protocols collectively reduce traffic and accident risks during business trips.

Enhancing Company-wide Health Supervision

A structured and ongoing health monitoring framework is maintained. Regular occupational health examinations are arranged, and individual health records are established for all staff. This enables early identification, prevention and intervention of potential occupational concerns, fostering a safe, healthy and reassuring workplace environment.



Outstanding Employer Brand and Organisational Cohesion

Thanks to its outstanding practices in employment relationship management, employee care and organisational culture development, Accotest has been awarded the title of “Best Employer”. Building on this milestone, the Company regards the development of an outstanding employer brand as a core driver of high-quality and sustainable growth. It continues to optimise human capital management and foster a diverse, equitable and inclusive (DEI) workplace ecosystem, so as to fully align individual talent value with corporate strategic objectives. Going forward, the Company will further refine the full-cycle closed-loop management framework for talent attraction, cultivation, motivation and retention. It will continuously enhance human capital governance, strengthen organisational cohesion and improve the quality of employee development. A sound and stable talent ecosystem will underpin the Company’s long-term and sustainable development.

Embracing Inclusive Culture and Enhancing Holistic Wellbeing



The Company firmly upholds the employment principles of diversity and equality, cultivating an open and inclusive workplace that embraces all backgrounds. A highly competitive comprehensive welfare and protection system has been established to effectively strengthen employees’ sense of security and organisational belonging.

Advancing Systematic Empowerment and Expanding Development Pathways



Recognising employees as the most valuable organisational asset, the Company continuously upgrades its full-lifecycle training and empowerment system. It precisely enhances professional competencies and overall literacy across all staff, builds clear and extensive career development platforms for talents at all levels, and delivers value co-creation between employees and the enterprise.

Consolidating Core Values and Underpinning Compliant Operations



The core values of pragmatism, collaboration and innovation are fully advocated, with compliant business practices embedded deeply within the organisational culture. The framework guides and standardises daily performance of duties under robust governance requirements, fostering a workplace culture built on mutual trust, transparency and steady operation.

Information Security Assurance System

Accotest regards information security as a cornerstone of compliant and stable operations, and strives to develop a comprehensive, multi-layered framework for data and cybersecurity protection, so as to safeguard the information assets of customers, employees and business partners. The Company continuously optimises its security governance structure, adopting a coordinated management model overseen by senior management, led by the IT department and supported by all business functions. Clear information security responsibilities are defined at all organisational levels. Regular inspections and targeted reviews ensure closed-loop rectification and drive steady improvements in the stability and security of information systems. Focusing on four critical domains — networks, systems, data and applications — the Company enforces rigorous technical safeguards including identity authentication, access control, encrypted transmission and data backup. Continuous security monitoring and vulnerability prevention measures are implemented to fully protect core assets and sensitive information. Furthermore, the Company fosters a strong organisation-wide information security culture and integrates security governance into all digital operation processes. Regular information security training is delivered to enhance employee awareness and response capabilities against cyber threats, data leakage and other emerging risks. Such proactive measures mitigate potential hazards at source and effectively reduce the risk of operational disruption.

Customer Privacy and Confidentiality

Accotest recognises the protection of customer information as a fundamental element in sustaining client trust and fulfilling social responsibilities. The Company fully enforces its *Customer Information Confidentiality Policy* and embeds data compliance requirements across all business workflows. In the management of customer data, the Company adheres to the principles of minimised necessity, legality, compliance, security and controllability. It rigorously regulates the full lifecycle of customer information, covering collection, storage, utilisation and destruction, and establishes clear behavioural red lines for information protection across the organisation. End-to-end internal and external oversight is further strengthened. Internally, robust safeguards are maintained through refined access rights management, routine audits and ongoing confidentiality training. Externally, third-party partners undergo rigorous confidentiality qualification assessments and are required to sign formal non-disclosure agreements, effectively mitigating the risk of external data leakage. In addition, a comprehensive emergency response framework for data security incidents is in place to ensure timely and appropriate handling of unforeseen events. Through ongoing monitoring, regular reviews and continuous mechanism optimisation, the Company steadily advances its privacy protection capabilities and fully safeguards the legitimate rights and interests of all customers.



Corporate Governance Dimension

05



Compliance Governance

Accotest has established a sound governance framework centred on the shareholders' general meeting, the Board of Directors, the board of supervisors and senior management. The Board of Directors and its specialised committees oversee overall strategic planning, risk management and internal supervision to ensure compliant business operations.

In 2025, the Company further strengthened compliance system development and refined its business ethics and compliance management framework covering key areas including anti-fraud, conflict of interest prevention and information confidentiality. Unified group-wide implementation standards were rolled out, with regulatory requirements extended to specific operational scenarios such as gift exchanges and connected transactions, so as to reinforce the binding force of internal policies. The Company also enhanced closed-loop compliance execution by embedding compliance requirements into daily operations and core business processes including procurement and sales. Through targeted training, procedural approval mechanisms and regular supervision, a full-spectrum governance model featuring prevention in advance, in-process control and corrective action afterwards has been fully established. Moreover, the Company improved its internal supervision and reporting system by maintaining confidential, accessible and diversified reporting channels. Robust whistleblower protection and anti-retaliation measures are strictly enforced. All irregular conducts are held accountable in a rigorous manner, with in-depth root-cause analysis driving continuous optimisation of management mechanisms. In terms of information disclosure, the Company adheres to the principles of authenticity, accuracy and completeness. It timely discloses compliance governance arrangements and implementation outcomes, strengthens recognition and trust among stakeholders, and steadily enhances operational stability and sustainable development resilience.



Key Performance Indicators

The Board comprises eight members in total, including three independent non-executive directors and five non-independent directors, among whom one member is a female director. This composition fully demonstrates the openness and balanced structure of the Company's corporate governance framework.

Investor Relations

Accotest strictly complies with the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China* and STAR Market regulatory rules to standardise information disclosure procedures. The Company ensures all disclosed information is truthful, accurate, complete, timely and fair, continuously enhances information transparency and readability, safeguards investors' equal right to information, and strengthens market recognition of its corporate governance standards and operational performance. Leveraging diversified communication channels including shareholders' meetings, earnings briefings, investor hotlines and the official website, the Company optimises investor engagement mechanisms and maintains regular interactive communication. While adhering to compliance obligations and fair disclosure principles, it actively responds to market concerns and enables investors to gain comprehensive insight into the Company's strategic layout, operational progress and long-term investment value.

Moving forward, the Company will continue to underpin its operations with high-standard information disclosure, refine investor relations management frameworks, and improve communication efficiency and market responsiveness. It remains committed to fostering a stable, transparent and mutually beneficial long-term relationship with the capital market.

Connected Transaction Management and Conflict of Interest Prevention

Accotest regards conflict of interest prevention as a key measure to standardise corporate governance. Supported by a highly independent business model, the Company effectively mitigates potential risk of interest transfer at source. In 2025, connected transactions accounted for merely 0.12%, with rigorous and standardised management mechanisms ensuring compliant and transparent operations. The Company strictly implements the Connected Transaction Management Policy and upholds the principles of fairness, impartiality, transparency and arm's-length dealing, to ensure all connected transactions possess clear commercial substance and fair pricing. Independent non-executive directors and the audit committee perform robust oversight and review. A comprehensive recusal voting mechanism is strictly enforced during deliberations at board and shareholders' meeting levels, so as to fully protect the legitimate interests of the Company and minority investors. In addition, the Company complies with all statutory approval procedures under applicable laws and regulations. It discloses the pricing basis and relevant impacts of connected transactions in a timely, accurate and comprehensive manner. Through open and standardised operations, the Company embraces market supervision and continuously strengthens the foundation of sound and stable corporate governance.

Internal Control System and Compliant Operations

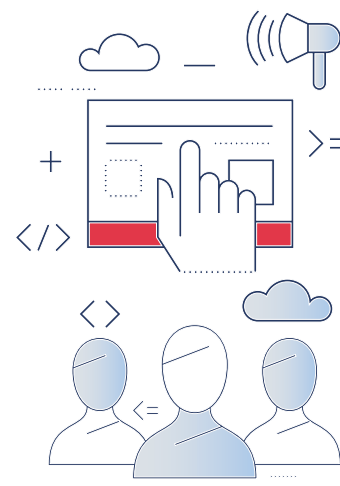
ACCOTEST is committed to building an internal control system with clear responsibilities and efficient operation, providing a solid foundation for high-quality and sustainable development. Supported by a comprehensive and dynamically updated compilation of internal control policies, the Company promotes standardised and transparent operations across the full business chain, from strategy and R&D to production and supply chain management. The Company upholds the bottom line of compliant operations by embedding integrity, anti-fraud and anti-bribery requirements into daily management and supervision, and continues to enhance governance effectiveness. It also actively fulfils its environmental and social responsibilities by integrating environmental requirements into operations, strictly protecting employee rights and occupational health and safety, and safeguarding employee wellbeing. At the same time, the Company continues to strengthen data and information security management, improve information-system governance, and honour its commitments on data security and customer privacy protection, thereby safeguarding the legitimate rights and interests of all stakeholders. During the reporting period, an independent external auditor conducted an audit of the Company's 2025 internal control system and issued a standard unqualified internal control audit opinion.

Business Ethics and Anti-Fraud Mechanism

Accotest regards adherence to sound business ethics as a cornerstone of sustainable development, and maintains a zero-tolerance policy towards corruption, commercial bribery and unfair competition, so as to foster a clean, transparent and well-regulated operating environment. The Company fully complies with local laws and regulations in all operating jurisdictions and strictly enforces its *Anti-Fraud and Anti-Bribery Policy* to underpin robust compliance governance. Oversight is centrally coordinated by the Audit Committee of the Board of Directors, ensuring that directors, supervisors, senior management and all employees perform their duties in full integrity. The Group also strengthens closed-loop management covering independent audit and risk prevention. The internal audit function conducts regular and ad-hoc independent audits across key business processes at headquarters and all subsidiaries. In collaboration with operational departments, internal control deficiencies are addressed promptly with in-depth root-cause analysis, delivering full-chain closed-loop governance spanning risk screening, accountability implementation and institutional enhancement. Furthermore, the Company maintains a robust reporting framework. Dedicated external reporting email addresses and hotlines are publicly available to receive both named and anonymous reports. Strict anti-retaliation policies are fully enforced to protect the legitimate rights and interests of whistleblowers, witnesses and personnel involved in internal investigations.

Integrity Practice and Business Ethics Development

Accotest takes business ethics as the fundamental cornerstone of sound operation, firmly consolidates integrity and compliance safeguards, and commits to fostering a clean, ethical and well-regulated business environment. The Company promotes organisation-wide integrity culture development. Aligned with emerging business dynamics and core compliance workflows, it delivers ongoing specialised training on business ethics and regular compliance policy briefings. Clear operational standards and accountability boundaries are defined for all roles, while cross-departmental collaboration is continuously enhanced. These efforts strengthen overall compliance awareness and implementation capability across the workforce, embedding integrity and compliance principles into daily operations and corporate culture. This establishes a solid governance foundation to support the Company's sustained and healthy long-term development.



Anti-Unfair Competition

Accotest regulates its market conduct in full compliance with the *Anti-Monopoly Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China* and other applicable laws and regulations. The Company has established a governance mechanism led by the Board of Directors, driven by senior management and implemented by the Legal and Compliance Department, to rigorously mitigate compliance risks such as false advertising and unfair competition, and uphold a fair, healthy and orderly market environment. Risk oversight in relation to anti-unfair competition is systematically incorporated into the Company's risk and opportunity management procedures. During the reporting period, targeted training and awareness programmes were regularly organised to enhance employees' recognition and prevention capabilities against all forms of anti-competitive conduct.

Appendix

Major Topic	Sub-topic	Unit	2025
Corporate Governance – Con- firmed Adverse Incidents	Confirmed cybersecurity incidents	Case	0
	Confirmed data breach incidents	Case	0
	Number of unfair competition violations	Case	0
	Total confirmed corruption incidents	Case	0
Social – Workforce Composition – Headcount	Total employees	Person	929
Social – Workforce Composition – Gender Breakdown	Male employees	Person	703
	Female employees	Person	226
	Proportion of male employees	%	76
	Proportion of female employees	%	24
	Female ratio in senior management	%	33
Social – Workforce Composition – Age Breakdown	Employees aged under 30	Person	397
	Employees aged 30–50	Person	506
	Employees aged over 50	Person	26
Workforce Composition – Educational Attainment	Employees with education below bachelor’s degree	Person	105
	Employees with bachelor’s degree	Person	546
	Employees with master’s degree	Person	275
	Employees with doctoral degree	Person	3
Workforce Diversity	Ethnic minority employees	Person	43
	Foreign national employees	Person	47
Employee Turnover	Total turnover headcount	Person	97
	Overall employee turnover rate	%	10
	R&D staff turnover headcount	Person	40
	R&D staff turnover rate	%	8

Major Topic	Sub-topic	Unit	2025
Employee Training – Hours	Total training hours	Hour	3,882.3
	Internal training hours	Hour	3,455.2
	External training hours	Hour	427.1
	Total training hours for R&D and technical teams	Hour	1,796.7
Employee Training – New Recruit Assessment	Total new recruits participating in training assessment	Person	196
	Total assessment passers	Person	196
	Training assessment pass rate	%	100.00
Occupational Health & Safety – H&S Training	Environmental safety (fire drill) training hours	Hour	175
	Personal safety (first aid) training hours	Hour	161
Occupational Health & Safety – Verified Incidents	Confirmed discrimination cases	Case	0
	Confirmed forced labour cases	Case	0
	Confirmed child labour cases	Case	0
	Work injury cases (including overseas agents)	Person	0
Customer Service – Product Training	Number of product training sessions	Session	21
	Total participants of product training	Person	673
	Customised customer training sessions	Session	76
	Total participants of customised customer training	Person	568
	On-site training sessions for newly delivered equipment	Session	30
Environment – Environmental Data – GHG Emissions	Scope 1	t CO2e	13.08
	Scope 2		1,234.55
	Scope 3		2,245.86
Environment – Environmental Data – Resource Consumption	Total electricity consumption	MWh	3,840.84
	Total water consumption	Tonnes	12,020.00
	Total petrol consumption for company-owned official vehicles	L	6,162.78
Environment – Environmental Data – Waste Management	Total hazardous waste generated	Tonnes	0.60389
	Total hazardous waste disposed by qualified licensed recyclers	Tonnes	0.53904
	Year-end residual hazardous waste stock	Tonnes	0.10845