

Environment, Social and Governance Report

--- 2025

Gultech Jiangsu Technologies

About This Report



Report Name

Gultech (Jiangsu) 2025 Environment, Social and Governance (ESG) Report



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https://www.gultech.com/?list_52/



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Report Statement

- This report is compiled based on the actual operational conditions of Gultech Jiangsu, objectively and truthfully disclosing the Company's strategies, initiatives, performance, and challenges faced in the areas of Environment, Social, and Governance. It aims to convey the Company's sustainable development and practical achievements.
- The data in the report was collected from internal statistics, ISO14064 third-party verification and government disclosures and also supplier-provided.
- Company employees, customers and suppliers are all engaged in the ESG activities. Gultech management annually review the ESG achievement.

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CEO Statement

1. CEO's Statement

Printed circuit boards (PCBs) are essential components of all electronic products, from automotive, aerospace to medical and healthcare devices. High-quality PCBs are developed through close customer collaboration and produced via intelligent, advanced processes.

Highly Engaged Employees

- Our success would not be possible without the dedication of our highly engaged and competent employees. We have made progress in our sustainability efforts thanks to the commitment and hard work of every member of the organization, and for this, we express our sincere gratitude.
- Moving forward, we look forward to continuing our sustainability journey hand in hand with our suppliers, employees, and customers. We are committed to providing competitive, high-quality, and technologically advanced PCBs through sustainable production practices.
- Looking ahead, our transformation has only just begun. Acting responsibly in alignment with our employees, suppliers, and customers is the only path to becoming a truly sustainable enterprise.



1. CEO's Statement

Commitment To Environment

- We remain committed to prioritizing social and environmental sustainability and firmly believe that our actions in these areas are pivotal to Gultech's long-term success. We have built strong partnerships and look forward to overcoming future challenges together.

Mitigation & Prevention For Climate Change

- To fulfill our commitment to low-carbon economic development, Gultech has initiated the calculation of greenhouse gas (GHG) emissions across our entire value chain. With a clear understanding of our climate impact, we will implement two core strategies: mitigation and prevention.
- **Mitigation:** We will actively adopt new technologies, such as energy recycling and green energy, to fully improve energy utilization efficiency and reduce existing carbon emissions.
- **Prevention:** We will integrate energy-saving design and equipment into the early product and production design stages to minimize GHG generation.
- We will collaborate closely with customers from the inception of their projects to set emission reduction targets aligned with the Paris Agreement's 1.5°C temperature goal.






About Gultech



2.1 Gultech Group

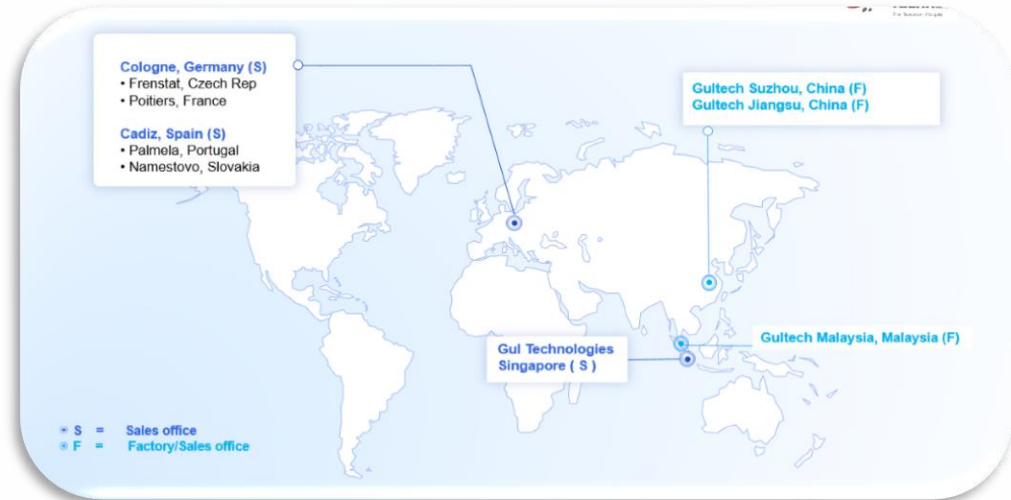
Gultech, a global enterprise with its headquarters in Singapore, is a high-tech enterprise primarily engaged in the design, R&D, and production of printed circuit boards (PCBs) for automotive electronics, computer and peripheral devices, communication modules, and other related products.

Gultech electronics have three factories and various sales offices around the world:

-  **Gultech Suzhou**- Suzhou city, Jiangsu Province, PRC
-  **Gultech Jiangsu**- Wuxi city, Jiangsu Province, PRC
-  **Gultech Malaysia**- Kulim, Kedah state, Malaysia



Gultech Global Network



Gultech Malaysia Factory -2025 complete construction



2.2 Gultech History

1984

Data General, USA
Started operations as a
captive shop supporting
Asia pacific

1997

Listed on the Stock
Exchange of Singapore

1988

Gul Technologies
Singapore Pte Ltd was
founded via Management
Buy-out

1999

Factory Completion
for Gultech Suzhou

2004

Factory Completion
for Gultech Wuxi

2014

Factory Completion for
Gultech Jiangsu

2022

Gultech Jiangsu
merged Gultech Wuxi

2024

Groundbreaking of
Gultech Malaysia

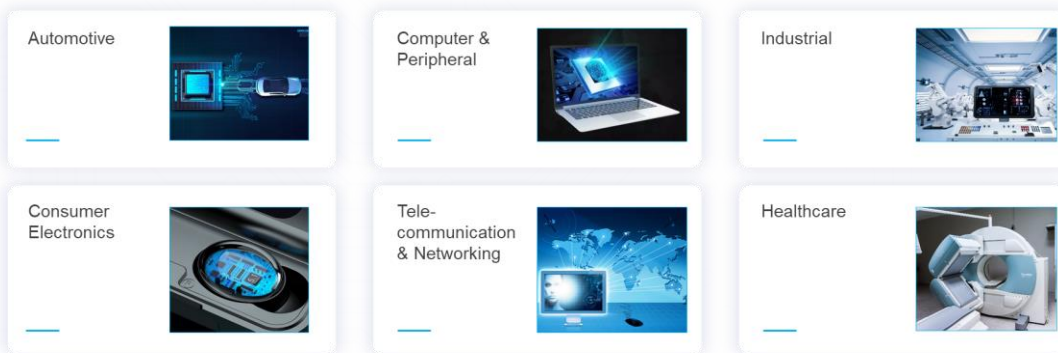
2025

Factory Completion
for Gultech Malaysia

2.3 Gultech Business

Gultech Business Overview

- We are a world's top supplier of PCBs and integrated hardware-software products for electronic engine control, computer & peripheral, industrial, consumer electronics, tele-communication & networking, healthcare and etc.
- Our flagship product is ultra-fine PCBs for automotive electronics, positioning us as a leading R&D and production base for high-tech, high-end, and high-precision PCB products in China's automotive electronics industry.



Application Field

Top three application in 2025 Gultech:

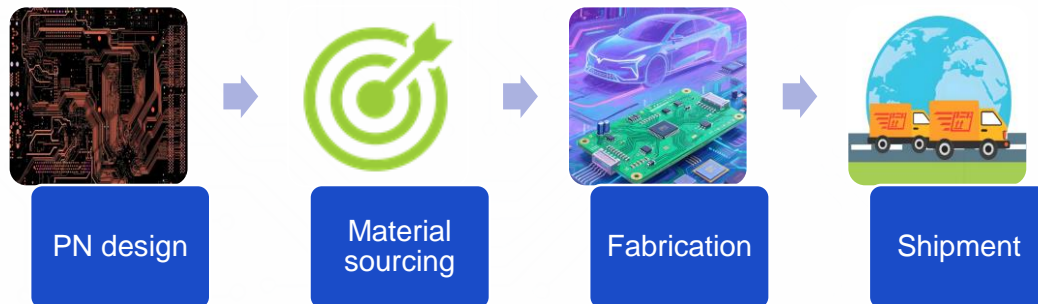
- Automotive products occupy 38%
- Computer & Peripheral products occupy 21%
- Instrument & Medical occupy 20%



2.4 Gultech Sustainability O-chart

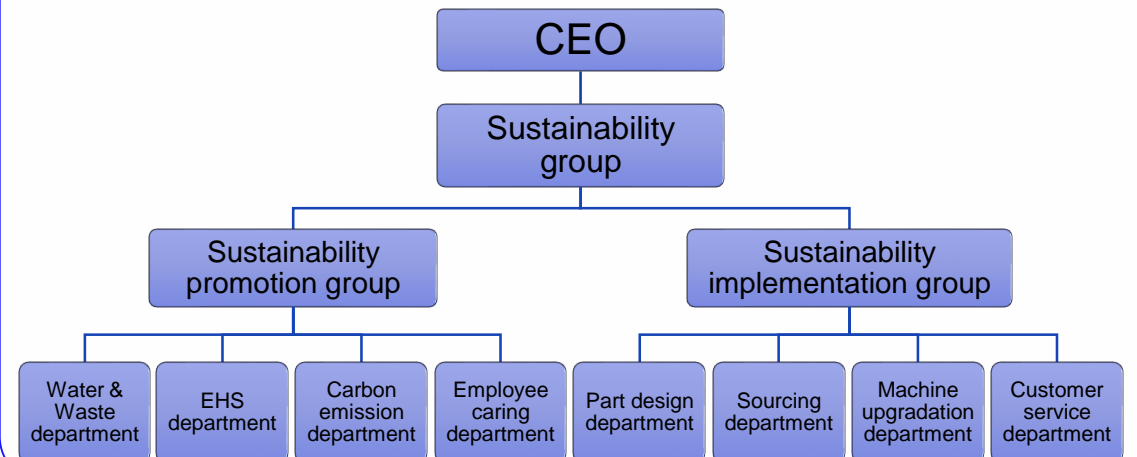
Sustainability Approach Concept

- The Gultech CEO is committed to mitigating climate change through the adoption of advanced technologies, energy-saving materials, and renewable energy through four phases' approach, from design phase to material, fabrication and shipment phase.



Sustainability O-chart

- Two core sustainability groups have been established:
 - the Sustainability Promotion Group
 - the Sustainability Implementation Group
- Groups collect real-time operational data to provide insights for different functions' departments to reduce carbon emissions from cradle to customer gate.





Environment

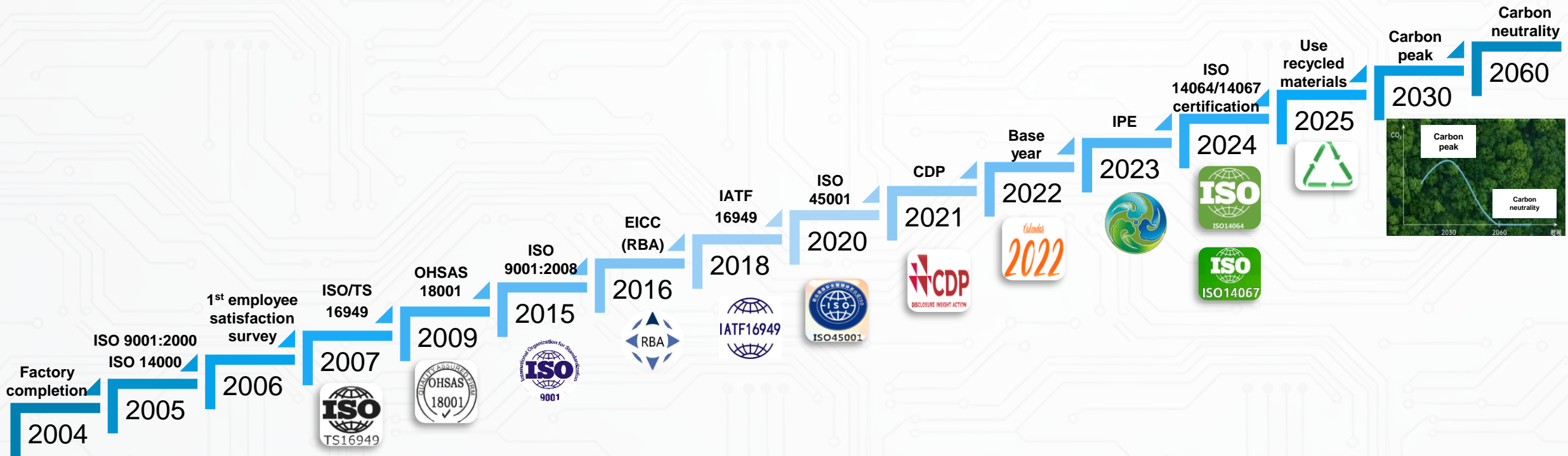


3.1 Gultech System Milestones



Fully Conformance To Frameworks

- We partner with representatives of global sustainability frameworks that we adhere to and build strong partnerships with suppliers and customers, and firmly believe that responsible collaboration with them is the foundation of becoming a truly sustainable company.



3.2 Sustainability Approach

Value Chain To Cover All Environmental Perspectives

- We use the value chain approach to identify opportunities to drive positive changes and minimize negative impact comprehensively.



Sales & Design support

- During design phase, deliver customized solutions for customers, including design optimization and the adoption of high-stability materials to reduce scrap generation and associated environmental pollution.
- Consistently uphold high-standard service quality and maintain solid partnerships with customer.



Production

- During production, we attach importance to comprehensive management covering working conditions, occupational health and safety, resource efficiency, product quality, conflict minerals compliance, chemical management, as well as waste treatment recycling.
- Prioritize quality assurance, social accountability and environmental responsibility throughout our operations.



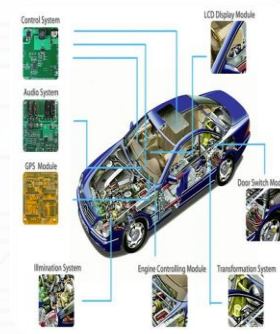
Our employees

- To foster a positive corporate culture, we uphold business ethics, ensure equal employment and embrace workplace diversity
- Enhance employee engagement and cultivate a happy, healthy and inclusive working environment for all staff.



Transportation

- Air freight is exclusively adopted for urgent shipment orders.
- To lower carbon emissions, optimize production lead time and develop more energy-efficient logistics solutions to reduce the environmental footprint.



Product application

- High quality and consistent reliability underpin the performance of our products in end applications.
- In addition, inventory management, automotive customer claim resolution, and finished product waste disposal represent key focus areas of our sustainable operation.



Waste/Recycling

- All waste management, treatment and recycling activities are conducted in full compliance with local governmental regulations and environmental policies.

3.3 Water & Wastewater Management

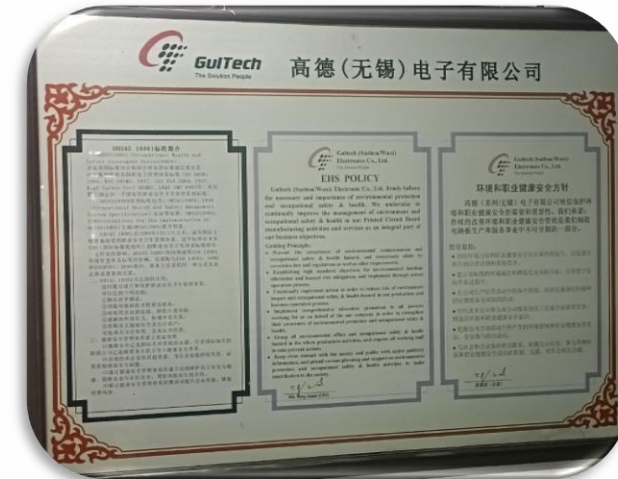
Comply With Regulations

- All effluents comply with local industrial water pollution discharge limits and relevant regulations. Wastewater is free of heavy metals and is transferred to local centralized sewage treatment plants.



Environmental Policy

- Gultech group believe the necessary and importance of environmental protection and occupational safety & health. We undertake to continually improve the management of environment and occupational safety & health in our Printed Circuit Board manufacturing activities and services as an integral part of our business objectives.



3.3 Water & Wastewater Management



Water & Wastewater Management Strategy

Gultech implements 6 core procedures to reduce water consumption and wastewater generation.

1. **Analyze water consumption data** from the previous year.
2. **Re-evaluate and standardize water usage** for each production line.
3. **Record total daily water usage** and production line-specific weekly water usage; promptly investigate and resolve abnormalities.
4. **Conduct regular pipeline inspections** to prevent leakage and seepage.
5. **Launch water conservation publicity** and education campaigns.
6. **Implement water-saving renovation projects** across all production processes.



Real Time Monitor Wastewater System

- For wastewater monitoring, Gultech offers online wastewater quality analyzers to achieve real-time monitoring of effluent quality.
- Whenever abnormal water quality is detected, the device will automatically alarm, and the online monitoring system will quickly identify and confirm the out-of-control parameters.



3.4 Waste Management

Waste Management Concept

- Reduce waste generation through pollution prevention practices.
- Divert waste from landfills via recycling and reuse initiatives.
- Characterize, track, and manage chemical, electronic, and other regulated waste generated on-site and through final disposition.



Waste Management Strategy

To reduce the climate impact of waste, Gultech established 6 steps to characterize, track, and manage chemical, electronic, and other regulated waste, minimizing production waste:

1. **Design improvement:** Continuously optimize equipment layout, simplify production processes, reduce transportation distances, and minimize waste generation.
2. **Advanced process and equipment:** Adopt clean production-audited process technologies and equipment with leading-level performance in China.
3. **Clean energy and raw materials:** Use natural gas, purchase green electricity, and adopt low-VOC raw materials meeting industry standards.
4. **Improved management:** Implement an old-for-new glove exchange program to eliminate waste and reduce waste volume.
5. **Hazardous waste comprehensive utilization:** Utilize hazardous waste in accordance with environmental impact assessment and approval requirements.
6. **Pollution prevention and control upgrade:** Keep pace with government department requirements and continuously improve pollution control capabilities.

3.4.1 Waste Performance

Waste Monitor Approach

- Different types of waste apply corresponding treatment methods so as to achieve the goal of resource conservation and environmental protection.



During production, different kinds of waste are placed in designated separate trash bins to realize classified management of waste.



Hazardous waste: store in designated area and ship to authorized treatment vendors.

3.5.1 SDGs Compliance -part I



3.5.1 SDGs Actions -part I



Gultech SDGs 3/4/6 Actions

1. SDG 3 (Good Health and Well-being)

- **Target 3.4: Reduce mortality from non-communicable diseases and promote mental health** – Collect employee health and well-being feedback via satisfaction surveys and performance appraisals; management highlights and provides support for related concerns.
- **Target 3.9: Reduce illness and death from hazardous chemicals and pollution** – Comply with ISO 14001, RoHS, REACH, and local regulations for chemical handling and hazardous waste management.

2. SDG 4 (Quality Education)

- **Target 4.7: Education for sustainable development and global citizenship** – Conduct internal sustainable development training for all employees to foster sustainable lifestyles.

3. SDG 6 (Clean Water and Sanitation)

- **Target 6.3: Improve water quality, wastewater treatment and safe reuse** – Treat wastewater in accordance with local government regulations and minimize the release of hazardous chemicals and materials.
- **Target 6.4: Increase water-use efficiency and ensure freshwater supplies** – Enhance water-use efficiency across all factory areas through new machinery and technologies.



Gultech SDGs 8/9/10 Actions

4. SDG 8 (Decent Work and Economic Growth)

- **Target 8.4: Improve resource efficiency in consumption and production** –Upgrading machine and applying new technologies to increase resource efficiency in production.
- **Target 8.7: End modern slavery, trafficking and child labor** – Adhere to RBA requirements and prohibit child labor recruitment.
- **Target 8.8: Protect labor rights and promote safe working environments** – Define RBA standards and comply with local regulations to protect labor rights and build safe working environments for all employees.

5. SDG 9 (Industry, Innovation and Infrastructure)

- **Upgrade all industries and infrastructures for sustainability** – Adopt various environmentally friendly technologies to improve resource efficiency and working conditions.

6. SDG 10 (Reduced Inequalities)

- **Target 10.3: Ensure equal opportunities and end discrimination** – Define RBA standards to ensure equality and prohibit all forms of discrimination.

3.5.2 SDGs Compliance -part II



3.5.2 SDGs Actions -part II



Gultech SDGs 12/13 Actions

7.SDG 12 (Responsible Consumption and Production)

- **Target 12.2: Sustainable management and use of natural resources** – Adopt environmentally friendly technologies and recycled materials such copper, Tin and routing bit, to achieve sustainable management and efficient use of natural resources.
- **Target 12.5: Substantially reduce waste generation** – Implement pollution prevention, recycling, and reuse measures to cut waste generation.
- **Target 12.6: Encourage companies to adopt sustainable practices and sustainability reporting** – Collaborate with professional third parties and adopt their advanced guidance.

8.SDG 13 (Climate Action)

- **Target 13.3: Build knowledge and capacity to meet climate change** – Promote internal climate change education and awareness to enhance employees' understanding of climate issues.



Gultech SDGs 16/17 Actions

9.SDG 16 (Peace, Justice & Strong Institutions)

- **Target 16.5: Substantially reduce corruption and bribery** – Prohibit all forms of corruption and bribery in operations.
- **Target 16.6: Develop effective, accountable and transparent institutions** – Establish transparent management systems to ensure performance meets targets and each department fulfills its responsibilities.
- **Target 16.7: Ensure responsive, inclusive and representative decision-making** – Deliver fast responses and ensure all decisions align with the needs of relevant stakeholders.
- **Target 16.C Promote and enforce non-discriminatory laws and policies** – Comply with local regulations and establish internal rules to eliminate discrimination

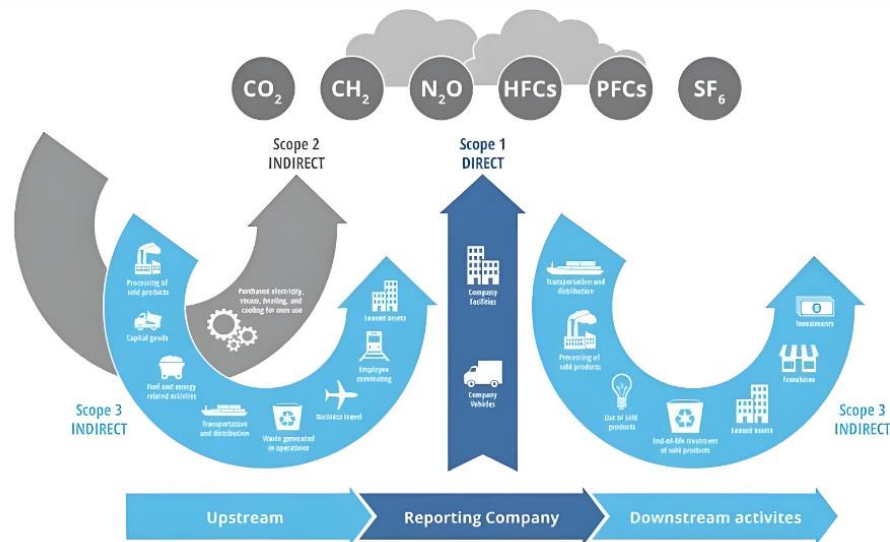
10.SDG 17 (Partnership for the Goals)

- **Target 17.G: Enhance the global partnership for sustainable development** – Maintain close relationships with suppliers and customers to share sustainable development knowledge
- **Target 17.H: Encourage effective partnerships** – Host sustainability forums to share best practices from outstanding partners.

3.6 Climate Emission Disclosure

Annually Report GHG Emissions

Gultech's ambition is to reduce the climate impact of its own operations and supply chain emissions. From year 2023 on, Gultech has measured GHG emissions across all three scopes (1-3) in accordance with the GHG Protocol standard.



GHG Data Calculation

Emission Calculation Methodology & Data Sources

- Gultech's reported GHG emissions are quantified in accordance with the Greenhouse Gas (GHG) Protocol Corporate Standard.
- **2025 Emission Totals:**
 - a. Own operations (Scope 1 & 2): 95,777.218 tons CO₂e
 - b. Supply chain (Scope 3): 84,390.629 tons CO₂e
- **Data Sources:**
 - a. Internal: Data from 2 functional departments of Gultech group local companies and the Factory Management Team.
 - b. External: Energy consumption data from suppliers and transportation data from logistics partners.
- **Data Priority:** Primary data is used where available; standard estimates are applied for screening calculations when specific primary data is unavailable.

3.6 Climate Emission Disclosure

Scope 1

Scope 1: Direct GHG Emissions

Direct emissions from Gultech's own operations, including:

- Fuel consumption from company cars (diesel, petrol)
- Gas consumption from boilers
- Process emissions
- Evacuation emissions from manufacturing processes
- Waste treatment emissions

Emission calculations are based on estimated fuel consumption and emission factors for petrol, diesel, and gas.



Scope 2

Scope 2: Indirect GHG Emissions

Indirect emissions from purchased energy used in production, warehouses, and facilities, including:

- Purchased electricity (renewable and non-renewable)
- Purchased hot vapor

Calculation Details:

- **Non-renewable electricity:** Emissions calculated by multiplying purchased kWh by the energy mix emission factor for China (source: CPCD).
- **100% renewable electricity:** Emissions calculated by multiplying purchased kWh by the CDP emission factor (lower climate impact).



3.6 Climate Emission Disclosure

Scope 3

Scope 3: Other indirect GHG Emissions

Indirect emissions from the entire value chain (excluding Scope 2), with the manufacture of raw materials as the largest emission source. Other sources include transportation, business travel, and employee commuting.

- Raw material manufacturing energy consumption data is collected directly from key suppliers.
- Transportation emission factors are sourced from CPCD (China PCB manufacturers).
- **Exclusion:** “Last mile” transportation between local warehouses and customers is not included in the calculation.
- **Transportation Data:** Majority of emissions data is provided by logistics service providers.



GHG Emission Breakdown

2025 GHG Emissions Breakdown (tons CO₂e)

Direct GHG Emissions (scope 1)	4,805.382
Fixed combustion emissions	2087.275
Mobile combustion emissions	86.114
Process emissions	1.786
Evacuation emissions	2630.207
Indirect GHG Emissions (scope 2)	90,971.836
Electricity	81590.123
Vapor	9381.713
Other indirect GHG Emissions (scope 3)	84,390.629
Purchased goods	77320.004
Combustion energy consumption	3021.01
Upstream transportation and distribution	189.944
Waste transportation and disposal	-83.675
Business travel	13.097
Employee commuting	71.393
Downstream transportation	3858.853
Total GHG Emissions (scope 1-3)	180,167.85

Note: Gultehc GHG emission is validated by ISO 14064 third-party. GHG emissions are calculated as carbon dioxide equivalents (CO₂e), representing the greenhouse effect of a given GHG relative to CO₂. CO₂e includes CO₂, CH₄, N₂O, HFCs, and PFCs. All emissions are reported in accordance with the GHG Protocol.



Social

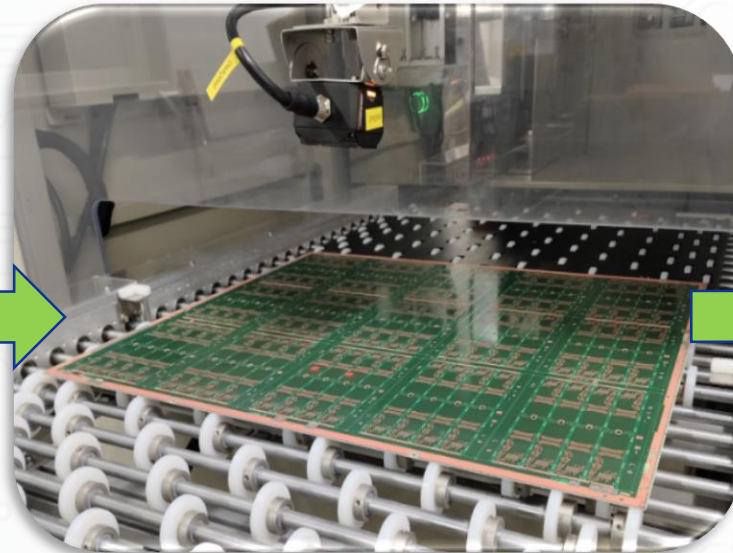
4 Supply Chain Approach

Supply Chain To Cover All Social Perspectives

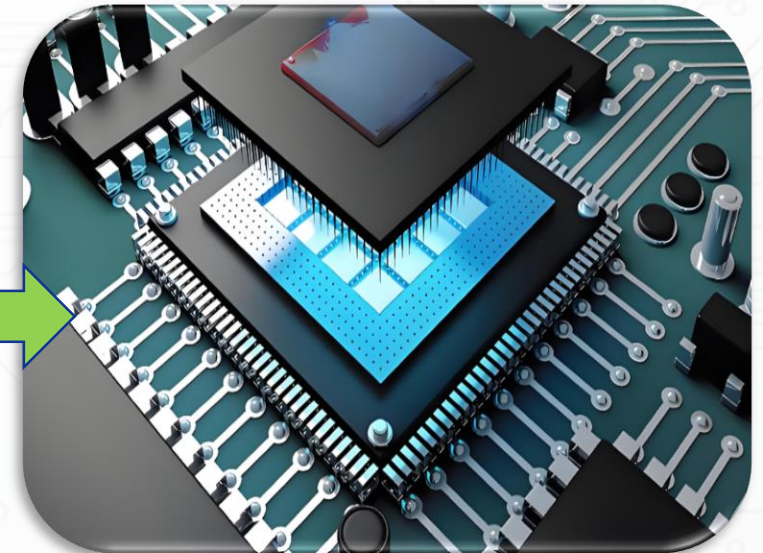
- Gultech works closely with key suppliers, employees and customers to enhance working and safety conditions, thereby strengthening environmental responsibility throughout the supply chain.



Supplier



Gultech



Customer

4.1 Responsibility in Supplier Chain

Commitment

- 100% sustainability assessment of key suppliers
- Continuous improvement of key suppliers' sustainability performance gaps

Targets:

- Seek suppliers located around Wuxi city as much as possible
- Increase green electricity application in supplier operations
- Improve energy efficiency of suppliers
- Boost renewable energy usage by suppliers
- Increase the application of environmentally friendly materials by suppliers
- Promote material recycling and reuse by suppliers
- Require key suppliers to calculate Corporate Carbon Footprint (CCF) (Scope 1, 2 & 3)
- Require key suppliers to calculate Product Carbon Footprint (PCF)
- Seek suppliers located around Wuxi city as much as possible

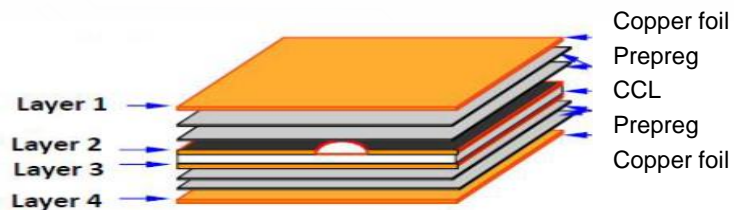


4.1 Responsibility in Supplier Chain

Qualification Requirement

High Requirements In The Qualification Process

Key PCB fabrication suppliers include CCL, Prepreg, copper foil, and chemical suppliers. Gultech sets stringent qualification requirements for key suppliers.



- ISO 9001 certification
- ISO 14001 certification
- ISO 45001 certification
- QC 080000 certification
- Conflict minerals reporting in accordance with RMI
- Sign a Code of Conduct aligned with RBA
- Compliance with RoHS and REACH directives
- Adherence to local social compliance and environmental impact regulations

Regular Monitor Performance

Monthly Performance Monitor For Key Suppliers

Gultech monitors key suppliers' performance via the following KPIs to drive continuous improvement:

- **Quality performance:** Scored by SQE, including Lot Acceptance Rate (LAR, target 100%), incident frequency, and incident response time.
- **Technology performance:** Scored by the engineering team.
- **Service, delivery and price performance:** Scored by the sourcing team.
- **Social responsibility performance:** Scored against Code of Conduct and local regulations (covering human rights, working conditions, health and safety, environment, and business ethics).

Regular Audits For Key Suppliers

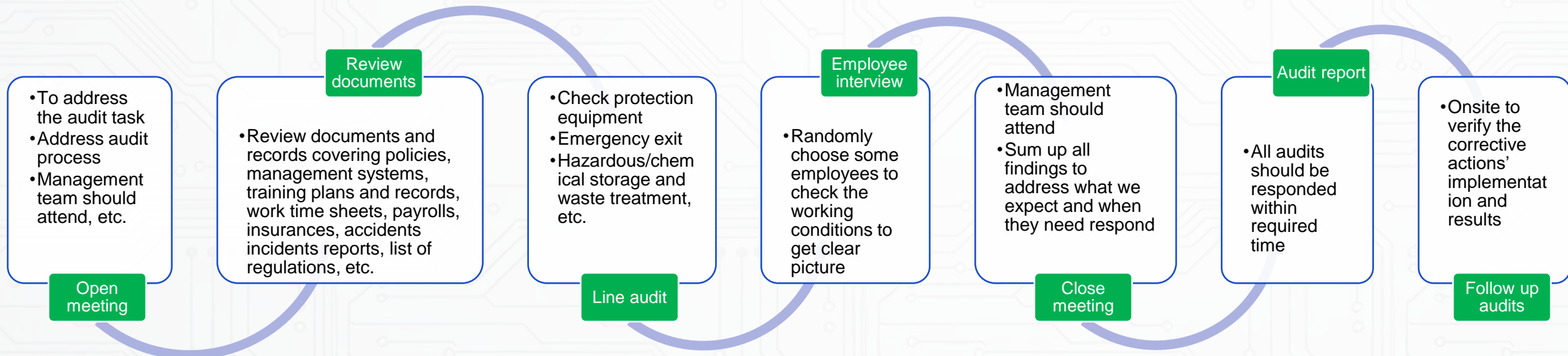
In addition to monthly performance monitoring, Gultech conducts annual on-site audits of key suppliers in accordance with qualification criteria to assess their capabilities. Audit findings are documented, and corrective actions are verified to ensure sustained compliance with regulatory and certification requirements.

- **2025 Performance:** 100% of key suppliers completed annual on-site audits.

4.1.1 Supplier Audit Process Flow

Audit Process In Brief

- A full sustainability audit takes a minimum of one day to complete.
- Annual audits are conducted using a standardized template covering 5 core sections:
 - a. Labor
 - b. Health & Safety
 - c. Environment
 - d. Ethics
 - e. Management System



4.1.2 Supplier CSR Audit Checklist

Labor

Gultech strictly requires suppliers to protect employee human rights and provide a reliable working environment, including:

- Prohibition of forced labor, bonded labor, and human trafficking.
- Guarantee of basic employee freedoms, including the right to access off-site medical equipment.
- Prohibition of child labor (under 16 years old) in all production stages.
- Formal written procedures for working hours and overtime management.
- Compliance with legal requirements for social insurance and timely wage payment (no delays or deductions).
- Prohibition of all forms of discrimination.
- Prohibition of cruel, inhumane treatment (including sexual harassment, abuse, corporal punishment, mental/physical oppression, verbal abuse) and related threats.
- Compliance with legal requirements for labor contract signing and local labor regulations.

Health & Safety

Everyone has the right to a safe working environment. Gultech's annual CSR audits verify suppliers' compliance with the following health and safety requirements:

- Comprehensive assessment of health and safety risks and implementation of corresponding mitigation measures.
- Provision of personal protective equipment (PPE) and strict supervision of proper use.
- Sufficient fire detectors and fire extinguishers on-site.
- Unobstructed emergency exits and regular emergency evacuation drills.
- Proper storage of chemicals, clear definition of chemical contact scopes, and employee training on chemical use and disposal.
- Medical certification and infectious disease prevention training for all canteen staff.

4.1.2 Supplier CSR Audit Checklist

Environment

Gultech sets strict environmental requirements for key suppliers covering water, chemical, GHG emission, and waste management:

- Obtainment and compliance of required environmental permits and pollution discharge licenses.
- Clear employee understanding of waste disposal, labeling, storage, use, transportation, and final disposition requirements.
- Dedicated and well-maintained storage areas for special chemicals and waste products.
- Proper labeling of hazardous chemicals and training for responsible employees on personal health and safety protection.
- Local regulatory approval for suppliers engaged in hazardous chemical classification, handling, storage, and transportation.
- Monitoring of gas emissions and compliance with legal requirements for volatile air emission treatment prior to release.
- Identification of material/energy sources and GHG emission sources; material measurement and recording in accordance with REACH and RoHS.
- Establishment of energy consumption and GHG emission tracking procedures; recording of energy consumption types and total volume.

Ethics

Gultech requires key suppliers to establish and adhere to ethical regulations covering all business aspects:

- Development of business ethics standards and employee awareness training (verified via interviews).
- Confidentiality of personal information for all business stakeholders (suppliers, customers, consumers, employees).
- Provision of confidential channels for employees to report internal misconduct.
- Prohibition of record falsification and false statements about supply chain situations/operations.
- Regulatory review of mineral sources and supply chains; development of policies to ensure minerals (tantalum, tin, tungsten, gold, cobalt) in products are not sourced directly/indirectly from the Democratic Republic of the Congo or surrounding regions.

4.1.2 Supplier CSR Audit Checklist



Management System

Suppliers must establish a comprehensive management system with clear procedures:

- Formal commitment to regulatory compliance and continuous improvement.
- Development of risk assessment and management procedures tailored to business scope and type (covering environment, health and safety, labor, and ethics).
- Formulation of EHS performance goals, indicators, and implementation plans, with regular performance evaluation.
- Clear and accurate communication of EHS policies, labor/ethics policies, performance, practices, and goals to all employees.
- Labor and ethics audits in compliance with legal, customer, and other relevant requirements.
- EHS audits demonstrating compliance with legal, regulatory, customer, and certification requirements (e.g., ISO 14001, OHSAS 18001).
- Ensuring suppliers and subcontractors under their control/influence comply with social responsibility requirements.



Supplier Audit Finding & Follow Up

Findings: Only minor findings were identified in 2025 key supplier audits, no critical findings.

Follow-up Measures:

- All minor findings require corrective actions within 2 weeks.
- All critical findings require immediate action and closure within 6 months.
- All findings are subject to regular tracking and verification in subsequent audits.

Gultech aims to grow together with suppliers, build long-term, trusted partnerships, and provide support to enhance their sustainability compliance.

4.1.3 Supplier Social Performance

Suppliers' Employees' Social Activities

Require suppliers to carry out social responsibility initiatives and internal welfare activities, including:

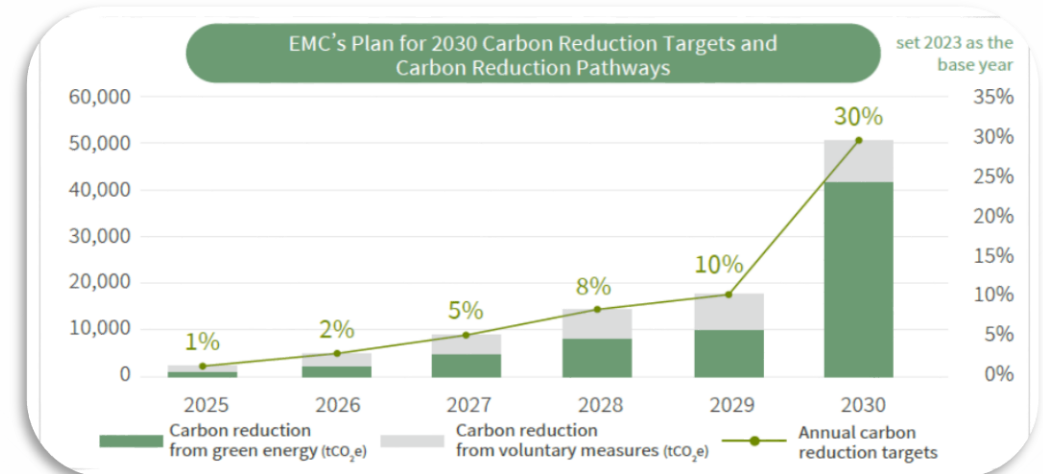
- In-plant health promotion activities
- In-plant emergency evacuation drills
- Annual fire and chemical accidents emergency drills



Suppliers' ESG Target Annually Update

Require key suppliers to set carbon reduction targets and update their ESG performance on an annual basis.

- Below are the carbon reduction targets of EMC, our key supplier of CCL and prepreg materials.



4.2 Commitment to Employees

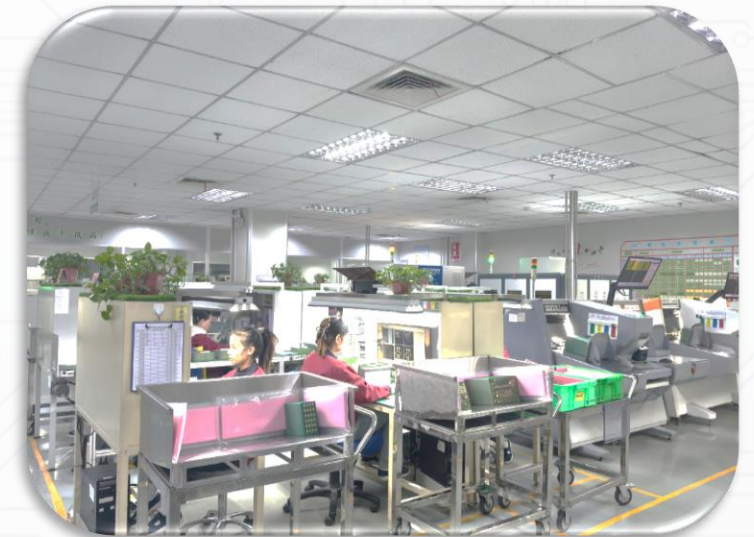
Commitment

- Maintain a high level of employee satisfaction
- Foster a corporate culture of quality first, accountability for mistakes, innovation, and excellence
- Cultivate a team spirit of mutual cooperation and mutual achievement
- Build a continuous learning environment

Gultech firmly recognizes that employees are our most valuable asset. We provide diverse training opportunities for employee career development to enhance their professional skills, which in turn drives the healthy and sustainable development of the company.

Targets:

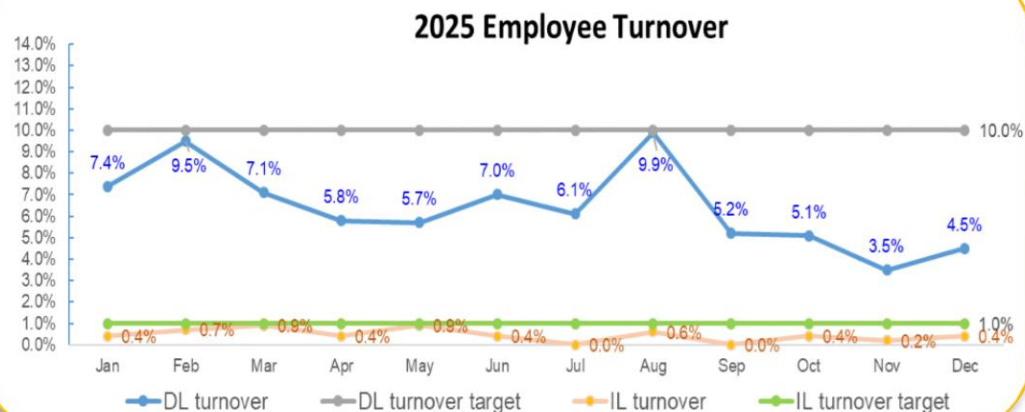
- Increase green electricity application in internal operations
- Improve energy efficiency across all processes
- Boost renewable energy usage (offices and internal production processes)
- Increase the application of environmentally friendly materials
- Promote recycling and reuse of materials (copper, tin, routing bits)
- Calculate Corporate Carbon Footprint (CCF) (Scope 1, 2 & 3)
- Calculate Product Carbon Footprint (PCF)
- Reduce business trips and transportation-related GHG emissions



4.2.1 Employee Turnover & Ratio

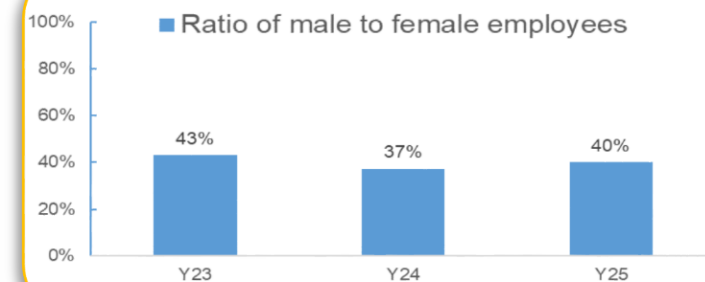
Employee Turnover

- The company maintains a low employee turnover rate and high operational stability, with employees enjoying long average tenure.
- The team features low turnover and high employee retention. Core staff are long-serving and have a strong sense of belonging, resulting in minimal voluntary resignations and strong team cohesion.



Ratio of Male to Female Employees

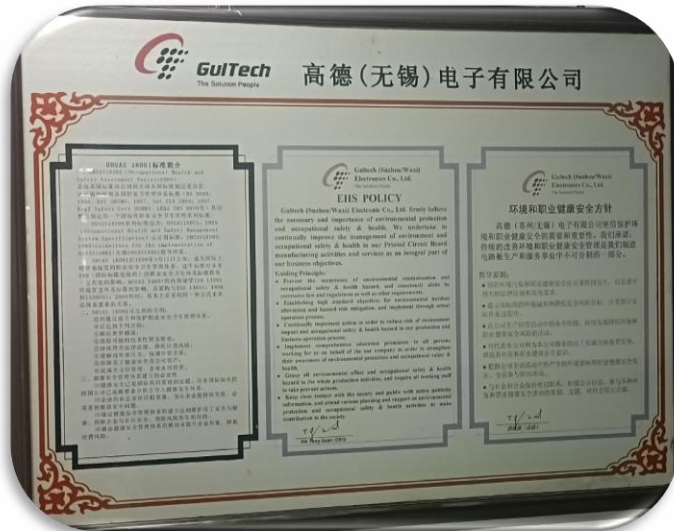
- Affected by industry characteristics, the average female employee ratio in the PCB sector is 25%-30%.
- **Higher ratio:** Adhering to the principle of gender equality, our company maintains a higher-than-industry proportion of female employees, higher than 35% in continuous 3 years.
- We give full play to female talent advantages, establish fair recruitment and promotion mechanisms, improve female welfare protection.



4.2.2 Occupational Health & Safety

+ Occupational Health & Safety Policy

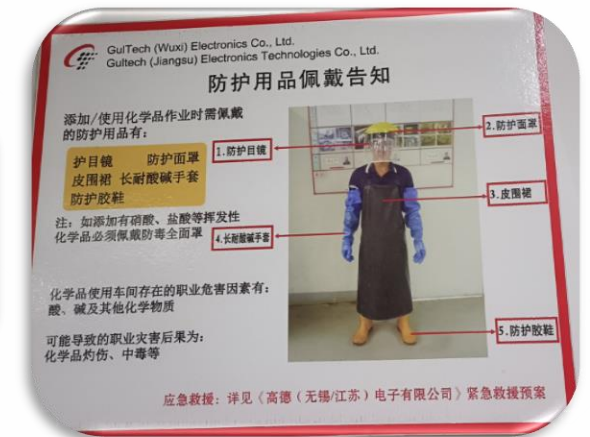
- Gultech group believe the necessary and importance of environmental protection and occupational safety & health. We undertake to continually improve the management of environment and occupational safety & health in our Printed Circuit Board manufacturing activities and services as an integral part of our business objectives.



🔍 Hazard Identification & Risk Assessment

Gultech group clearly define hazard identification, risk assessment and treatment approaches in EHS document:

- Classification of Business Activities Generating Hazard Sources
- Targets of Hazard Identification
- Classification of Hazard Sources



4.2.2 Occupational Health & Safety

+ Occupational Health Service

- **4 stages physical examination:** before employment, during employment (annually), for special personnel, also upon leaving employment and in emergencies.
- **Freely provide personal protective equipment.**
- **Arrange third parties to annually conduct occupational hazards inspection** in the workplace to ensure occupational health and safety.

3rd party occupational physical examination



In-plant occupational physical examination



Occupational Health & Safety Training

- In addition to pre-job occupational health and safety training, health & safety training is provided annually for personnel exposed to hazardous factors.

Health & Safety training in workplace



Health & Safety tools use training in workplace



4.2.2 Occupational Health & Safety

Work Related Injury

- Gultech clearly define work related injuries and regulate treatment method in EHS document.
- Gultech always adheres to the core principle of "safety first, prevention foremost, and comprehensive management", integrating work-related injury prevention and control into daily operation management.



Child Labor

- Gultech clearly defines its prohibition on child labor in HRM document. Child labor is strictly forbidden, and the company adopts multiple methods to verify employee identity information.



4.2.2 Occupational Health & Safety

Female Rights

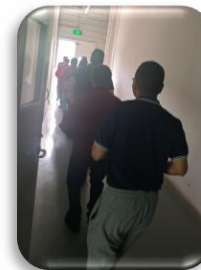
- HRM Labor management norms for female employees clearly define female rights in Gultech.
 - Men and women should receive equal pay for equal work
 - Special care during different stages of female physiological needs
 - Each year conduct risk assessment for fresh mother and pregnant to eliminate any potential risk



Prevention and mitigation of occupational health and safety impacts

Gultech group follow the core principles of "prevention first, risk-oriented, compliance operation and continuous improvement":

- **Prevention First:** Prioritize proactive prevention, such as fire drill
- **Risk-Oriented:** Conduct comprehensive risk assessment
- **Compliance Operation:** Strictly abide by national and local laws, regulations, standards and industry norms related to occupational health and safety
- **Continuous Improvement:** Regularly review and evaluate the effectiveness of OHS prevention and mitigation measures



4.2.3 Employee Skills' Enhancement

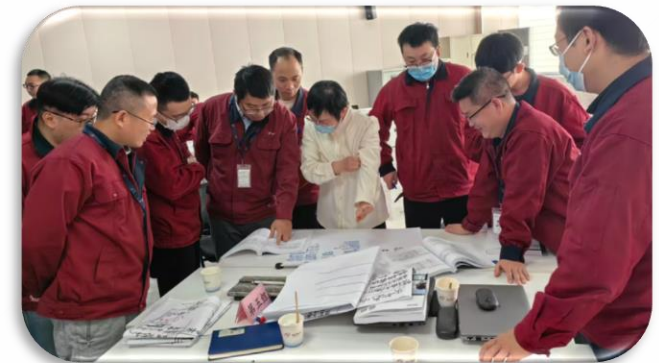
Employees' Training Target

- **Three stages' training for all employees:**
 - Onboarding training
 - Regular on-the-job training
 - Specialized skill development programs
- **Training time min target:**
 - 36H per year per employee.



Improve Employees' Skills

- **External professional training:**
 - For key talents, arrange external professional training to ensure the company's strategic development stays aligned with industry trends.
- **Internal technical seminars**
 - Regularly holds technical seminars to share cutting-edge technological insights, cultivating a collaborative and learning-oriented corporate culture.



4.2.4 Employee Career Development

Employee's Personal Development

- To enhance employee motivation and support career development, the company conducts monthly and annual performance reviews for all employees, assessing work performance, work-life balance, leadership capabilities, teamwork, and goal attainment.
- For employees with performance gaps, supervisors provide targeted coaching and guidance to help them improve their professional competencies.

Employee's Personal Reward

- Outstanding employees are recognized and rewarded with the following incentives:
 - Excellent Employee Additional Rewards
 - Salary adjustments and raises
 - Career promotion opportunities
 - Apply patent for industry patent for outstanding & talented employees (**three consecutive years rated as a "specialized, refined, unique, and innovative" small giant enterprise**)



4.2.4 Employee Career Development

“Excellent Employee Additional Rewards”

To incentivize employee work enthusiasm, we conduct comprehensive performance appraisals and select outstanding employees each year. Rewards for outstanding employees include:

- Team building activities
- Free tourism
- Additional monetary rewards



4.2.5 Labor Union Activities

Festival Greetings

In 2025, four festivals were given welfare goods to all active employees.

Festival name	Welfare goods	Number of recipients
Spring festival	Nut gift box Snack gift box	2400
8 th March (Ladies' day)	Personal care products gift box	900
Dragon boat festival	Zongzi gift box Snack gift box	2300
Mid-autumn festival	Mooncake gift box Nut gift box	2300



4.2.5 Labor Union Activities

★ Sports Activities

In 2025, three types of sport completion were organized to all active employees.

Running competition



Badminton match



Basketball match



4.2.5 Labor Union Activities

Meal Surprise

In 2025, 5 times of meal surprises were provided to all active employees.

2025 meal surprise



01



2025 Feb, Spring festival meal surprise

02



2025 Mar, Spring welcome meal surprise

03



2025 Sep, Mid-autumn welcome meal surprise

04



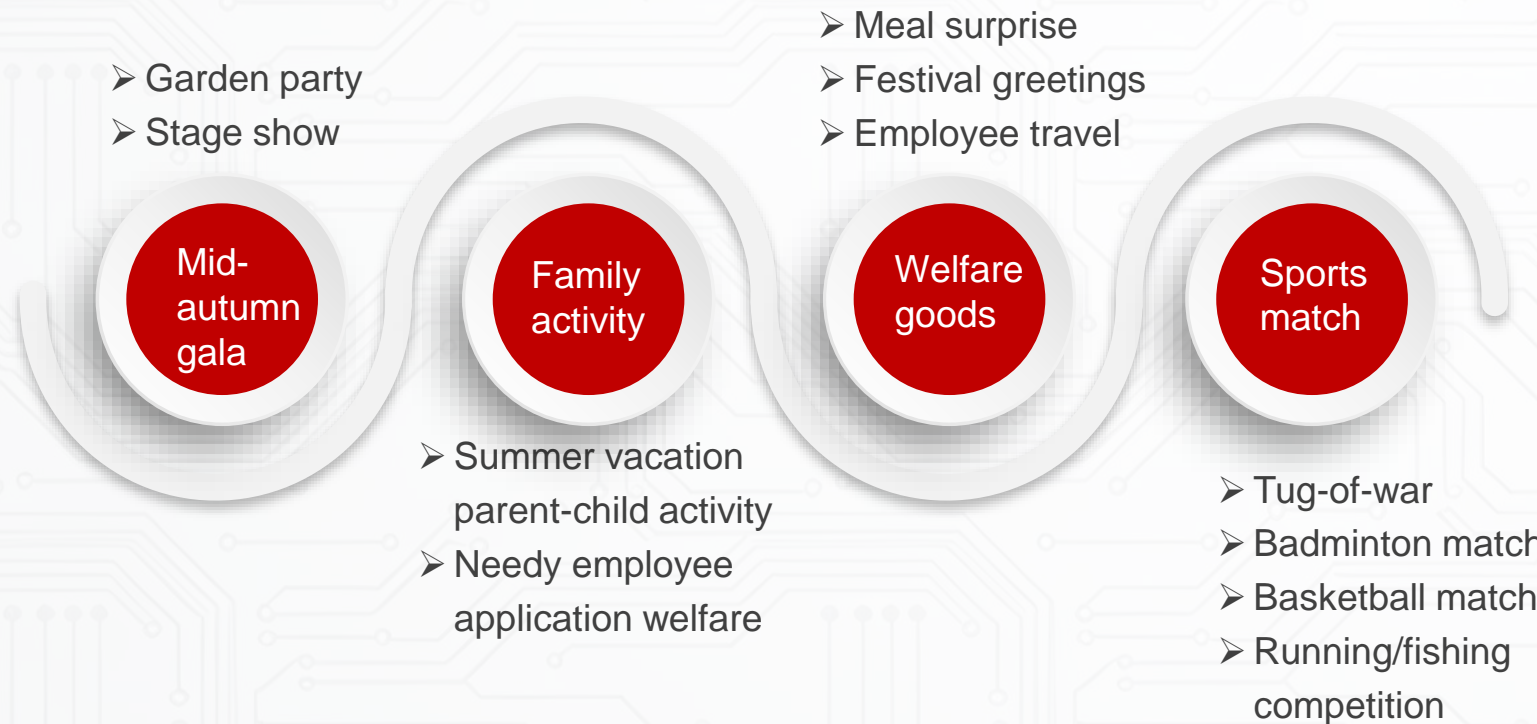
2025 Oct, Winter warm meal surprise
2025 Dec, Merry Christmas meal surprise

05

4.2.5 Labor Union Activities

Activity Plan in 2026

In 2026, four activity themes are planned to all active employees.



4.2.6 Employee Satisfaction Survey



Employees Satisfaction Consistently Maintains High Scores

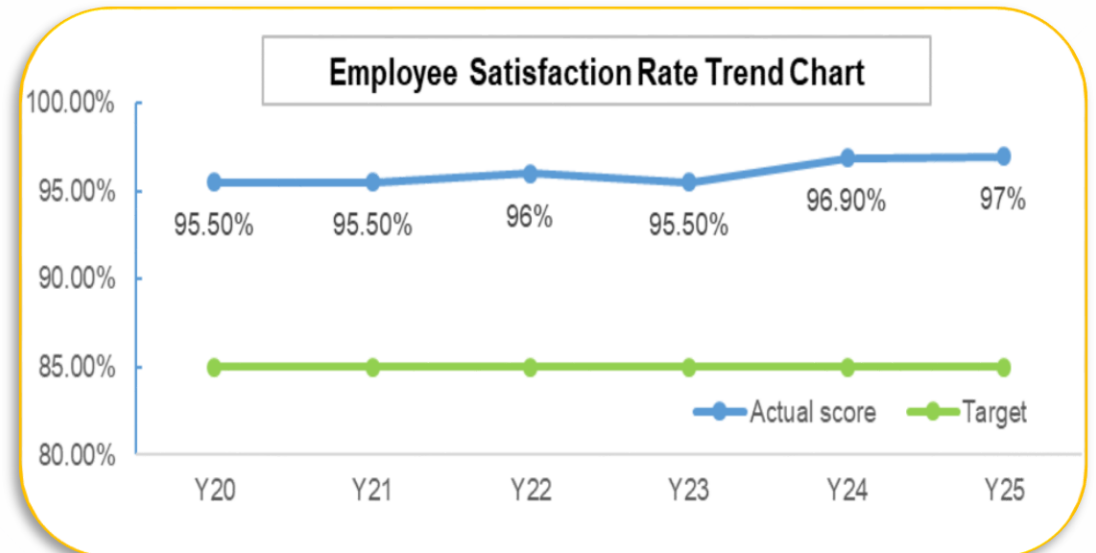
We conduct an annual employee satisfaction survey covering corporate culture, catering services, production safety, work environment, welfare benefits, and accommodation. If low satisfaction is identified, managers conduct immediate one-on-one communication and take corrective actions to ensure team health.

- Employee Satisfaction Rate Target: 85%
- Till 2025, employee satisfaction rate reached historic high: 97%.



Employees Satisfaction Rate Trend Chart

Employee satisfaction survey rate keep high level



4.3 Commitment to Customers

Commitment

- Deliver high-quality performance
- Achieve 100% on-time delivery
- Maintain a high customer satisfaction score
- Attain a high sustainability score
- Drive sustainable product design



Going Forward:

- Collaborate closely with customers from the design phase to optimize PCB production processes and adopt environmentally friendly materials, reducing waste generation.
- Evaluate transportation efficiency and offer low-GHG emission transportation alternatives to minimize environmental impact.

Gultech partners with customers to provide high-quality PCBs, with an increasing focus on sustainability in materials, design, and production. We aim to collaborate with customers from the design stage to develop low-carbon PCB products.

4.3.1 Customers' Recognition

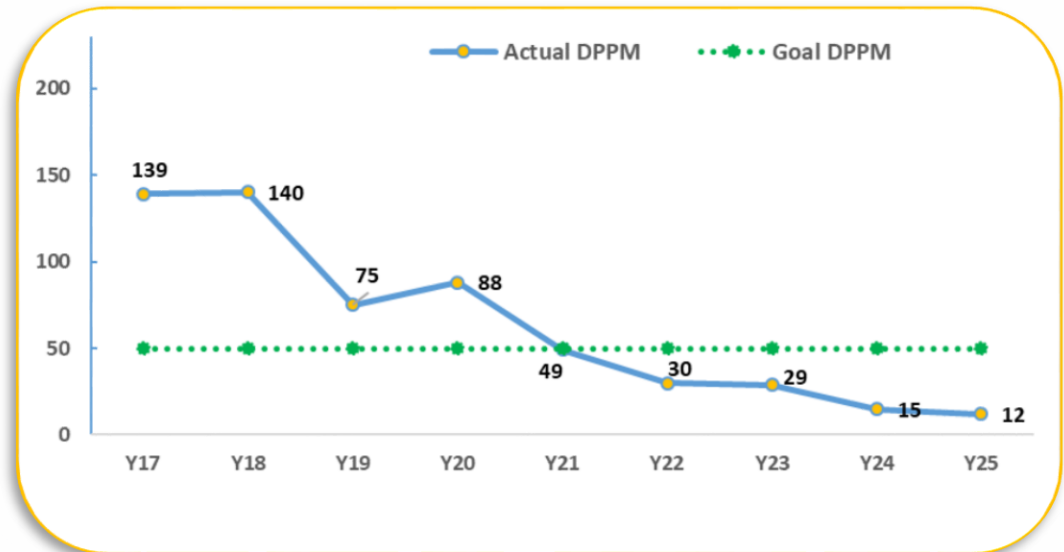
High Score In Customer Satisfaction Survey

- **2025 Survey:** Collected responses from the top 18 customers (full score: 10).
- **Overall Customer Satisfaction Score:** 8.2, keep climbing
- **Strengths:** Excellent business support, technical support, and quality performance.
- **Future Plan:** Strengthen customer dialogue on sustainable product design and PCB environmental impact reduction.



Quality Performance DPPM from Customer Feedback

- The annual DPPM, a key indicator of quality performance, has maintained a steady decrease year by year.



4.3.2 Ready for Higher Expectations

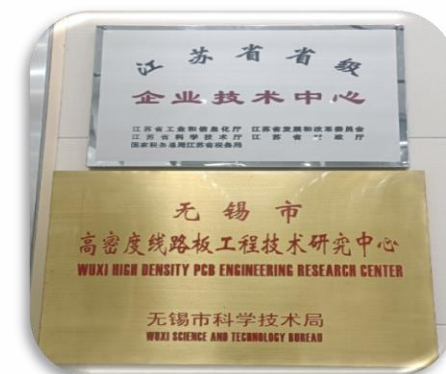
Get Ready For The Future

- Technological trends such as autonomous driving and artificial intelligence are driving innovation in PCB applications and enhancing human-computer interaction in automotive systems.
- PCB technology is evolving toward miniaturization and increased complexity. Gultech will closely follow industry technological advancements and advanced customer requirements to develop new PCB technologies.

Item	Y2026		Y2027	Y2028
	Standard	Advanced		
Line width/space (um)	Subtractive	50/50	40/40	40/40
	mSAP	35/35	25/25	20/20
Finished board thickness (mm)		0.15-3.0	0.12-3.2	0.12-4.0
Max. finished copper thickness (oz)		6 oz	8 oz	10 oz
Layer count (Traditional & HDI)		2~26	2~30	2~36
Layer count (Anylayer)		4~16	4~20	4~20
Lamination times (Anylayer)		7	9	9
Min. mechanical drill size (mm)		0.1	0.075	0.075
Min. Laser drill size (mm)		0.075	0.06	0.060
Routing tolerance(edge to edge, um)		+/- 75	+/- 50	+/- 50

Sustainable PCB Supply

- **Design phase collaboration:** We provide customers with design optimization solutions and recommend high-stability materials to develop low-scrap, environmentally friendly PCBs, reducing climate impact across the entire product life cycle.
- **Strong partnerships:** We maintain high-quality service and consolidated partnerships with customers, conducting annual close dialogues to better support their sustainability journeys.





Governance

5.1 Governance O-chart

Management Commitment To Mitigate Climate Change

Gultech management is committed to mitigating climate change throughout the whole management in Gultech (Jiangsu) Electronics.

To reduce the climate impact of production operations, Gultech focuses on:

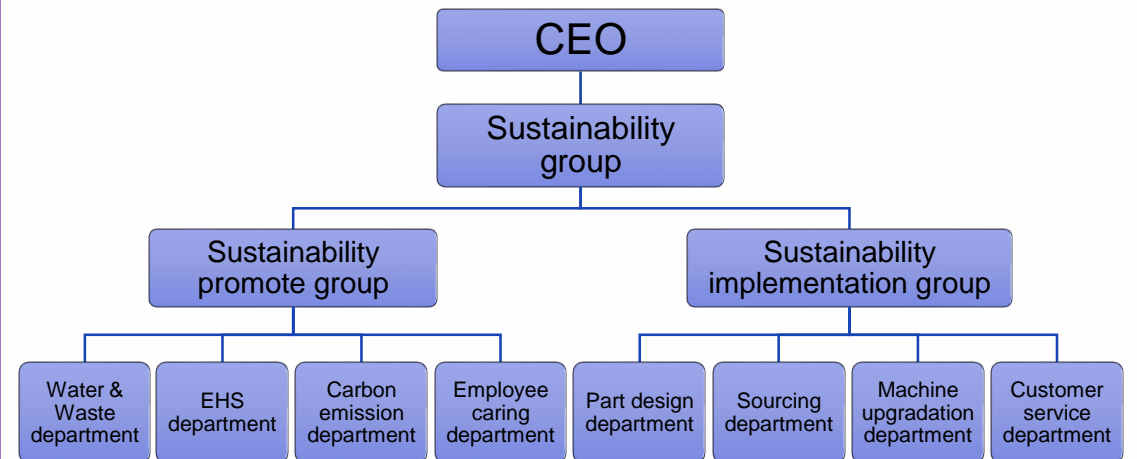
- Energy conservation and consumption reduction
- Equipment upgrading to continuously cut carbon emissions
- Solar energy investment to increase green electricity supply.
- Purchase new green electricity.

Sustainability Governance Group

Two core sustainability groups have been established:

- Sustainability Promotion Group and Sustainability Implementation Group. Each group has clearly assessed the risks and defined each department's responsibilities.

The governance O-chart yearly review the sustainability development performance.



5.2 Business Ethics

Discrimination Is Not Allowed

All forms of discrimination are prohibited in recruitment, promotion, and all other workplace activities, clearly defined in HRM document. Gultech provides a fair working environment for all employees:

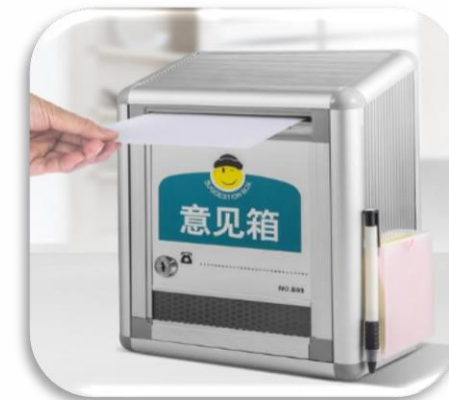
- Discrimination as prohibited by CSR requirements shall not be allowed.
- Employees' religious beliefs and customs shall be respected and not interfered with.
- Any form of exploitation is strictly prohibited.
- All discrimination reports are handled fairly and impartially.



Anti-Corruption & Bribery

Gultech's Code of Conduct & HRM Anti-bribery management enforces zero tolerance for corruption:

- All business transactions are conducted with full transparency and accurately recorded in the company's financial accounts and business records.
- Corruption may be reported anonymously via employee suggestion boxes or online group email channels.



5.3 Governance Performance

High Degree of City Recognition

- Jiangsu Provincial Advanced Intelligent Factory
- Top 10 Foreign-Invested Enterprises of Xishan District
- Top 10 Tax-Paying Enterprises of Xishan District
- Top 20 in Foreign Trade Import & Export of Xishan District

Jiangsu Provincial Advanced Intelligent Factory



Top 10 Foreign- Invested Enterprises of Xishan District



Top 10 Tax-Paying Enterprises of Xishan District



Top 20 in Foreign Trade Import & Export of Xishan District





Looking Ahead

6.1 Sustainability Risk

Sustainability Risk

- **Supplier:** More proactivity to reduce GHG emission
- **Gultech:** Less GHG design emission product, Apply more environmentally friendly materials & energies, Insufficient progress in low-carbon transformation
- **Customer:** Less climate cost design, More accurate PO requirement



- Excessive consumption of electricity and critical raw materials for PCB production, reliance on non-environmentally friendly materials, and insufficient progress in low-carbon transformation, which may elevate operational costs and hinder the achievement of carbon peaking and carbon neutrality targets.
- Relying on intelligent and advanced PCB design and production processes, we will strengthen ESG risk dynamic monitoring, optimize risk response strategies, improve environmental management and social responsibility fulfillment, and join hands with employees, suppliers and customers to mitigate sustainable risks.

6.2 Sustainability Expectations

Stably Realize Carbon Neutrality

- 2030 year reach carbon peaking
- 2060 year realize carbon neutrality

2022

Base year

2023

Purchase 5% GECs
Install solar energy in
Plant I roof

2024

ISO14064 Certification
Purchase 10% GECs
Install solar energy in
Plant II roof

2025

Purchase 15% GECs
Resource recycling

2030

Carbon peaking
Purchase 25%
GECs

2040~2050

- Enhance energy efficiency continuously
- Reduce carbon emission continuously
- Promote supply chain carbon emission reduction continuously

2060

Carbon neutrality

6.3 Sustainability Phase Target

Different Phases' Climate Target

- ¹ the unit of carbon emission reduction is tons per 10,000RMB.
- Gultech is committed to advancing the Sustainable Development Goals (SDGs). We have established short-term targets by 2026 and medium-term targets by 2030, and will steadily implement our sustainable development strategy in a phased manner.

Sustainable development strategy	Sustainable development target	2025 actual	2026 target	2030 target
GHG emission reduction (Environment)	Scope 1 carbon emission reduction ¹	0.026	0.025	0.0216 (10% reduction)
	Scope 2 carbon emission reduction ¹	0.491	0.485	0.4136 (20% reduction)
	Scope 3 carbon emission reduction ¹	0.455	0.450	0.5073 (5% reduction)
Green power application (Environment)	Purchased Green electricity (%)	15%	17%	25%
	Solar energy (%)	1.5%	1.5%	2.5%
	Energy saving contribution (%)	1%	1%	1%
	Recycled material application for Copper ball (%)	15%	20%	50%
Hazardous waste disposal rate (Environment)		100%	100%	100%
Major safety accident (Social)		0	0	0
Coverage rate of occupational health care and physical examination (Social)		100%	100%	100%
Discrimination & Anti-corruption training (Governance)		100%	100%	100%

7 Annexes

The following GRI content index will help you navigate through the report.

GRI Standard		Page Reference and Remarks
2	Generals Disclosures	
2-1	Organizational details	P8-P10, Gultech group, Gultech history and Gultech business
2-2	Entities included in the organization's sustainability reporting	P8, Gultech group
2-3	Reporting period, frequency and contact point	P2, About this report
2-6	Activities, value chain and other business relationships	P10-P11, Gultech business, Gultech sustainability O-chart
2-7	Employees	P35-P48, Gultech employees
2-9	Governance structure and composition	P53, Gultech governance O-chart
2-11	Chairman of the highest governance body	P5/P53, Gultech governance O-chart
2-12	Role of the highest governance body in overseeing the management of impacts	P53, Gultech governance O-chart
2-14	Role of the highest governance body in sustainability reporting	P11/P53, Gultech sustainability O-chart
2-22	Statement on sustainable development strategy	P5-P6, Gultech CEO statement
2-23	Policy commitments	P15, EHS policy
2-24	Embedding policy commitments	P15, EHS policy
2-27	Compliance with laws and regulations	P13, Gultech system milestones, P15, EHS policy
2-28	Membership of the Association	P13, Gultech system milestones
2-29	Approach to stakeholder engagement	P14, Gultech sustainability approach
3	Material Topics	
3-1	Process to determine material topics	P14, Gultech sustainability approach
3-2	List of material topics	P3, Contents
3-3	Management of material topics	P11, Gultech sustainability O-chart

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204-1	Proportion of spending on local suppliers	P28, Supplier target
205	Anti-corruption	
205-1	Operations assessed for risks related to corruption	P21-P22, P54 Anti-corruption
205-2	Communication and training about anti- corruption policies and procedures	P54, Anti-corruption training
205-3	Confirmed incidents of corruption and actions taken	P54, Anti-corruption zero target
301	Materials	
301-1	Materials used by weight or volume	P59, Recycled material application (%)
301-2	Recycled material used	P22/P59, Recycle and re-use materials (Copper/Tin/Routing bit), Recycled material application (%)
301-3	Recycling products and their packaging materials	P22, Recycle and re-use materials (Copper/Tin/Routing bit)
302	Energy	
302-1	Energy consumption within the organization	P24, Scope 1
302-2	Energy consumption outside of the organization	P24-P25, Scope 2 & 3
302-3	Energy intensity	P58-P59, Sustainability expectations & targets
302-4	Reduction of energy consumption	P58-P59,, Sustainability expectations & targets
302-5	Reductions in energy requirements of products and services	P58-P59, Sustainability expectations & targets
303	Water and Effluents	
303-1	Interactions with water as a shared resource	P15-P16, Water management
303-2	Management of water discharge-related impacts	P16, Water and wastewater management
303-3	Water withdrawal	P16, Water and wastewater management
303-4	Water discharge	P16, Water and wastewater management
303-5	Water consumption	P16, Water and wastewater management

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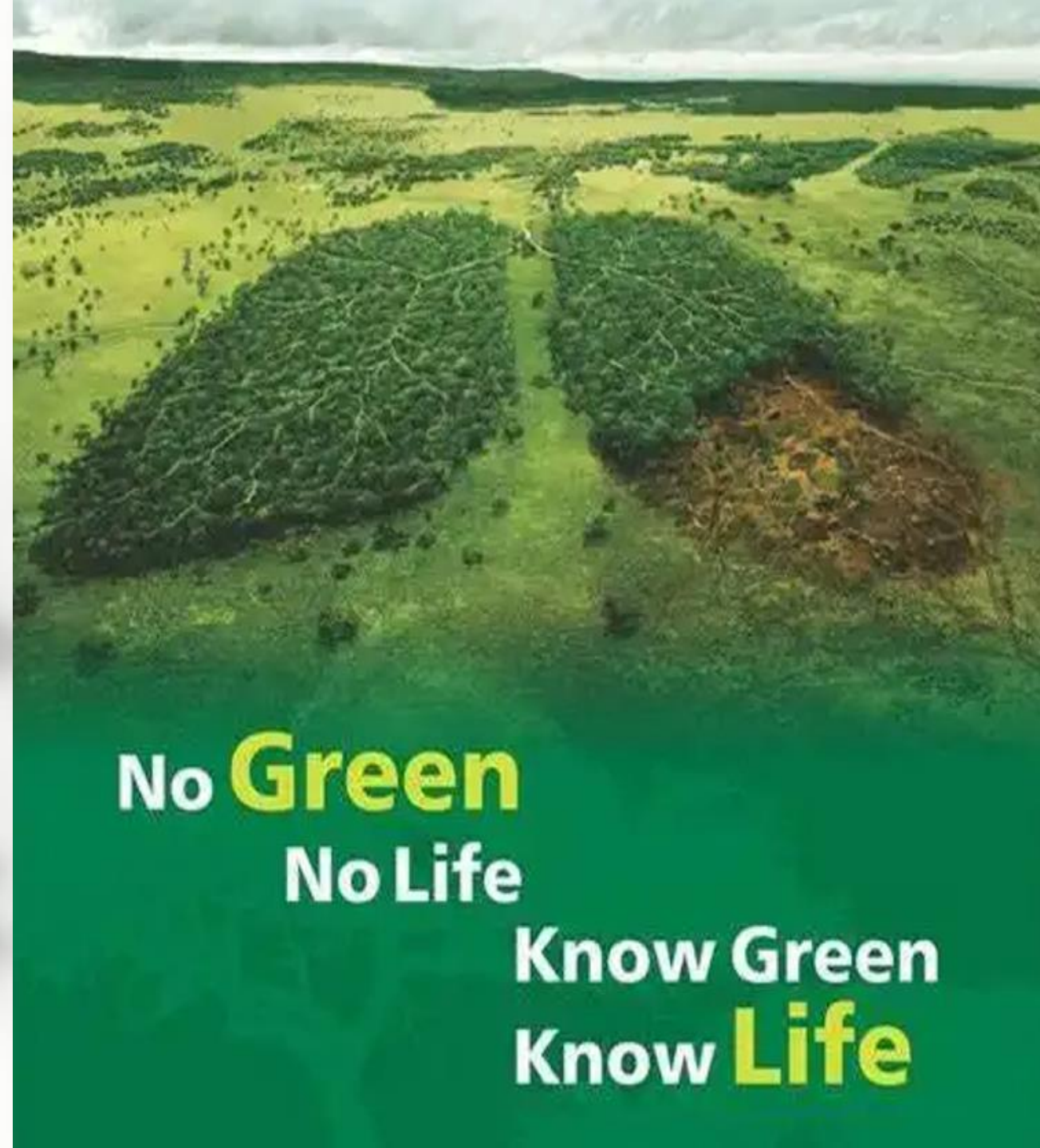
GRI Standard		Page Reference and Remarks
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305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	P24-P25, Scope 1 emission
305-2	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	P24-P25, Scope 2 emission
305-3	Other indirect (Scope 3) GHG emissions	P25, Scope 3 emission
305-4	Greenhouse gas (GHG) emissions intensity	P25, Carbon emission
305-5	Reduction of GHG emissions	P58-P59, Sustainability expectations & target
305-6	ODS emissions	P25, no ODS emission
305-7	Nox, Sox and other important atmospheric emissions	P25, emission classification
306	Waste	
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306-2	Management of significant waste-related impacts	P17-P18, Waste management/monitor approach
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403	Occupational Health and Safety	
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403-3	Occupational health services	P38, Occupational health service
403-4	Worker participation, consultation, and communication on occupational health and safety	P38, Occupational health service & training
403-5	Worker training on occupational health and safety	P38, Occupational health training
403-6	Promotion of worker health	P40, Prevention & mitigation of occupational health and safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	P40, Prevention & mitigation of occupational health and safety
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404-2	Programs for upgrading employee skills and transition assistance programs	P41, Improve employee skills
404-3	Percentage of employees receiving regular performance and career development reviews	P42-P43, Employee career development
405	Diversity and Equal Opportunity	
405-1	Diversity of governance bodies and employees	P36, Employee ratio
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413-1	Operations with local community engagement, impact assessments, and development programs	P55, High Degree of City Recognition
413-2	Operations with significant actual and potential negative impacts on local communities	P55, High Degree of City Recognition
414	Supplier Social Assessment	
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414-2	The negative impact of supply chain on society and the actions taken	P33, Action after audit



No **Green**
No Life

Know Green
Know **Life**