

JPT

Stock Code: 688025

2024 SUSTAINABILITY REPORT

More Than Fiber Lasers



Light Chasers

Chasing Light, Unlocking Infinite Possibilities!

The JPTs firmly believe in this beam of light, it is a dream, a hope, perhaps a form of faith.

Adhering to integrity and innovation, we have dreams in mind and pursue excellence to achieve a win-win cooperation.

Join us on a journey with curiosity about the unknown and admiration for the future. Let's bravely embark on this path together.

Chasing light, moving towards the light.

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About the Report

Report Scope

Reporting Period: January 1, 2024 to December 31, 2024.

Scope of disclosure of the report: Unless otherwise specified, the scope of disclosure of this report includes

Shenzhen JPT Opto-electronics Co., Ltd.

Report Reference Standards

"Shenzhen Stock Exchange Listed Company Self-Regulatory Guidelines No. 1 - Standardized Operations", Chinese National Standard GB/T 36001-2015 Guidelines for the Preparation of Social Responsibility Reports, Global Sustainable Development Standards Committee "GRI Sustainability Reporting Standards" (GRI Standards), Chinese Academy of Social Sciences "Guidelines for the Preparation of Chinese Corporate Social Responsibility Reports" (CASS-CSR4.0), United Nations Sustainable Development Goals (SDGs)

Compilation Principles

This report is compiled based on the four principles of materiality, quantification, balance and consistency.

• **Materiality principle:** This report has identified the main stakeholders and their ESG issues of concern during the preparation process, and made targeted disclosures in this report based on the relative importance of their issues of concern.

• **Balance principle:** This report adheres to the balance principle and objectively presents the company's ESG performance and management status.

• **Quantification principle:** The coverage and calculation methods of the data involved in the report have been marked in the report.

• **Consistency principle:** Unless otherwise noted, this report does not make any significant adjustments to the disclosure scope of the company's ESG reports in previous years, and uses a consistent disclosure statistical method.

Chairman's Statement



Huang Zhijia

Chairman of JPT

In 2024, the global economy navigated through significant fluctuations, industrial chains faced mounting pressure across upstream and downstream sectors, and competition within the manufacturing industry grew increasingly intense. Against this complex backdrop, JPT has remained steadfast in its strategic direction and committed to the development path of "key customer-driven, high-quality operations". We not only successfully met our annual targets, but also achieved double growth in both sales revenue and profits. Behind this accomplishment resides the trust and support of our customers and partners, as well as the hard work of every employee and the quiet dedication of their families. On behalf of the company, I would like to extend my most sincere gratitude!

Transformation empowers, and innovation drives development. Over the past year, guided by the strategic thinking of proactively seeking changes, the company has taken innovation-driven development as its core driving force and actively advanced various reform initiatives. Through the implementation of the business division system reform, the deepening of the independent accounting system for product lines, and the optimization of the layout of key business units, we have achieved a systematic restructuring of the organizational structure and an improvement in efficiency. Meanwhile, we have promoted the digital transformation strategy and corporate culture construction in parallel, which has effectively enhanced the internal cohesion of the enterprise and the effectiveness of strategic implementation.

Increased R&D investment strengthens core competitiveness. In terms of R&D investment, the company strictly abides by its commitment to allocating more than 10% of annual revenue to technological innovation, continuously improves the R&D management system, and has achieved significant breakthroughs in both R&D efficiency and the quality of results. During the reporting period, the market share of MOPA fiber lasers has maintained a leading position in the industry; the comprehensive competitiveness of the DPSS laser business has steadily improved; in the field of optoelectronic module testing technology, we have successfully passed the rigorous certification of global leading customers, achieving a major technological breakthrough; the profitability of the laser micromachining business has been significantly enhanced, and the quality of operations has achieved leapfrog development. Practice has fully proved that only by adhering to innovation-led development and deepening transformation can we maintain competitive advantages in the complex and ever-changing market environment and achieve sustainable development.

Guided by responsibility, we practice sustainable development. We deeply recognize that the value of an enterprise is measured not only by its market share and financial performance, but also by the depth of its fulfillment of social responsibilities. JPT has always integrated the concept of sustainable development into the core of its corporate strategy, and systematically built a responsibility management system covering the three major areas of environment, society and governance:

► **Environmental Responsibility:** We continue to deepen the R&D and innovation of laser energy efficiency technology, systematically promote the wide application of green processes in the industry and assist customers in establishing low-carbon and sustainable production and operation systems through technological empowerment and solution provision.

► **Social Responsibility:** Upholding the value principle of "doing business for good and pursuing mutual benefit and win-win results", we actively fulfill our corporate citizenship responsibilities and continuously invest resources in areas such as educational public welfare and community development. At the same time, we strictly implement the safety production management system, actively build a diversified and inclusive corporate culture, and make every effort to create a modern workplace environment characterized by harmony, stability and coordinated development.

► **Corporate Governance:** We have established a professional ESG Management Committee. Guided by long-term value creation, we strictly abide by business ethics and compliance requirements, firmly resist unfair competition, and deeply integrate ESG strategic goals into the company's governance structure, operation and management processes, and strategic decision-making, ensuring that the concept of sustainable development runs through the entire process of the enterprise's development.

In 2025, we have established the strategic core of **"enhancing the enterprise's core competitiveness and promoting high-quality growth"**. The connotation of the enterprise's core competitiveness includes not only explicit advantages such as price, quality, delivery time and service, but also deep-rooted capabilities in lean production and continuous improvement, as well as the internal driving force for organizational self-evolution. The extension of high-quality growth is reflected not only in the numerical growth of revenue and profits, but also in the all-round improvement of customer value, product level, employee development and social contribution.

Adhere to common sense and embrace a sustainable future. Looking ahead, we will continue to return to the essence of operation, uphold common sense, simplify management links, focus on core businesses, and encourage all business units to explore innovation, improve quality and efficiency based on the company's platform. At the same time, we will take ESG as a strategic starting point to cultivate an industrial ecosystem of doing business for good, promote the coordinated and symbiotic development of the industrial chain, and gather the joint efforts to overcome difficulties together.

The road ahead is still full of challenges, but crises often breed turning points and new hopes. I firmly believe that as long as we stay true to our original aspiration, unite as one, resolve difficulties through transformation, and open new prospects through innovation, we will surely navigate through the cyclical uncertainties and move towards a more stable, green and sustainable future.

I would like to sincerely thank our customers, partners, all employees and all sectors of society for their support and trust! Let us join hands, embrace responsibilities and missions, and work together to light up a greener, more shared and sustainable tomorrow.

ABOUT JPT



More Than Fiber Lasers

Shenzhen JPT Opto-electronics Co., Ltd. is a national high-tech enterprise specializing in the research, development, production, and sales of lasers, laser/optical intelligent equipment, and fiber optic components. After years of development, the company has established an international R&D and marketing platform, with products and services reaching global markets.



- Company Profile
- Business Layout
- Corporate Culture
- Honorary Awards
- Milestones
- Outstanding Performance



Company Profile

Shenzhen JPT Opto-electronics Co., Ltd. (Stock Code: 688025), founded in 2006, is a national high-tech enterprise specializing in the research, development, production, and sales of lasers, laser and optical intelligent equipment, and fiber optic components. After years of development, the company has established an international R&D and marketing platform, with products and services reaching global markets. Leveraging core laser technology, the company has developed technical platforms encompassing laser and optics, test and measurement, motion control and automation, and machine vision, continuously creating value for customers. JPT adheres to the principle of independent intellectual property rights and has applied for over 800 patents and software copyrights, including over 300 invention patents. The company boasts an outstanding management, R&D, and sales team, comprised of numerous PhDs who have returned from overseas studies, as well as PhDs and Masters degrees from renowned domestic universities. The company also boasts advanced production equipment and a comprehensive suite of R&D and testing facilities. As China's first commercial manufacturer of high-power fiber lasers with adjustable pulse width, the company adheres to its **"Laser +"** positioning, deeply cultivates core laser technologies, and focuses on core laser modules. Focusing on key areas such as consumer electronics, pan-semiconductors, new energy, and biomedicine, the company can provide customers with a full range of fiber lasers, solid-state lasers, ultrafast lasers and other products in various categories, bands, and modes, as well as special equipment and technical solutions for laser precision welding, precision processing of brittle materials, semiconductor module inspection and marking, passive components, FPC/PCB punching, etc., providing a source of power for advanced manufacturing.

Main Business

After years of development, the company, with its laser R&D foundation, has built technology platforms encompassing lasers and optics, test and measurement, motion control and automation, and machine vision. Currently, the company boasts an international R&D and sales team centered in Shenzhen and Singapore, and its products and services reach numerous renowned clients across Asia, North America, and Europe. The company's core lasers and laser / optical intelligent equipment products have been recognized by leading global manufacturers in consumer electronics, semiconductors, optoelectronic components, and power batteries, including Company A, Company M, Intel, Yageo Corporation, UniOhm, STMicroelectronics, Sunlord Electronics, CATL, BYD, EVE Energy, and FAW Fudi.



Global Sales of
MOPA Pulsed Fiber Lasers



Global Sales of
Laser Resistor Trimmers



Business Layout



Successfully Established International R&D & Marketing Platform Global Coverage of Products & Services

We have established four R&D centers in Shenzhen, Huizhou, Singapore, and the United States, and have established more than a dozen domestic offices and overseas branches worldwide. Our business focuses on key areas such as consumer electronics, new energy, electric vehicles, information technology (AR/VR), data centers, and next-generation communications infrastructure.

Corporate Culture

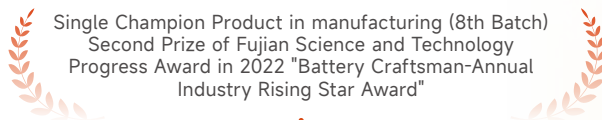


Honorary Awards



Single Champion Enterprise of
Manufacturing in Guangdong
Province

March 2024



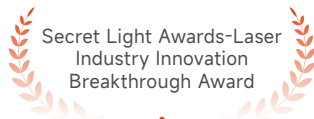
Single Champion Product in manufacturing (8th Batch)
Second Prize of Fujian Science and Technology
Progress Award in 2022 "Battery Craftsman-Annual
Industry Rising Star Award"

April 2024



Internationally
Reputable Brand

May 2024



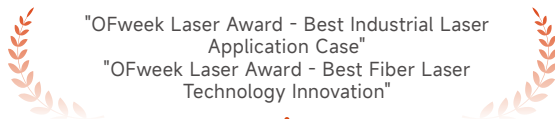
Secret Light Awards-Laser
Industry Innovation
Breakthrough Award

June 2024

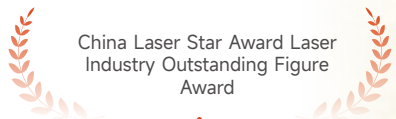


Third Prize of Technological
Progress, Guangdong Provincial
Manufacturing Industry Science and
Technology Award, 2023

July 2024



"OFweek Laser Award - Best Industrial Laser
Application Case"
"OFweek Laser Award - Best Fiber Laser
Technology Innovation"

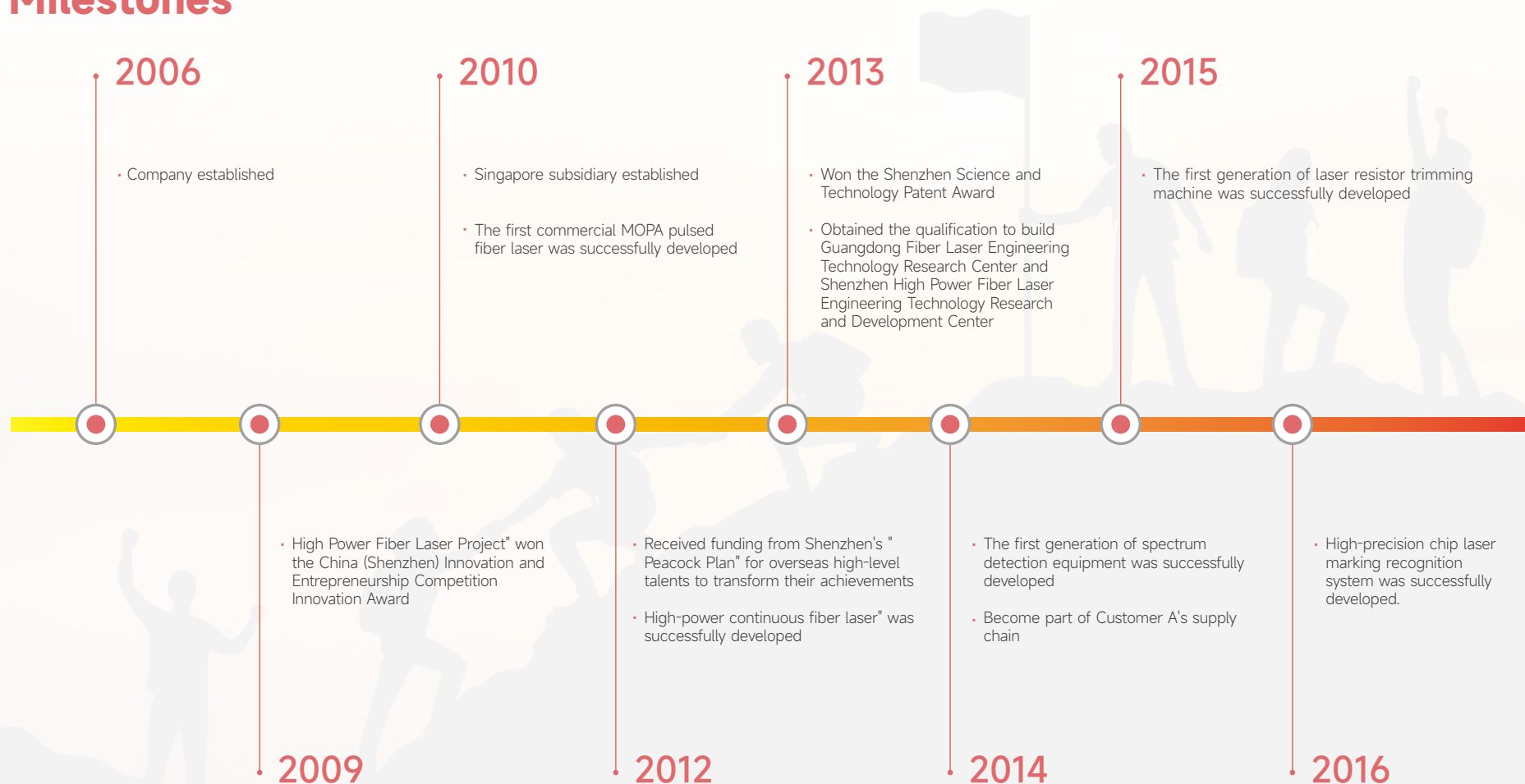


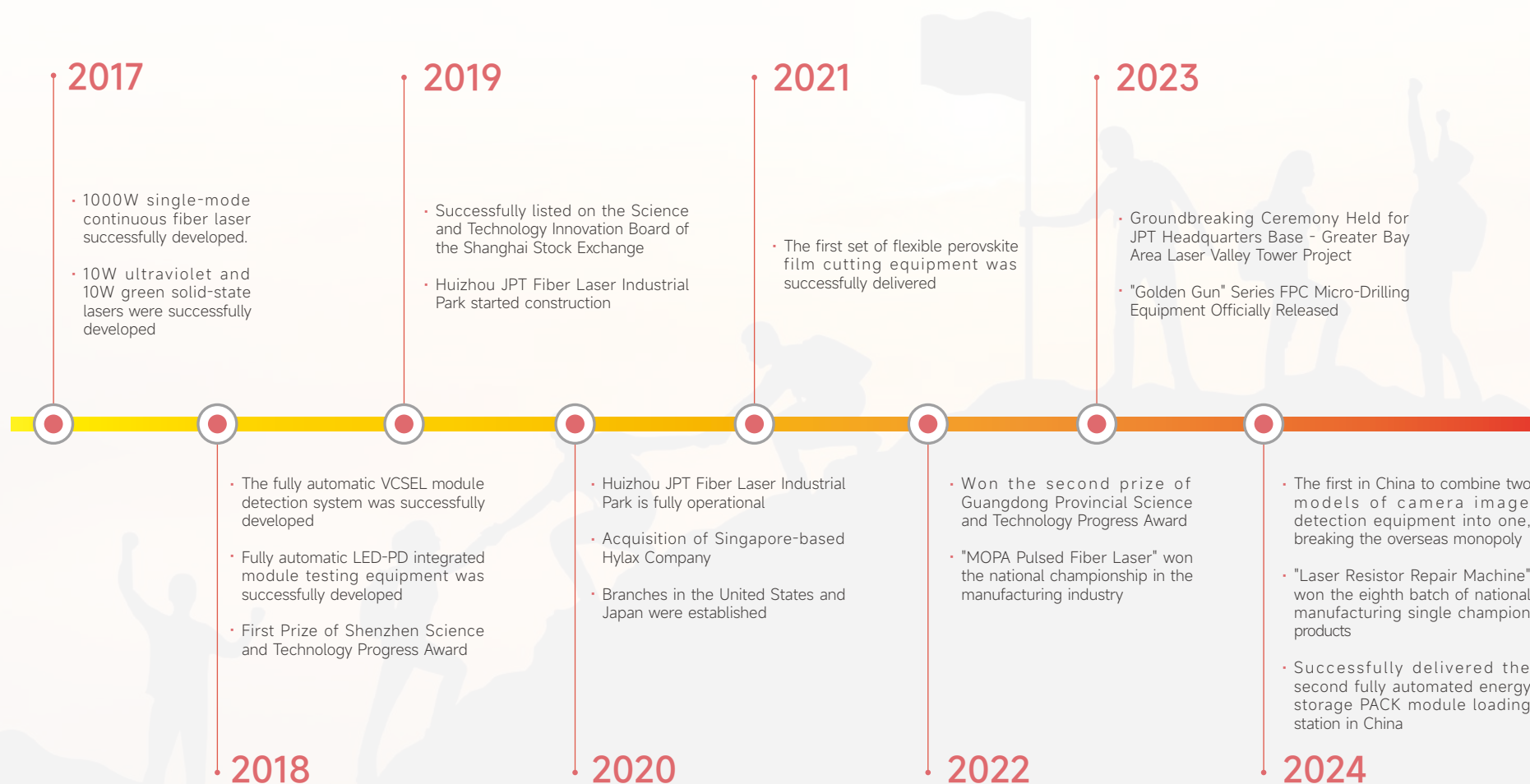
China Laser Star Award Laser
Industry Outstanding Figure
Award

November 2024



Milestones





Outstanding Performance

Economic Performance

2,755 million RMB
Total Assets

132 million RMB
Net Profit Attributable to Shareholders
of Listed Companies

2,035 million RMB
Net Assets Attributable to Shareholders
of Listed Companies

1.40 RMB
Basic Earnings Per Share

1,453 million RMB
Operating Income

6.69 %
Weighted Average Return on Equity (ROE)

905 million RMB
Operating Costs

167 million RMB
R&D Investment

800 items
Total Number of Intellectual
Property Applications



Social Performance

82.81 million RMB
Total Tax Amount

26.25 %
Proportion of Female Employees

220,000 RMB
External Donations

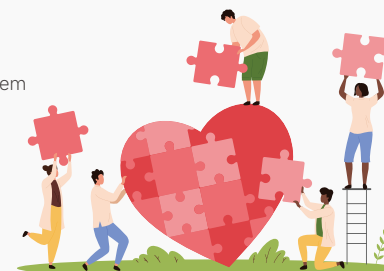
8.91 %
Proportion of Minority Employees

20,000 RMB
Rural Revitalization

100 %
Labor Contract Signing Rate

1691 people
Solve the Employment Problem

100 %
Social Insurance Coverage



Environmental Performance

Clean energy transformation and carbon emission reduction results

Rooftop photovoltaic power generation project

From January to December 2024, the rooftop photovoltaic power generation system installed at the JPT Huizhou campus generated a total of **1,137,875** kWh of electricity, all of which was used for production. Based on the standard coal carbon emission coefficient published by the Energy Research Institute of the National Development and Reform Commission, this resulted in a cumulative reduction of **902.3** tons of CO₂ emissions.

Energy storage system construction

In 2024, a new energy storage system with a designed daily discharge capacity of **4,200** kWh was added, with a cumulative discharge of **830,231** kWh throughout the year. By optimizing peak and valley power consumption and improving energy utilization efficiency, **658.4** tons of CO₂ emissions were reduced, effectively reducing dependence on the power grid.

Comprehensive carbon reduction contribution

In 2024, through the coordinated operation of photovoltaic power generation and energy storage systems, the company achieved a total carbon emission reduction of **1,560.7** tons of CO₂, equivalent to the annual carbon sink of 417 hectares of forest (calculated at 1.67 tons/ha) or equivalent to taking 3,000 gasoline cars off the road for one day.

Green Office

Driven by both digital transformation and sustainable development, green office has become a crucial initiative for businesses to fulfill their social responsibility and improve operational efficiency. To proactively address energy conservation and consumption reduction goals, we upgraded our printing system, phased out outdated, high-energy-consuming equipment, deployed new energy-efficient printers, and implemented card-based printing controls. This upgrade also strengthened information security controls, reducing the haphazard output of documents through permission management and promoting paperless office work through digital processes, thereby reducing resource consumption while ensuring data security. This series of measures not only optimizes the office environment but also provides strong support for the company's green transformation and efficient management.

Printing system upgrade:
printing energy consumption
reduced by 20%

Simultaneously achieve information security
management and control and promote
paperless office



LIGHT OF VIRTUE



“



JPT Governance

With the acceleration of global economic integration, enterprises are facing unprecedented opportunities and challenges. The governance capacity of enterprises is of great significance to their ability to cope with the complex and changing market environment. "Governance" It has become an important criterion for measuring the comprehensive strength of an enterprise.

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- Strengthen Governance Foundation
- Adhere to Compliant Operations
- Risk Management & Internal Control
- Information Security

02



Strengthen Governance Foundation

Improve Governance System

The Company has established the Articles of Association, Rules of Procedure for Shareholders' Meetings, Rules of Procedure for Board Meetings, Rules of Procedure for Supervisory Committee Meetings, Independent Director Working Regulations, and Company Secretary Working Guidelines in compliance with the Company Law, Securities Law, Corporate Governance Guidelines for Listed Companies, Self-Regulatory Guidelines for Listed Companies, and other relevant laws, regulations, and normative documents. These governance instruments standardize the operations of corporate bodies and refine the governance structure comprising the Shareholders' General Meeting, Board of Directors, Supervisory Committee, and senior management. This framework establishes mutually coordinated and balanced mechanisms among the authority, decision-making, oversight, and executive bodies, ensuring an efficient, legally compliant, and transparent operational architecture.

The Board of Directors of the Company is accountable to the Shareholders' General Meeting and exercises its authorities in accordance with relevant national laws and regulations, including the Company Law, Securities Law, and the Company's Articles of Association. The Board has established four specialized committees: the Strategy Committee, Audit Committee, Remuneration and Evaluation Committee, and Nomination Committee, each operating under its respective Rules of Procedure. As of the end of 2024, the Board consists of 9 members, including 6 non-independent Directors and 3 Independent Directors.

The Board emphasizes independence, diversity, and professionalism. By leveraging the expertise of professionals across various fields and incorporating diverse perspectives, it enhances the Company's capability to address potential risks and improves the effectiveness of decision-making and problem-solving.

The Supervisory Committee is responsible for supervising and inspecting the Company's financial management, major decision-making processes, compliance with procedures for Board and Shareholders' Meetings, execution of resolutions, as well as the legality and compliance of Directors and senior management in performing their duties, thereby safeguarding the Company's interests and shareholders' rights.

During the reporting period, the Supervisory Committee held 10 meetings to review matters including periodic reports, related-party transactions, and the reappointment of the annual audit firm, and issued oversight opinions on relevant matters. The convening, holding, and voting procedures of these meetings complied with the Company Law, Articles of Association, and other applicable laws, regulations, and normative documents.

2024 Corporate Governance Meeting



Annual General Meeting of Shareholders

1 Time

Extraordinary General Meeting of Shareholders

4 Times

Board of Directors Meetings

11 Times

Supervisory Committee Meetings

10 Times

Internal Audit Committee Meetings

4 Times

Nomination Committee Meetings

3 Times

Remuneration and Assessment Committee Meetings

2 Times

Strategy and ESG Management Committee Meetings

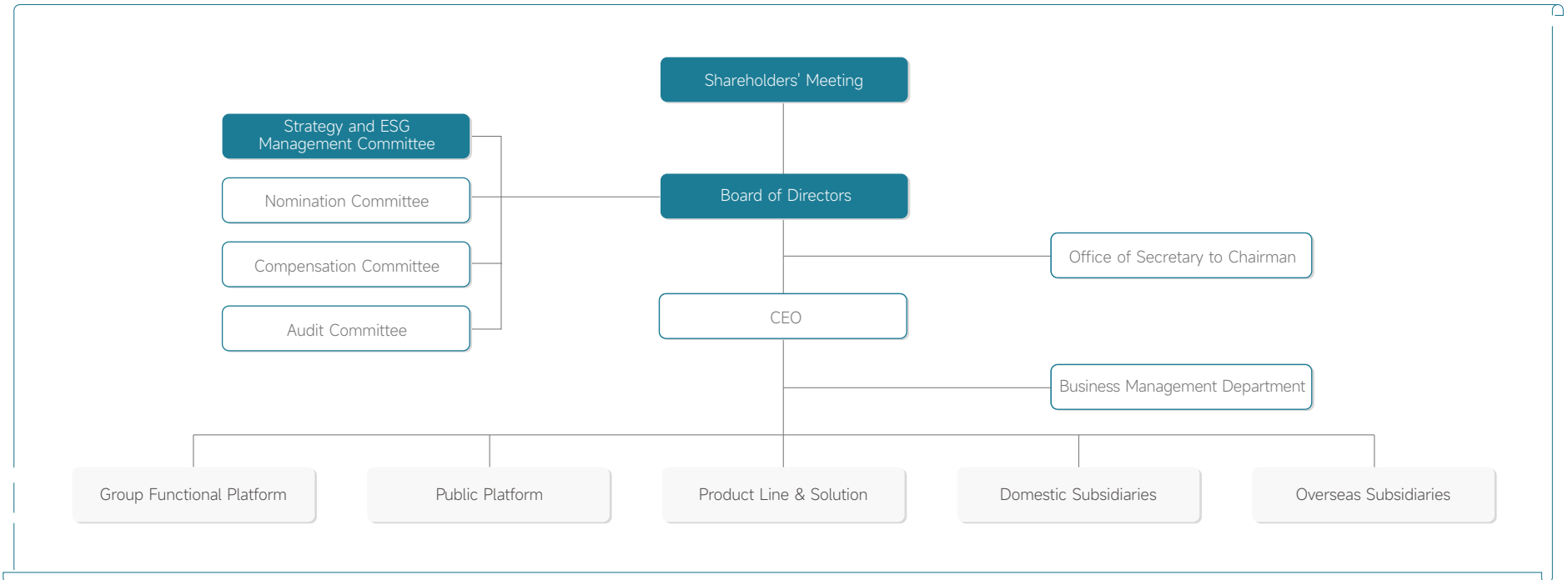
1 Time

All the Aforementioned Corporate Governance Meetings Were Duly Completed

36 Times

Implementing ESG Governance

The company has systematically established a sustainable development governance framework, leveraging both internal and external resources to comprehensively enhance ESG management capabilities across all levels. We are committed to engaging in effective communication with stakeholders, proactively identifying and managing ESG-related risks and opportunities, and deeply integrating sustainability principles into every stage of the value chain.



Continuous Improvement of Capabilities

The "critical few" play a crucial role in JPT's governance. Leveraging training platforms like the China Securities Regulatory Commission, as well as intermediary resources like partner law firms and third-party consulting firms, the company organizes online and offline training for its "critical few", including controlling shareholders, actual controllers, directors, supervisors, and senior management. This ensures these individuals understand the latest laws and regulations, enhances their job-performance skills and compliance knowledge, and drives continuous improvement in the company's overall governance.

At the same time, we will introduce directors, supervisors and senior executives liability insurance, improve the risk management system, and comprehensively strengthen the effectiveness of corporate governance.

In addition, the Securities Department publicizes and trains managers and employees of the company's internal operations, finance, R&D and other departments on information disclosure, internal reporting of major information, etc., continuously improving the awareness of key personnel on information disclosure management, ensuring the effective implementation of the company's internal control system, and further promoting the company's standardized governance level.



During the reporting period, the company organized its controlling shareholder, actual controller, directors, supervisors and senior managers to participate in more than 10 training sessions organized by the China Securities Regulatory Commission, regulatory authorities, associations and other organizations, covering more than 40 people.

Improve Communication Mechanism



In order to strengthen communication with investors, JPT has established a diversified investor communication mechanism. It actively communicates with investors through holding performance briefings, receiving on-site research, institutional telephone conferences, responding to the Shanghai Stock Exchange's "e" interaction, etc., creating opportunities for investors, especially small and medium-sized investors, to communicate directly with the company's management, so that they can have a deeper understanding of the company's business development.

The company also has a dedicated person responsible for maintaining investor relations, answering questions and concerns raised by investors and carefully listening to the valuable opinions and suggestions of shareholders. The company has established standardized and smooth communication channels with investors through investor hotlines and email addresses, forming a good two-way interaction with investors.

Information Disclosure

The Company has established an information disclosure system, including the "Information Disclosure Management Policy" and the "Internal Material Information Reporting Policy". At the same time, an insider information registration and reporting mechanism has been set up to ensure that company executives, financial officers, and other insiders properly manage the reporting of material information. In addition to enhancing information disclosure quality through institutional improvement, the Company has also promoted the integration of "Information Disclosure + Investor Relations (IR)", driving a transformation in disclosure practices, standardizing disclosure processes, and improving both communication and transparency.

By building a disclosure framework of "institutionalized standards + innovative practices + results-oriented output", the Company has achieved greater standardization in information disclosure, improved transparency, and strengthened its relationship with investors. These efforts have effectively enhanced communication channels with the capital market and provided strong support for investor decision-making.



During the reporting period, the company disclosed a total of 119 announcements. For four consecutive years, the company has proactively disclosed social responsibility reports, integrated the concept of social responsibility into its production and business activities, and presented its achievements and highlights in the areas of environment, society and corporate governance (ESG) from multiple perspectives.

Shareholder Returns

JPT focuses on long-term and sustainable development. Taking into account the company's specific circumstances, it implements scientific, sustainable, and stable return plans. Since its listing, JPT has consistently distributed annual dividends to shareholders, continuously enhancing investors' sense of gain.

At the same time, the company attaches great importance to market value management. In the first half of 2024, it completed a share repurchase of 20.55 million RMB, demonstrating confidence in its future development prospects and high attention to shareholder interests. In 2024, the company distributed cash dividends of 39.81 million RMB. Through the dual return mechanism of "cash dividends & share repurchases", combined with robust financial policies and transparent governance mechanisms, JPT is committed to creating long-term value for shareholders and achieving mutual growth between the enterprise and its shareholders.



Adhere to Compliant Operations

The company strictly complies with regulatory requirements for listed companies (including The Company Law and The Securities Law) and relevant industry laws and regulations. In line with industry development trends and the compliance landscape, it has strengthened efforts in internal risk control and compliance governance, continuously updated and refined internal and external compliance requirements, and steadily improved its compliance management system-all to ensure compliant operations of both the company and its business partners, as well as the company's compliance in all business activities.

During the reporting period, the company and its subsidiaries did not commit any major illegal or non-compliant acts, nor were they subject to administrative penalties from securities regulatory authorities or disciplinary sanctions by stock exchanges. The overall compliance performance remained sound.



Improve Internal Compliance Management System

The Company advances all reform initiatives within the rule of law framework. It strengthens legal review, supervises and guides all business entities to fulfill rectification requirements as scheduled, focuses on matters related to intellectual property, business operations, and litigation disputes, and formulates institutional documents including The Compliance Standards and Requirements-all to improve compliance work at the institutional system level.

Beyond internal compliance development, the company regularly engages third parties to conduct audit and inspection on an annual basis. It also subjects itself to supervision and administration by government authorities at all levels. Meanwhile, through intermediary institutions and legal counsel, the company obtains legal guidance on compliance matters covering global trade operations, intellectual property, anti-bribery and anti-corruption, and human resource management. It assists its subsidiaries and departments in carrying out compliant business activities, conducts systematic supervision over the lawful and compliant operations of subsidiaries, and identifies and alerts to internal and external legal and compliance risks.

Enterprise Governance by Law: Comprehensive & Enterprise-wide Compliance

Compliance Management Organizational System	• Board of Directors • Compliance Construction Leading Group • All Departments		
Compliance Management Institutional System	• Risk Management Regulations • External Audit Supervision Procedures • Internal Control Policies • Integrity and Compliance Commitment Letter		
Compliance Management Operation Mechanism	Compliance Risk Identification • Compliance Identification • Compliance Warning • Compliance Response	Compliance Review • Comprehensive Compliance Review • Key Business Compliance Review	Compliance Risk Assessment • Regular/Ad-hoc Evaluation • Root Cause Analysis and Rectification • Incident Reporting
Compliance Management Priorities	Key Areas • Quality, Safety, Environment, Employment, Intellectual Property, Business Partners	Key Processes • System Construction • Business Operations • Economic Decision-making	Key Personnel • Senior Executives • Managers • High-Risk Positions
Compliance Assurance	Compliance Assessment & Performance Evaluation • Annual Compliance Assessments • Employee Appraisals, Managerial Tenure, Excellence Evaluations Compliance Information Management • Integrating Compliance Requirements Into Business Processes • Digitalization and Streamlined Information Flows		



Promoting External Compliance Management

While steadily improving its internal compliance management, JPT leads by example, continuously promoting compliance management with its partners. It integrates compliance concepts throughout its collaboration with commercial partners, strives to build a compliance ecosystem, and guides commercial partners in fulfilling their compliance responsibilities through concrete actions. All business partners are required to sign the Integrity and Anti-Corruption Cooperation Agreement and the Sunshine Procurement Code of Conduct Commitment. Partners must not engage in any activities that violate relevant laws and regulations. Suppliers are required to commit to a strict "no bribery and no acceptance of bribes" policy, and JPT will not cooperate with suppliers that demonstrate serious breaches of integrity.

Improve the Business Partner Access Management Mechanism

- 1) Initial compliance risk assessment: Before cooperating with a new business partner, we collect basic information about the partner, conduct on-site research and compliance inspections based on the basic information provided by the partner and their actual business conditions, and issue an inspection report.
- 2) Strengthen business partner investigation (or due diligence) and prioritize business partners with complete qualifications and good reputation to establish cooperative relationships.

Adhere to Business Partner Compliance Risk Monitoring And Early Warning

- 1) For cooperating business partners, understand their actual business conditions from the perspectives of corporate qualifications, business status, and operating conditions, and learn about their latest developments through regular communication.
- 2) Conduct on-site compliance audits of business partners and communicate with their legal representatives and relevant business leaders on-site to understand the true operating conditions of business partners.

Improve the Business Partner Exit Management Mechanism

- 1) Partners who are unable to complete rectification or fail to operate in compliance will be guided to exit normally.
- 2) For sudden compliance incidents, we proactively contact business partners to assist in handling them.
- 3) Establish and improve a blacklist database of business partners, and note relevant events and reasons to ensure the integrity and authenticity of the blacklist database.

Risk Management & Internal Control

The Company has established an internal control management system in accordance with relevant requirements such as the Guidelines on Internal Control for Listed Companies of the Shanghai Stock Exchange (SSE). It has formulated and implemented the Implementation Rules for the Audit Committee and Internal Audit System, defining the job responsibilities, authorities, scope of work and specific implementation procedures of internal control auditors, standardizing the internal control audit workflow, ensuring the effective conduct of internal control audit work, and safeguarding the sustainable and healthy development of the Company.

The Company's Internal Audit Department is under the leadership of the Board of Directors and its Audit Committee, and is independent of the finance department, which ensures the independence and objectivity of audits. Auditors must possess relevant professional backgrounds and qualifications, adhere to the principles of impartiality, objectivity and confidentiality, and maintain professional prudence.

The Company focuses on businesses including procurement, information systems, engineering project management, information transmission and communication, sales operations, and raised funds management. For identified defects, it adopts the strategy of "rectify promptly upon identification", instructs the heads of relevant departments to formulate rectification plans and measures, and follows up with review and verification.

A series of risk management system documents, including the Internal Audit Management System, Internal Control System, External Audit Management Process, Risk Management Regulations, Anti-Fraud Management System, Anti-Fraud Complaint Reporting, Investigation and Handling Process, Employee Integrity Commitment, Information System Audit Management Regulations, External Guarantee Management System and Expense Audit Management Regulations, have been released on the process document platform of the OA system and are implemented in accordance with regulations.

Project	Main Basis	
Financial Audit	Review and analysis of periodic reports	Internal Audit Management System, Internal Control System, and Risk Management Regulations
Internal Control Audit	IT Operations	Internal Audit Management System, Internal Control System, and Information System Audit Management Regulations
	Subsidiary Management	Internal Audit Management System, Internal Control System
Operational Audit	Sales	Internal Audit Management System, Internal Control System, and Risk Management Regulations
	Procurement Business	Internal Audit Management System, Internal Control System, and Risk Management Regulations
	Anti-fraud	Anti-fraud Management System, Anti-fraud Complaint and Report Investigation and Handling Process, and Internal Audit Management System
	Production inventory warehousing	Internal Audit Management System, Internal Control System, and Risk Management Regulations
Infrastructure Audit	Engineering Management	Internal Audit Management System, Internal Control System
Audit of major matters	Outward Investment	Internal Audit Management System, Internal Control System, and Risk Management Regulations
	Fund Management	Internal Audit Management System, Internal Control System
	Asset Management, etc.	Internal Audit Management System, Internal Control System, and Risk Management Regulations
Internal control construction	Internal Process Construction	Internal Audit Management System, Internal Control System

Information Security

To effectively address the security challenges of digital transformation and enhance the company's overall capabilities in information protection, network defense, and data governance, the company has incorporated information security into its corporate compliance management system as a key component of its governance structure. Through the coordinated advancement of system improvements, technological upgrades, and awareness-raising, the company continues to strengthen its data protection, network security, and governance capabilities, safeguarding the company's high-quality development.

Information Security Governance Architecture

The company has established an information security management system covering its headquarters and subsidiaries. It has established an information security leadership group, led by senior management, to oversee the development of information security strategic objectives and clarify the division of responsibilities among various departments. Management regularly reviews security strategies and operational status, promoting the rectification of major risks and providing resource support to ensure the deep integration of information security and business development.

Core Security Measures And Technology Construction

The company has deployed a complete security protection system covering network boundaries, servers, computer terminals, data assets and identity permissions, forming a multi-layered, full-link information security defense system and in-depth defense capabilities:

Endpoint Security

Block ransomware and abnormal behaviors through real-time antivirus and host reinforcement, and effectively intercept ransomware, malicious programs and abnormal behaviors by combining host reinforcement strategies.



Cybersecurity

Implement network access control, unified identity authentication and Internet behavior management to ensure that access terminals are trustworthy and access is compliant, and to achieve strict isolation between office networks and production networks.



Data Security

Automatically encrypt core files and keep records of the entire privileged operation process to prevent data leakage and abuse.



Application Security

web protection measures based on intelligent analysis of opportunities can detect and intercept various attacks in real time, forming an end-to-end continuous monitoring, early warning and response closed loop to comprehensively ensure business and data security.



Information Security Culture Construction

The company attaches great importance to the construction of information security culture, and has established a number of information security management systems, such as the "Information Security Management Regulations" and the "Information Security Incident Grading Method", which clearly stipulate the relevant content for the prevention and disposal of various types of information security; at the same time, it publicizes relevant content on information security through various channels, and conducts special information security training for employees to strengthen employees' information security awareness and risk prevention capabilities, form an information security management pattern with prevention as the main focus and joint governance by all employees, and build a solid line of defense for corporate information security.



Main Achievements in Information Security

Number of Major Information Security Incidents in 2024	0	Key Business System Backup Compliance Rate	100%
Secure Isolation of Production & Office Networks, and Terminal Access Compliance Rate	100%	Employee Information Security Training Coverage Rate	100%



Promote the construction of security capability platforms, enhance autonomous monitoring and emergency response capabilities, and make information assets "visible, controllable, and traceable".

LIGHT OF INNOVATION



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JPT Innovation and Development

JPT leverages R&D and management innovation as its dual engines, continuously exploring new technologies and models, and integrating the concept of sustainable development throughout its product design, manufacturing, and business operations. By enhancing environmental and economic benefits through technological breakthroughs and strengthening social responsibility and value creation through management optimization, JPT strives to achieve high-quality, green, low-carbon, and long-term sustainable development.

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- R&D Investment & Innovation
- Intellectual Property
- Management Transformation & Digital Innovation



R&D Investment & Innovation

R&D Investment

Since our establishment, the company has attached great importance to research and development, investing more than 10% of its revenue into research and development each year, and actively cooperating with upstream and downstream of the industrial chain to focus on research on current "bottleneck" issues and promote the development of China's laser industry.



During the reporting period, the R&D investment cost was 167.58 million RMB, accounting for 11.53% of the revenue, with 521 R&D personnel. The staff accounted for 30.81%.



R&D Model

Leveraging the advantages of being a technology-oriented company that is good at innovation and originality, and through understanding end customers, we are able to break through the market segments. After years of development and accumulation, the company has formed three R&D models:

Advanced R&D

Independent research and development is carried out according to JPT's R&D plan and industry development direction, with the aim of developing technologies and products that will meet future customer needs.

Companion R&D

We serve as a technological companion to leading giants. Many of our clients are industry giants and leaders. For example, Bee is already developing products and technologies for the next three years. JPT is developing the corresponding supporting technologies, which is a kind of companion research and development.

Customized R&D

When serving customers, we identify the difficulties and pain points that customers currently need to solve and conduct special public relations.

Product Innovation

During the reporting period, the company achieved significant breakthroughs in the research and development of many products, mainly as follows:

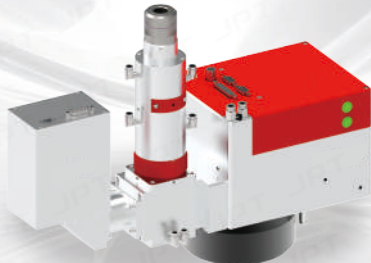
Lithium Battery Laser Processing

The company continues to pay attention to the latest trends in the lithium battery industry and actively cooperates with customers to develop laser products required for new materials and new processes to ensure that the company's products can continue to meet customer needs. In 2024, JPT delivered large-volume shipments of its 500W MOPA pulsed laser products to customers. Compared with the previously supplied 350W models, the new product further enhanced processing efficiency, enabling customers to reduce costs and improve productivity.



Welding Process

JPT's self-developed WPD (Welding Detection) module was officially launched, providing real-time, online monitoring of welding quality and precise detection of welding defects. This system enables customers to further enhance process efficiency and reduce production costs. With its cutting-edge technology and proven reliability, the product has secured large-scale orders from leading power battery manufacturers. It lays a solid foundation for precision control in welding processes and marks the beginning of a new era in intelligent inspection.



Optoelectronic Module Testing

The company was the first in China to combine two models of camera image detection equipment into one, breaking the ten-year monopoly of overseas professional equipment manufacturers and ushering in a new era of camera module detection. At the same time, it developed the OC Vision Calibration Tool revolutionizes traditional calibration methods, and this device (for integrated camera module and image inspection) has received rave reviews from end customers. Furthermore, the company successfully developed a fully automatic, high-speed angle tester, facing competition from multiple overseas professional equipment manufacturers. The next-generation VCSEL module inspection equipment achieved a technological leap in fully automated and rapid calibration, addressing challenges such as long development cycles, high precision, and high speed.



Photovoltaic Perovskite Laser Die Cutting

The company continues to receive orders from industry customers for laser die-cutting equipment in the field of photovoltaic perovskites, and some orders have been completed and accepted. The laser die-cutting equipment produced by the company in the field of photovoltaic perovskites is currently used in the customer's 100MW perovskite mass production line. The company's laser die-cutting equipment in the field of photovoltaic perovskites is used in P1 to P4 of perovskite production. Laser die-cutting and laser edge cleaning processes. More and more companies are joining the field of perovskite battery technology. Currently, the company is closely following the latest developments in the industry and believes that the development of perovskite technology will accelerate, and the industry will have greater room for development in the future.

At the same time, the company took the lead in drafting T/CI The 407-2024 "Technical Requirements for Laser Etching Machines for Perovskite Cells" team standard was released and implemented, highlighting the company's technological advantages and industry status in this field.

中国国际科技促进会标准化工作委员会

【2024】中科促标字第 0661 号

关于《钙钛矿电池用激光刻蚀机技术要求》
团体标准发布的公告

Laser Resistor Repair Machine

During the reporting period, the Company was awarded the title of National Single Champion Enterprise (8th Batch) in manufacturing for JPT self-developed Laser Trimming Machine. This follows the recognition in 2022, when JPT received the National Single Champion Product (7th Batch) from the Ministry of Industry and Information Technology (MIIT) for us MOPA pulsed fiber laser, marking another significant achievement.



Laser Smart Manufacturing Equipment

During the reporting period, the company was named a "chain leader" enterprise in the key industrial chain of Guangdong Province for its outstanding performance in the field of laser intelligent manufacturing equipment in the laser and additive manufacturing industry cluster. This indicates that the company's core leading position in this field has been highly recognized by the official.



New Energy Flat Wire Motor Laser Cleaning

JPT's self-developed laser cleaning equipment for new energy flat-wire motors has secured large-volume orders from several well-known industry customers, thanks to its superior processing efficiency. The product now holds a leading market share in China, and the Company will continue to optimize this solution to deliver even greater value for customers in the future.



Intellectual Property

Achievements

In 2024, the Company was granted 68 intellectual property rights (IPRs), including 33 invention patents, 11 utility model patents, 5 design patents, and 19 software copyrights.

As of the end of December 2024, the Company had filed a total of 800 IPR applications, comprising 303 invention patents, 287 utility model patents, 45 design patents, and 165 software copyrights. By the same date, the Company had been granted 605 IPRs, including 126 invention patents, 269 utility model patents, 45 design patents, and 165 software copyrights.



Intellectual Property Category		Invention Patents	Utility Model Patents	Design Patents	Software Copyrights	Others	Total
Newly in 2024	Applications	20	13	0	17	0	49
	Grants	33	11	5	19	0	68
Cumulative Total	Applications	303	287	45	165	0	800
	Grants	126	269	44	165	0	604

Note : In 2024, the company transferred out one design patent, so the cumulative number of design patents obtained is 44.

Intellectual Property System Construction and Training

The company has always considered intellectual property management a key pillar of innovation and development, and has established a comprehensive intellectual property management system. Through the formulation of institutional documents such as the "Intellectual Property Management Regulations" and the "Intellectual Property Rewards Measures," the company has established a management mechanism covering the entire intellectual property lifecycle. This clearly regulates every step from identifying innovative achievements, applying for protection, to operational maintenance, and establishes an effective incentive and constraint mechanism.



To build intellectual property capabilities, the company has established a regular, systematic training system. In 2024, the company meticulously organized specialized training sessions tailored to the specific needs of employees, including "One Yes, Three Nos in Patent Applications" and "Strategies of Attack and Defense in Technological Innovation". Through this series of training, employees' intellectual property awareness has been significantly enhanced, the quality of patent applications has been significantly improved, and this has provided strong support for the company's innovative development.

Management Transformation & Digital Innovation

The company has consistently prioritized digital transformation as one of its core strategies. In recent years, JPT has consistently invested 1.5% of its revenue in digital development. It has now established a comprehensive digital ecosystem across its entire business chain, fully supporting core business segments such as marketing, R&D, supply chain, and production operations. During the reporting period, the company focused on upgrading its R&D management system, successfully launching a next-generation Portfolio Project Management (PPM) system and creating an industry-leading product lifecycle management platform.



200+Projects

Online Management



90% Reduction

In Project Cost Data Acquisition Time

Significant Improvement in Management Efficiency

Since its launch in July 2024, the system has efficiently managed more than 200 projects, enabling real-time, visualized monitoring and intelligent dynamic management of project progress, issues, risks, and costs.

Breakthrough in Cost Control

The efficiency of project cost data acquisition has improved by 90%, providing standardized data support for refined cost management.

Full-Process Digital Management

The system innovatively integrates project information, team collaboration, progress tracking, issue resolution, risk management, and change management, while offering comprehensive cost analysis functions.

This upgrade has not only significantly enhanced R&D management efficiency but also established a fully digitalized project management process, laying a solid foundation for strengthening the Company's innovation capability and sustainable development.

Launched Modules

Project Management	Project Information	Gantt Chart	Baseline Management	Project Process
	Team Management	Problem Management	Change Management	Progress Management
	Milestone	Risk Management	Budget Cost Management	Weekly Report
	Project Document Management	Dashboard		
Requirement Management	Requirement Pool	Requirement Collection	Requirement Analysis	
	Requirement Assignment	Requirement Verification	Requirement Workflow	



LIGHT OF GREEN



JPT Sustainable Development

JPT is committed to upholding its environmentally friendly commitments, integrating green operating concepts into production operations, steadily promoting energy conservation and emission reduction, implementing various resource recycling actions, comprehensively improving green manufacturing levels, empowering the optimization of the company's environmental management system through actions, and promoting the green transformation and upgrading of the industry through in-depth changes in manufacturing models. By focusing on the research and development and commercialization of clean technologies, it helps the society achieve low-carbon and green development and effectively fulfills the company's main environmental responsibilities.



- Improve Environmental Management
- Save Resources
- Waste Management
- Cost Reduction & Efficiency Improvement
- Building a Sustainable Supply Chain



Improve Environmental Management

The company has always adhered to the concept of sustainable development and strictly abided by environmental protection laws, regulations and relevant standards. In combination with the company's actual situation, it has formulated process documents such as "Environmental Monitoring and Measurement Control Management Regulations" and "Environmental Factor Identification and Evaluation Management Regulations". In strict accordance with the documents, the environmental factor identification table is updated annually and improvement plans are formulated. In the past, the company headquarters and each production base have passed the GB/T 24001-2016/ISO 14001:2015 certification. As the original certificate expired during the reporting period, the company obtained the latest certification in June 2024 and established and implemented an environmental management system in accordance with the system's standards. During the reporting period, the company achieved excellent environmental performance, with no environmental complaints or penalties.

Carbon Neutrality Action

The company actively responded to the national dual carbon strategy and vigorously promoted carbon reduction efforts. It formulated documents such as the "Energy Saving and Consumption Reduction Management Regulations", the "Air Conditioning Management Measures", and the "Lighting System Control Management Regulations", and strictly implemented them. During the reporting period, the company actively implemented relevant measures from both management and technical aspects, some of which are as follows:



Managing Carbon Reduction

Energy usage monitoring: The company regularly collects statistics on the usage of energy such as water, electricity, gas and oil. For any abnormal data, the company organizes analysis, identifies the causes, and formulates improvement plans to promote rectification.

Air conditioning equipment management: The company has formulated the "Air Conditioning Management Measures", which clearly define the air conditioning temperature in offices and production workshops. It stipulates that in summer, the air conditioning can only be turned on for cooling when the outdoor temperature reaches 28 degrees Celsius or above, and the cooling temperature setting should not be lower than 25 degrees Celsius. When the indoor temperature is above 30 degrees Celsius, the air conditioning is controlled to a minimum cooling temperature of 25-28 degrees Celsius; when the indoor temperature is below 30 degrees Celsius, the air conditioning is controlled to dehumidify. 24-25 degrees Celsius; operating air conditioners below 25 degrees Celsius (inclusive) is strictly prohibited. Responsible individuals for air conditioning in each area have been identified. Furthermore, the Administration Department conducts regular inspections and oversight of air conditioner usage to ensure effective use.

Lighting Equipment Management: The company has formulated "Lighting System Control and Management Regulations," which clearly define lighting requirements for offices and workshops. Lighting in key and sensitive areas, such as entrances and exits, cargo loading and unloading areas, storage areas, perimeter walls, and parking areas, is scheduled for on/off times based on seasonal changes. The Administration Department also conducts regular inspections and promptly addresses any issues identified.

Technology to Reduce Carbon Emissions

Following the construction of rooftop photovoltaic power generation equipment in 2023, the company invested more than 4 million RMB in the construction of energy storage equipment during the reporting period, using green energy to help reduce carbon emissions.

The Huizhou JPT plant has installed a rooftop photovoltaic power generation system with an installed capacity of 1.06MWp. From January to December 2024, the system generated approximately 1,137,875 kWh of electricity, all of which will be used for production. Based on the standard coal carbon emission coefficient published by the Energy Research Institute of the National Development and Reform Commission, the plant reduced CO₂ emissions by 902.3 tons during the reporting period.

The Huizhou JPT plant invested over RMB 4 million in the construction of energy storage equipment with a designed discharge capacity of 4,200 kW / day. Construction was completed and put into operation during the reporting period. The total discharge capacity during the reporting period was 830,231 kWh. According to the standard coal carbon emission coefficient published by the Energy Research Institute of the National Development and Reform Commission, the cumulative reduction in carbon dioxide emissions during the reporting period was 658.4 tons.

Save Resources

During the reporting period, the company used various means and measures to reduce the use of water, paper and materials, striving to become a resource-saving and environmentally friendly enterprise.

Water Conservation

During the reporting period, the company reduced water consumption through measures such as water equipment management and daily water management.

The Administrative Services Department collects statistics on water consumption every month. For any abnormal data, it will organize inspections and analyses to promote the implementation of improvements.

The Administrative Services Department regularly inspects water-using equipment. If any equipment failure is found, it will be repaired in a timely manner to prevent waste.

Strengthen the publicity of water conservation, post water conservation slogans near water equipment, and improve the company's employees' awareness of water conservation.

Paper Conservation

In addition to promoting double-sided and consolidated printing, the Company upgraded its printing management system during the reporting period, which significantly improved paper usage monitoring and reduction.

Before the upgrade, printing devices were outdated and inconsistent across offices. Cross-office printing required reinstallation of drivers, which reduced efficiency, prevented accurate tracking of paper usage, and hindered management improvements.

After the upgrade, the Company standardized device brands and drivers, enabling cross-office printing with accurate paper usage tracking and content traceability, thereby ensuring information security. The upgraded printers also consume less power, saving an average of 5 kWh of electricity per device per day, further reducing energy consumption.

Optimized Packaging

If there is no special requirement from the customer, the shipping packaging for domestic customers will be changed from wooden boxes to wooden pallets, which can save 40% of packaging materials.

At the same time, for equipment in some product lines, we can fix a few packaging methods according to the type of equipment and reduce the types of packaging. This will greatly promote the reduction of packaging materials and also reduce the cost of packaging materials.



Waste Management

The company strictly abides by the "Environmental Protection Law of the People's Republic of China" and the "Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes" and other laws and regulations in its pollutant management work. It has formulated documents such as the "Waste Classification and Disposal Operation Guidelines" to clarify waste classification methods and treatment measures, thereby reducing the impact of waste on the environment. Details are as follows:

Category	Itemized List	Example Items	Disposal Method
Recyclable General Waste	Waste Paper	Newspapers, periodicals, books, various wrapping papers, office papers, advertising papers, paper boxes, etc.	Recyclable waste materials are sold to qualified waste suppliers. Household waste is collected in garbage bins and uniformly collected and processed by sanitation departments.
	Plastic	Various plastic bags, plastic packaging, disposable plastic lunch boxes and tableware, toothbrushes, etc.	
	Glass	Various glass bottles, broken glass, mirrors, etc.	
	Metal	Cans, tins, toothpaste tubes, etc.	
	Fabric	Non-oily discarded rags, towels, cleaning cloths, etc.	
Non-Recyclable General Waste	Work Waste	Waste fiber core, waste plastic paper, waste gloves , waste stationery, waste work clothes, waste sticky plastic bags, etc.	Collected, transferred, and processed
	Household Waste	General rags and household garbage, etc.	Collected into trash bins and disposed of by the Environmental & Sanitation Department
Non-recyclable Hazardous Waste	Chemicals / Solids	AB glue, one-time curing glue, fluorescent tubes, waste carbon ribbons, cleaning solvents, tin slag, waste batteries, etc.	Uniformly collected, transferred, and processed.
	Containers of Chemicals	Bottles and containers for alcohol, glue, lubricating oil and other chemical waste, containers for flux, thinner and other waste	
	Liquids	Waste lubricating oil, waste solution, diluent, cutting fluid, engine oil water, oily wastewater, etc.	
	Chemicals / Solids	Toner cartridge	Collected uniformly and handed over to qualified suppliers for processing

Energy Consumption Data

Indicators	2023	2024
Diesel Consumption (L)	230.6	5,450
Gasoline Consumption (L)	40,415	29,542
Electricity Consumption (kWh)	Shenzhen 3,241,247	Shenzhen 3,680,696
	Dongguan 135,804	Dongguan 159,555
	Huizhou 6,798,584	Huizhou 8,452,274
Internal Clean Energy (kWh)	1,131,044	1,968,106
LPG Consumption (kg)	0	0
Tot. Energy Consump. (kJ)	41,050,740,780	44,452,386,000



Waste Emission Data

Indicator	2023	2024
Total Waste Emissions (t)	115	121
Total Hazardous Waste (t)	1.35	1.43
Total General Solid Waste (t)	143.2	155.0
Total Waste Recycled (t)	7.57	8.33
Landfilled Waste (t)	0	0



Greenhouse Gas (GHG) Emissions Data

Indicators	2023	2024
Scope 1 – Direct GHG Emissions (tCO ₂ e)	20781	116.30
Scope 2 – Indirect GHG Emissions from Energy (tCO ₂ e)	10,718.73	11,653.31
Total Scope 1 & Scope 2 Emissions (tCO ₂ e)	10,926.54	11,769.62
Revenue (million RMB)	1,225.63	1,453.85
Carbon Emission Intensity (tCO ₂ e / million RMB)	8.92	8.10
Carbon Reduction from Clean Energy Utilization (tCO ₂ e)	8970	1,560.70
Year-on-Year Reduction Rate of GHG Emission (%)	3.78	9.24

Water Use and Wastewater Discharge Data

Indicators	2023	2024
Total Water Consumption from All Sources (t)	55,321.50	59,351.90
Municipal Water Consumption (t)	55,321.50	59,351.90
Surface Water Consumption (t)	0	0
Basement Water Consumption (t)	0	0
Water Consumption per 1 Million RMB of Output (t/1 million RMB)	47.15	40.82
Total Sewage Discharge (t)	55,556.0	59,351.90



Cost Reduction & Efficiency Improvement

Property Management

The Dongguan company reduced 16 leased dormitory rooms, saving approximately 124,800 RMB annually. The Nanshan office successfully negotiated a rent reduction of 1,000 RMB per month upon renewal, saving 12,000 RMB annually.

Digital Cost Reduction

SD-WAN Replacing MSTP Leased Lines: By replacing traditional MSTP leased lines with SD-WAN, the Company achieved decentralized network transmission and reduced operating costs. After implementation, monthly costs decreased by 73,000 RMB, with annual savings of 880,000 RMB, significantly improving resource utilization and business flexibility.

Internet Line Optimization: By optimizing internet connections at the Komlong and Huizhou facilities, the Company simultaneously upgraded bandwidth and reduced costs. Following the upgrade, average monthly savings reached 2,500 RMB, translating into annual savings of 30,000 RMB, while also enhancing network performance and business experience.

Procurement Cost Reduction

Through supply chain system optimization, collaborative R&D improvements, material substitution and special cost-reduction measures, we have driven down procurement costs for each product line, achieving a cumulative cost reduction of 65 million RMB.

Energy Consumption Control And Cost Reduction

At the Yipeng Park, electricity charges are now metered and paid directly to the power supplier, reducing the unit price of electricity by 40% and saving approximately 720,000 RMB annually.

The Huizhou facility established a special energy-saving task force. Despite an 18.62% year-on-year increase in revenue in 2024, air-conditioning electricity consumption decreased by 175,000 kWh compared with 2023.

Rooftop solar PV at the Huizhou facility generated approximately 1.138 million kWh, with equipment operating and maintained normally.

The Huizhou facility also deployed energy storage equipment, with 830,000 kWh of charge/discharge cycles, saving 580,000 RMB in electricity costs.

At the Komlong facility, night-shift staff were assigned to inspect air-conditioning and lighting switches, eliminating waste and reducing electricity consumption.

Administrative Cost Control

Centralized management and resale of scrap materials generated proceeds of approximately 168,000 RMB.

Temporary apartments were set up in Shenzhen and Huizhou for business travelers and external staff, saving around 800,000 RMB in hotel accommodation expenses.

In business hospitality, cost savings were achieved by controlling per-capita meal portions, introducing new food suppliers, and encouraging self-prepared ingredients. As a result, average hospitality expenses per person decreased by 30 RMB, saving 25,000 RMB while improving service quality.

Rational allocation of office furniture and self-managed minor renovation projects saved approximately 246,000 RMB.

Airfare and travel expense management: through closer cooperation with service providers, centralized ticket booking, and reduced service fees. Agreements with partner hotels lowered the average room rate from 200 RMB per night to 160, reducing single-trip accommodation costs by 20%.



Building a Sustainable Supply Chain

JPT adheres to the concept of "cooperation and win-win, shared responsibility", fully implements the principle of sustainable development in supply chain management, and builds a safe, stable and efficient supply chain ecosystem through a strict supplier access mechanism, a dynamic performance evaluation system and international standard certification, laying a solid foundation for the long-term development of the company.

Supplier Performance Evaluation: Digital Empowerment of Full-Cycle Management

During the reporting period, the company upgraded its SRM system and achieved accurate evaluation and closed-loop management of supplier performance through intelligent tools, significantly improving supply chain operational efficiency.

Intelligent Data Collection

Automated data collection: By directly connecting the system to supplier data ports, core indicators such as delivery on-time rate and quality pass rate can be automatically captured. The data collection cycle is shortened by 93% (from 14 days to 2 days) and the accuracy rate is increased to over 99%.

Real-time monitoring and visualization: Dynamically update the supplier performance dashboard, support multi-dimensional data analysis and early warning, so that management can understand the supply chain status in real time and make quick decisions.

Efficient Evaluation and Feedback

Standardized evaluation system: Based on a unified KPI template (such as quality, delivery, cost, service, etc.), the system automatically generates scores to ensure objective and fair evaluation.

Online Collaborative Improvement: Suppliers can access assessment results and submit improvement plans in real time through the platform, reducing feedback cycles by 60% (from 5 days to 2 days). The system automatically tracks rectification progress, shortening the problem closure time to within 10 days and achieving a 98% rectification completion rate.

During the reporting period, we completed online performance management for 258 core suppliers, significantly improving supply chain response speed and collaborative efficiency.



Supplier Access: ESG Preemptive Control

The company continues to optimize its supplier access mechanism, deeply integrating environmental (E), social (S) and governance (G) standards into the audit process to ensure that newly introduced suppliers meet sustainable development requirements.

Embed ESG standards in audits: During the supplier qualification review phase, a special ESG assessment is added, covering key indicators such as environmental compliance, labor rights, and business ethics, and incorporated into the on-site audit process.

Responsibility Agreement Constraints: Requires suppliers to sign legally binding documents such as the "Supplier Social Responsibility Commitment" and the "Restricted Substance Guarantee," explicitly prohibiting the use of child labor and forced labor, and requiring them to comply with local environmental laws and regulations, thereby reducing supply chain risks at the source.

AEO Certification: Strengthening International Trade Compliance and Competitiveness

To address the complex compliance requirements of global trade, the Company established a dedicated AEO Task Force, aligning with customs certification standards and systematically optimizing internal processes:

Efficiency in Evaluation and Feedback

From import and export declarations to cargo security and intellectual property protection, the Company has developed standardized operating manuals and embedded processes through digital systems to ensure full compliance with international trade regulations.

Enhanced Risk Prevention

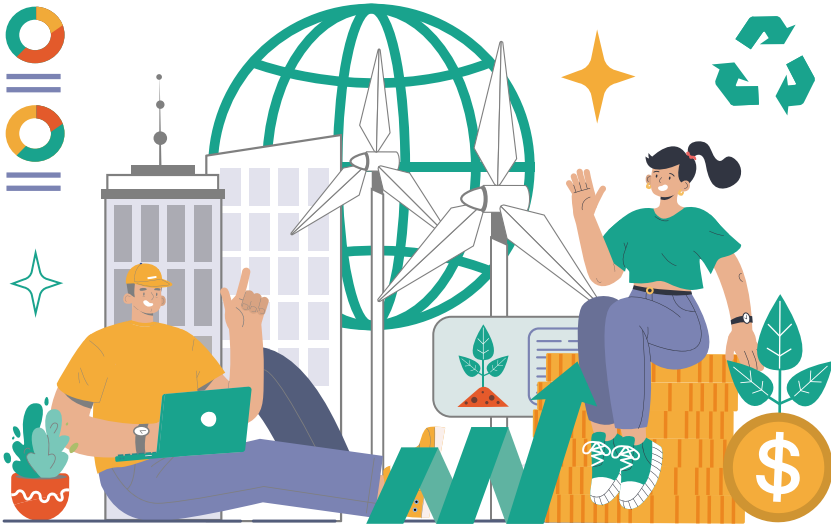
Following AEO certification, the Company's customs inspection rate decreased by more than 50%, while clearance efficiency improved by 30%, earning a strong credibility endorsement for cooperation with leading international enterprises.

Long-Term Value

AEO certification not only reduces trade compliance risks but also helps integrate the Company into global high-standard supply chain systems, providing a critical foundation for expanding into overseas markets.



Through ESG-driven supplier access, intelligent performance management, and Authorized Economic Operator (AEO) international certification, JPT has built a resilient, efficient, and compliant supply chain system. Going forward, the company will continue to deepen its supply chain sustainability practices and drive overall value enhancement across the industry chain.



LIGHT OF HUMILITY

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JPT Employees

As all sectors of society increasingly demand stricter requirements from companies regarding labor rights protection, in order to continuously enhance its attractiveness to talent and create a diverse and inclusive workplace, JPT has established a comprehensive labor risk management mechanism to comprehensively protect the legitimate rights and interests of employees, focus on talent development, and set up a JPT-specific training system to provide training on diverse topics such as skills improvement, leadership, ESG, etc., improve its salary, benefits and performance evaluation system, and share the fruits of development with employees.

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- Employee Rights Protection
- Compensation & Incentives
- Dual-Channel Promotion System
- JPT Talent Development College
- Enjoy Work, Grow Together
- Occupational Health & Safety
- Accident Emergency Management Enhancement



Employee Rights Protection

The company strictly abides by the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China and other laws and regulations and relevant provisions in recruiting and employing employees, and provides employees with competitive salaries in the industry to ensure that employees receive reasonable remuneration.

Employee rights protection system

The company attaches great importance to the protection of employees' rights and interests and has established a relatively complete employee rights and interests protection system , covering human resources systems such as employee rest and vacation, salary and benefits, occupational health examinations for employees in occupational hazard positions, as well as management systems for office personnel safety, office equipment safety, and office environment safety.

Occupational Health and Safety

The company's occupational health and safety policy is approved by top management , and all employees participate in occupational health and safety management and performance improvement. The company conducts hazard identification and assessment for each process, position , workplace, equipment, facility, and project before commissioning to prevent risks and implement appropriate measures to stay within permitted limits. Occupational health and safety management is continuously revised and improved to comply with relevant laws and regulations. Annual occupational health examinations are organized for employees in hazardous positions to safeguard their health, eliminate occupational hazards, and prevent occupational diseases. JPT strictly adheres to the Labor Law of the People's Republic of China , the International Labor Organization (ILO) , the United Nations Global Compact (UNGC), the RBA (Responsible Business Alliance), and relevant client codes of conduct. Adhering to the principle of equal employment, JPT fosters a diverse and inclusive work environment. The company does not discriminate or treat employees unfairly based on age, disability, ethnicity, gender, marital status, nationality, political affiliation, race , religion, sexual orientation, or union membership in employment, compensation, training, or promotion opportunities. In terms of equal consultation, the company has not only established an institutionalized dialogue mechanism between employees and management, but also focused on cultivating employees' awareness of equal consultation and continuously improving the quality and level of equal consultation.



Labor and Human Rights	2023	2024
Percentage of workplaces that have conducted employee health and safety risk assessments (%)	100	100
Among all employees of the company, Percentage of represented on formal joint management-worker health and safety committees (%)	3.2	3.2
Employees covered by a formal collective agreement on working conditions, as a percentage of all employees in all regions (%)	100	100
Employees who have formally elected employee representatives, as a percentage of all employees in all regions (%)	95	95
Percentage of employees who receive regular performance and career development reviews (%)	91	91.03
Percentage of employees who have received vocational or skill-related training among the total employees (%)	90	91.3
Percentage of total workforce that includes workers from minority and/or underrepresented groups (%)	8.06	8.91
Percentage of female in the company's total workforce (%)	26.27	26.25



Compensation and Incentives

Employee Relationship Management

Labor Dispute Mediation Mechanism: A Labor Dispute Mediation Committee was established to proactively resolve conflicts through institutionalized channels, reduce litigation risks, safeguard employees' right to appeal, maintain corporate management order, and foster mutual trust between labor and management.

Employee Care Platform: A digital employee community was established, strengthening informal communication channels, providing employees with a space to decompress and a platform for free expression, and strengthening humanistic care.



Based on the Overall Compensation and Benefits Framework, the Company Formulates Different Compensation Rewards for Different Categories of Personnel

Management team, R&D technical backbones and business backbones

The compensation package consists of fixed salary, project bonus, patent bonus, performance bonus, equity incentive, allowance and welfare. As of the end of 2024, the number of employees holding shares will be 203, accounting for 12%

Other employees

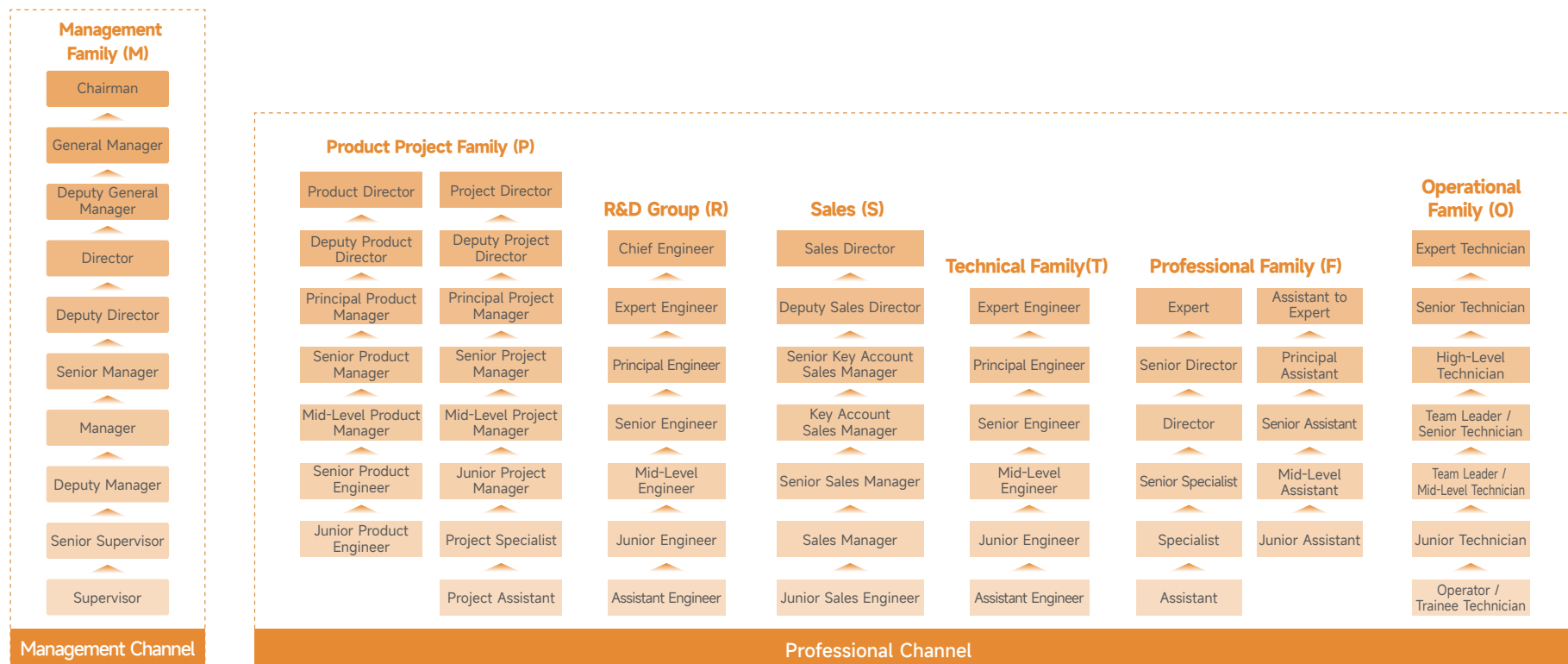
It consists of fixed salary, performance bonus, allowances and benefits.



Salary, Benefits and Working Conditions Indicators	2023	2024
Ratio of direct employee minimum wage to local minimum wage	1.33	1.33
Percentage of Employees Paid at or Above Local Minimum Wage (Statutory Minimum Wage)	Shenzhen: 100% Huizhou: 100% Dongguan: 100%	Shenzhen: 100% Huizhou: 100% Dongguan: 100%
Social Insurance and Housing Fund Coverage Rate	100%	100%
Percentage of employees receiving performance/career development evaluations	91%	91.03%

Dual-Channel Promotion System

To systematically enhance talent development effectiveness, the Company has established a dual-channel career development system that integrates both the management track and the professional track. Through clearly defined competency evaluation standards and performance-driven mechanisms, this system ensures that employees' career growth is aligned with the Company's strategic objectives. Centered on capability building and value contribution, the system features a transparent and standardized promotion review process, safeguarding fairness and scientific rigor in talent selection. During the reporting period, the Company completed 23 promotions within the management track and 70 promotions within the professional track, effectively optimizing the talent pipeline and cultivating successors for critical positions.



Craftsman Culture

JPT holds the first "Craftsman Cup" skills competition

From October to November 2024, JPT held the "Craftsman Cup" skills competition, themed "Using Competition to Promote Training, Striving for Excellence, and Craftsmanship." This competition effectively fostered a learning-oriented organizational atmosphere of "competing, learning, catching up, helping, and surpassing," further deepening the company's culture of craftsmanship focused on pursuing excellence and laying a solid foundation for building a high-quality, high-performing workforce.



Corporate Culture Story

Innovation in the field of laser paint stripping for flat wire motors

As laser technology accelerates the upgrading of the new energy industry, JPT's integrated energy product line keenly identified the market opportunity for laser paint stripping technology for flat-wire motors. They quickly assembled a dedicated team, leveraging a dual-engine approach of "technology leadership and business collaboration," and successfully secured initial orders from two leading companies in the industry, achieving a commercial breakthrough for laser processing solutions for new energy motors. By tracking and reporting on technical breakthroughs and establishing exemplary models, JPT's Human Resources Department effectively stimulated the team's innovative spirit and fostered a corporate culture focused on technological breakthroughs and the pursuit of excellence.



Honor

JPT wins the 2024 Digital Recruitment Innovation Practice Award, marking a new chapter in digital-driven talent strategy.

In December 2024, UFIDA Dayi and HR The 2024 HR Digital Carnival and China Human Resources Venus Awards Ceremony, hosted by SPACE, concluded successfully in Beijing. JPT's outstanding performance earned it a spot on the Top 50 list of the 2024 China Human Resources Venus Awards - Digital Recruitment Innovation Practice Award. JPT's Human Resources Director, Lu Yueyue, was also named the "2024 HR Digitalization Leader of the Year."



JPT Talent Development College

JPT Talent Development College, as a talent training and corporate culture building department established within the company, is directly under the jurisdiction of the chairman and is determined to become an empowerment platform for JPT's organizational development and business development, providing JPT with a steady stream of core talents and offering all employees a variety of training programs to improve their quality and enhance their skills.

Since its establishment in September 2021, JPT Talent Development College has been developing its training system and fostering its corporate culture at an annual pace . In 2022, the company completed the development of its e-learning platform, with online courses covering all employees, achieving comprehensive coverage both horizontally and vertically. The platform strives to be comprehensive, fully accessible, fully supported, and fully documented, promoting the dissemination and sharing of training company-wide and driving a new leap forward in the company's digital transformation. The online platform integrates intelligent learning, big data analysis, and precision training, offering multiple functions such as training planning, implementation, management, and tracking. It addresses diverse employee learning needs, including self-directed learning, manager-assigned learning, on-the-job learning, community learning, and live streaming, enabling the rapid transfer of knowledge and skills across the company. In 2023, the company gradually refined its training system, developing multiple online and offline OMO training programs, which have not only received positive reviews from students but also earned the company multiple CSTD Cloud Map awards. In 2024, we will prioritize the development of internal courses, including the launch of a Mini MBA Program targeted at middle managers' competency enhancement, specialized seminar workshops designed to address practical business challenges, and offerings such as reading clubs, sandtable simulations, and live broadcasts focused on workplace soft skills-all to gradually enrich the internal training system.

Vision: Become an enabling platform for Benput's organizational and business development

Operational Policy

- Fully understanding the company's strategy
- Help implement management changes
- Closely integrated with business needs
- Promote the dissemination of corporate culture
- Building core capabilities of cadres

Role Positioning

- Business development support partners
- Management Change Implementation Partner
- Core talent incubation partner
- Corporate culture communication partner
- Employee Knowledge Enhancement Partner

2024

Cumulative training

5014 person-time

Total training time

2923 hours

Curriculum System	Training Sessions	Number of People Trained
New employee training	29	627
First aid training	15	436
Technology Sharing Session	6	389
EHS training	13	945

JPT Talent Development College System

Institutional System	Institutional Construction	Curriculum Development Process	Project Management Process	Instructor Certification Process	Knowledge Management Process	Platform Management Process
Operation system	Lecturer Operations	Internal and External Lecturers	Instructor Certification	Lecturer File Management	Lecturer Motivation	Lecturer Team Building
	Student Operations	Student Profile	Knowledge Management Research	Credit Management	Study Map	Points Management
	Platform Operation	E-learning Platform				
Curriculum System	Course	Annual Training Plan	General Courses	Professional Courses	External Courses	Knowledge Map
	Key Projects	New employee program, management trainee program, sales and technical support program, MBA program, special program				
	Tool	Action Learning		Coaching Techniques		Project Design

2024 Key Project Development Focus

Training programs encompass the Transformation Camp for Newly Promoted Managers, the Mini-MBA Program for Middle Managers, the Mindset Forging & Development Initiative for Senior Executives, and the Sales Process Building Workshop. Additionally, under the All-Staff Competency Enhancement Series, offerings include the "BLS-First Aid Training for All" (where BLS stands for Basic Life Support), English Bootcamps, PMP Certification Programs, Dale Carnegie, and Classic Book Reading Clubs.

For corporate culture, initiatives involve publishing the company's internal newsletter, producing videos featuring role models of corporate values, developing short-video courses, and hosting executive strategic briefings. These efforts aim to capture the unique "essence" of JPT and drive organizational transformation through cultural penetration.

Company Newsletter

We are committed to becoming a cultural activity for all employees and sharing their wonderful stories. We not only present the company's development and brilliant achievements, but also hope to inspire every employee to grow together by sharing successful experiences and insights.



Corporate Culture Video

Every year, we collect stories of outstanding employees and projects, film them into videos, and let our employees witness their efforts and achievements. We hope that by spreading the power of role models, every employee will draw motivation from them and continue to create their own glorious chapters in their future work.



New Employee Training

The New Employee Training Program is a flagship initiative of the JPT Talent Development College designed with a blended learning model that combines online and offline training, forming a complete "Student-Mentor" closed-loop system. Training sessions are launched on schedule every month, enabling new employees to integrate quickly, embrace the Company's culture, understand its brand and products, and contribute effectively.

Beyond delivering information, the program conveys the unique "JPT Spirit", making it the first touchpoint of corporate culture communication. To help employees understand what "JPT-Innovation" means, the JPT Talent Development College introduces experiential learning methods: new hires acquire knowledge online, while offline they experience the Company's products, teamwork processes, entrepreneurial stories, and collaborative challenges—pushing boundaries, achieving breakthroughs, and celebrating success.

The training is delivered through diverse and engaging formats such as outdoor development activities, indoor games, community interaction, and large-scale creative projects. This ensures that participants not only find the program useful, but also enjoyable, enabling them to actively immerse themselves in the Company's culture, express themselves, and embrace a spirit of contribution.



Sales Process Workshop

To reshape processes, help sales colleagues streamline product line disparities, and achieve digitalization, the JPT Talent Development College introduced the latest sales training model. Using real-world case studies and sales scenarios, students learn the latest marketing concepts and practical techniques through real-world practice, comprehensively improving both individual and team performance. Through process analysis and simulation exercises, students not only develop common sales processes in class but also strengthen their practical sales skills.



New Manager Transformation Camp

In the process of enterprise development and operation, the role of managers is crucial, especially new managers. Their abilities and performance directly affect the efficiency of the team and the overall performance of the enterprise. In order to help new managers quickly adapt to the new environment and improve their management capabilities, JPT Talent Development College has launched a new manager training course. The course adopts an online training model and consists of 12 modules, including management role transformation and team personnel training. It aims to enhance leadership, strengthen communication skills, and help new managers develop strong and collaborative work teams.



Luofu Mountain Executive Development



The recent Executive Mindset Expansion Program was launched at the serene foothills of Luofu Mountain. Over the course of three days and two nights, busy executives set aside their daily responsibilities to undergo intensive training aimed at breaking mental barriers, enhancing cognitive capabilities, and overcoming habitual thinking patterns-charting a fresh path for both personal and organizational growth.

Through a series of carefully designed exercises, the executives gradually opened up, fully engaged in team building, and gave their utmost effort to secure victories for their teams. Although conducted in simulated scenarios, each leader experienced valuable moments of insight and reflection.

This program further strengthened participants' personal leadership and strategic thinking skills, enhancing both individual and team competencies, and laying a solid foundation for the Company's future development.

English Training Camp



We have partnered with Liulishuo to launch an employee-focused English training camp program. Employees only need to learn on the Liulishuo app. This program aims to enhance their English communication and cross-cultural skills, supporting the company's strategic globalization goals. As a leading AI-powered English education platform, Liulishuo boasts extensive experience and unique advantages in language teaching and learning experiences. Through this partnership, we fully leverage Liulishuo's advanced teaching resources and technology to provide employees with an efficient, interactive, and engaging learning experience. This comprehensive English training camp curriculum, focused on improving practical application skills, not only accommodates diverse employee schedules but also enhances learning interest and engagement.

PMP Certificate

The PMP exam is a globally recognized project management certification exam, administered by the Project Management Institute (PMI). Through rigorous certification standards and a rigorous examination process, it examines candidates' comprehensive capabilities across five process groups and ten knowledge areas. PMP certification holders are widely recognized as possessing high-level project management skills, capable of effectively undertaking the planning, coordination, and execution of complex projects. The PMP training organized by the company not only provides a platform for employees to enhance their professional capabilities, but also creates more opportunities for their future career development. We hope that employees interested in participating in the training will actively sign up, continuously enhance their competitiveness through professional learning and practice, and contribute to the company's development.


杰普特成长学院
JPT TALENT DEVELOPMENT COLLEGE

国际项目管理PMP

·PM课程及考试说明·

◎ 课程培训机构：世纪卓越

◎ 课程安排

- 1 有多种授课形式可做选择，包含面授课（周末班）、网课（工作日晚班、周末班）
- 2 课程周期：6天知识体系讲解（面授课或网课）+1天直播冲刺讲解+2天试题讲解网课+6次冲刺直播重难点讲解+2个月群答疑

Technology Sharing Session



Product presentations by technical leaders from each product line provide a platform for mutual understanding and communication among departments. By sharing the latest R&D progress and market needs, technical sharing sessions break down barriers between product lines, promote cross-product line collaboration, and jointly drive company development.

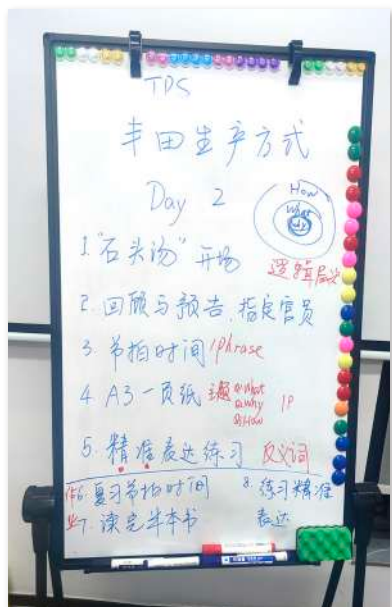
Dale Carnegie

Dale Carnegie aims to help individuals and organizations improve their social skills, leadership, communication skills and self-confidence. Through professional training courses, it cultivates high-performance talents and achieves the synchronous growth of individuals and organizations. Dale Carnegie includes "High Performance Manager Class", "Shocking Speech Class", "Core Leadership Class" and other courses to stimulate the potential of students, guide them to better cope with workplace challenges, improve their professional skills and achieve more outstanding achievements.



Classic Reading Club

The Reading Club aims to enhance employees' knowledge reserves through reading and discussing high-quality books, while fostering critical thinking and communication skills. By creating a strong learning atmosphere, our mission is to support every employee's growth in learning and help them achieve comprehensive personal and professional development.



Mini MBA Class

The JPT Talent Development College has launched a tailored internal program for middle-level managers-the Mini MBA Class, held over a six-month period with monthly sessions in Shenzhen and Huizhou. Each session is designed around a specific theme, such as precise expression, effective problem-solving, knowledge application, and proactive engagement. The program focuses on helping managers improve their clarity of expression, overcome communication challenges, strengthen logical reasoning and critical thinking, and cultivate a spirit of initiative and collaboration.

The course adopts a team-based thematic approach, integrating interactive formats such as case simulations, debates, outdoor activities, mini dramas, role plays, and project showcases. These experiential exercises provide managers with opportunities to tackle real-world challenges within a simulated environment, thereby enhancing their problem-solving abilities: Precise Expression emphasizes clarity and confidence in conveying ideas. Effective Communication focuses on listening and responsiveness in team interactions. Key Questioning strengthens analytical thinking and the ability to address complex problems. Innovative Problem-Solving stimulates creativity and drives process improvements. Knowledge Application reinforces self-awareness, encourages active learning, and inspires intrinsic motivation within teams.

By applying practical managerial tools and methods, the Mini MBA enables participants to adapt to complex environments and consistently deliver high performance.



深圳班



惠州班

Enjoy Work, Grow Together

Adhering to the workplace philosophy of "Enjoy Work, Grow Together," JPT ensures that every day at work is filled with vitality and a sense of belonging through a variety of employee activities, a flexible and innovative workplace culture, and caring development support. Here, we not only create value together, but also grow together, making the workplace a wonderful stage for unleashing potential and achieving dreams!



Hiking Club



Yoga Club



Women's Day: DIY Straw Hat



Board Game Club



Photography Club



Dragon Boat Festival: Handmade Zongzi



Badminton Club



Football Club



Mid-Autumn Festival: Factory Garden Party

Held the 2024 JPT "King of Passersby" 1v1 Basketball Tournament

In September 2024, the third JPT basketball tournament concluded successfully. This event was not only a pinnacle showdown of skill and speed, but also a brilliant display of will and passion, leaving countless exciting moments and precious touching memories for all colleagues.



The 2024 "Warm Companionship" Corporate Family Open Day event

In August 2024, JPT successfully hosted the "Warm Companionship" Family Open Day. This event invited employees' families to visit the Company, where they experienced immersive workplace activities, interactive games, and fun exchange sessions. These activities allowed family members to gain a closer understanding of employees' daily work, while also building an emotional bridge between families and the Company.

Through this event, families gained a deeper appreciation of JPT's corporate culture, and employees felt a stronger sense of pride and belonging. Together, they created warm and joyful memories filled with gratitude and emotion.

The Family Open Day fully reflected JPT's core value of "people-oriented", strengthening employees' sense of identity and connection. It also conveyed the Company's heartfelt appreciation for employees and their families, achieving a harmonious balance among enterprise, employees, and families.



Occupational Health & Safety

Safeguarding Lives, Fulfilling Responsibilities

Safety is the lifeline of corporate development and a core responsibility to employees and society. JPT always regards safety training and management as an important cornerstone of social responsibility. "Full participation, full control, and comprehensive coverage" safety system to achieve the goal of zero major accidents in safe production.

Systematic safety training to enhance the protection capabilities of all employees

In 2024, the Company conducted 53 safety training sessions, covering 2,652 participants. Coverage rates for new employee safety training and special operations personnel certification both reached 100%.

Innovative training programs were also introduced, including emergency rescue and first-aid safety training, with onsite AED operation practice. A total of 15 sessions were held, achieving a 100% pass rate.

Full-process safety management to lay a solid foundation for safe production

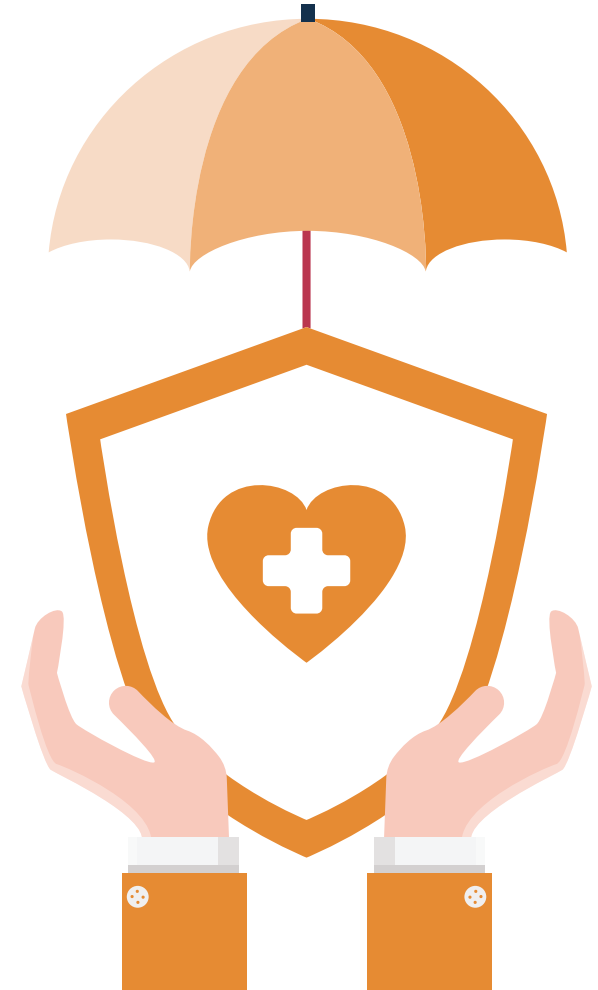
Improve the safety management system, revise 6 systems including the "Safety Production Responsibility System", clarify the safety responsibilities of personnel at all levels, and establish "Daily inspections, weekly reports, and monthly assessments " Supervision mechanism, carried out 216 irregular safety inspections throughout the year, rectified 1,028 hidden dangers , and the rectification completion rate was 100%.

By using intelligent management methods and introducing an AI video surveillance system, high-risk work scenarios are monitored in real time. A risk classification and management platform is established to conduct dynamic assessments of 18 key areas, and the risk control rate has been increased to 99.2% .

We strengthened emergency capacity building, organized three firefighting and emergency drills with over 1,482 participants, and jointly conducted large-scale comprehensive drills with local fire departments, effectively improving the level of government-enterprise collaborative emergency response.

Excellent safety performance, demonstrating responsibility

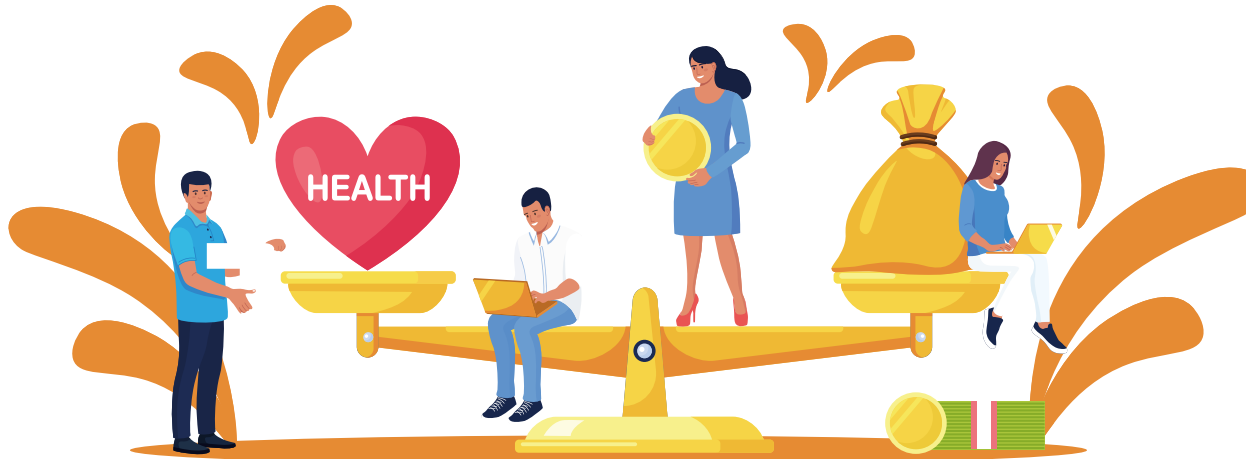
In 2024, the Company achieved zero fatalities and zero major accidents. The number of minor injuries and incidents decreased by 90% year-on-year, and JPT has maintained eight consecutive years (based on statistical data) with zero major accidents, demonstrating its strong commitment to workplace safety.



Intensify Safety Investment & Solidify the Foundation of Development

JPT always regards safety investment as the core measure to protect the life and health of employees and maintain the stable development of the enterprise. "Priority investment, full guarantee, dynamic optimization" Principle, build a comprehensive, multi-level security resource support system.

In 2024, the Company's total safety investment reached 563,200 RMB, representing a 24% year-on-year increase. The proportion of capital investment is as follows:



Human resources and organization: professional team to escort

A full-time safety management department was established, equipped with one registered safety engineer and 45 safety officers, and the certification rate for all employees was 100%; safety management personnel were organized to participate in two municipal-level training sessions.



Accident Emergency Management Enhancement

JPT 2024 Safety Performance Metrics Attainment

Health and Safety Indicators	2023	2024
Enforcement of Safety Laws and Regulations (%)	100	100
Occupational Health and Safety Training Penetration Rate (%)	100	100
Annual Work - related Fatality/Serious Injury Rate (%)	0	0
Occupational Disease Incidence (%)	0	0
Incidence Rate of Major Fires (%)	0	0
Health and Safety Risk Assessment Site Coverage (%)	100	100

LIGHT OF SOCIETY



JPT Corporate Citizenship

JPT actively participates in industry associations and exchanges to promote sector-wide development. Simultaneously, we engage in community development, support disaster relief and rural revitalization initiatives, and care for vulnerable groups, contributing to the building of a harmonious society.



- Giving Back to Society
- Industrial Collaboration
- Industry-Academia-Research Partnership & Social Responsibility



Giving Back to Society

JPT has consistently advanced local economic growth, employment and high-quality upgrading of China's manufacturing sector through product and technological innovation. It also actively fulfills corporate social responsibility (CSR), giving back to society via multi-dimensional public welfare efforts-including supporting education, participating in targeted poverty alleviation, and caring for ethnic minority groups and people with disabilities. In 2024, the company officially established the "Shenzhen Charity Federation · JPT Special Fund" with an initial RMB 1 million injection, dedicated to talent cultivation, assistance for disadvantaged groups, and promotion of social harmony and sustainable development.



2024 tax

82.81 million RMB

Create Jobs

1,691 people

JPT Charity Activities

Case Study: "Elderly Support Fund" Initiative

In May 2024, JPT donated a total of 200,000 RMB to the Education Development Foundation of Wuhan University of Technology, establishing the "JPT Opto-electronics Fund for Supporting the Elderly at Wuhan University of Technology". This fund is specially used to support the activities of elderly teachers at the Yujiatou Campus of Wuhan University of Technology and related work for assisting and caring for the elderly.

Supporting Key Rural Revitalization Projects

In July 2024, JPT followed the national rural revitalization strategy by donating 20,000 RMB to the Longhua District Charity Association in Shenzhen. The funds were specifically allocated to support a key "June 30" rural revitalization project in Guangdong Province-the village road lighting initiative in Bayang Village, Naweng Township, Luocheng Mulao Autonomous County, Hechi City, Guangxi Zhuang Autonomous Region. By installing new solar-powered streetlights, the project aims to improve nighttime travel safety for local villagers, enhance rural infrastructure, and promote high-quality development of the beautiful countryside. This donation fully demonstrates JPT's proactive commitment to fulfilling its social responsibilities and reflects the company's value-driven philosophy of "leveraging technology for good and giving back to society."

Participation in "Shenzhen Workers Care · Warming Longhua"

In November 2024, JPT actively supported the "Shenzhen Workers Care · Warming Longhua" initiative launched by the Longhua District General Trade Union, which focuses on supporting workers in new forms of employment, economically vulnerable employees, and children of workers in need. The project provides life subsidies, medical aid, and educational support through a targeted mechanism involving precise identification, dynamic management, and sustained assistance to improve living conditions. JPT contributed 20,000 RMB to the Longhua District Charity Association in support of this employee assistance system, demonstrating the company's commitment to social responsibility and promoting social harmony in the new era.

Industrial Collaboration

The company places great emphasis on open exchange and continuous learning within the industry, and actively participates in professional exhibitions and high-level summits and forums both domestically and internationally. By regularly appearing at major industry events, the company systematically demonstrates its latest achievements in technological innovation and product development, further enhancing market recognition and trust in its brand. Meanwhile, the company leverages these platforms to gain in-depth insights into cutting-edge industry trends and strengthen interaction and collaboration with upstream and downstream partners in the industrial chain, academic institutions, and industry media. In 2024, the company participated in 11 industry exhibitions and 14 industry events, effectively facilitating resource sharing and promoting mutually beneficial cooperation.

Industry Events

In 2024, the company actively participated in high-level industry exchange events and demonstrated strong technical capabilities and influence across multiple professional forums and award programs.

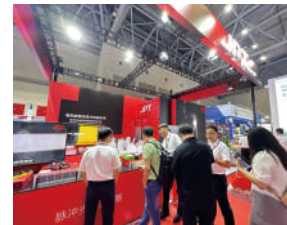
In February, as a guest speaker at the "2024 China Laser Industrial Cleaning Conference" hosted by the Laser Processing Committee, our technical expert delivered a specialized report on "Laser Selection and Application in Laser Cleaning", systematically introducing the latest advancements in laser cleaning technology.

In March, Mr. Huang Zhijia, Chairman of the company, was invited by "LASER HUB" to deliver a keynote speech at the 3rd China Laser Leadership Conference and Listed Companies Summit. He shared in-depth insights into the company's R&D achievements and future development strategy in laser technology, providing forward-looking perspectives and valuable references for the industry.

In May, the company was invited to the "2024 Laser Processing and Advanced Manufacturing Technology Forum" hosted by Ringier Trade Media Ltd, where we delivered a presentation on innovative applications of laser cleaning technology, emphasizing the critical role of next-generation laser systems in energy efficiency optimization and green transformation in manufacturing.

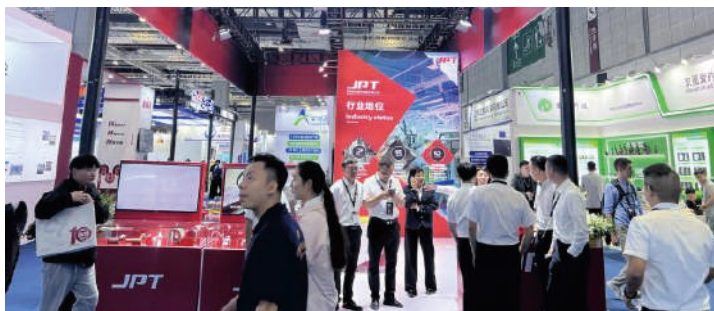
In June, the company's pulsed fiber green laser received the "Secret Light Awards"-Innovation Breakthrough Award in the Laser Industry, selected by the China Laser Industry Innovation Award Committee and multiple industry associations. This accolade fully reflects the company's technological innovation capability and leading position in the laser sector.

Through active participation in industry exchanges and continuous technological innovation, JPT has further strengthened its leading position in the laser field and enhanced its brand influence and industry voice. Looking ahead, the company will continue to adopt an open and collaborative approach, deepen synergistic innovation across the industrial chain and academia, and promote the breakthrough application of laser technology in more fields, thereby injecting sustained momentum into high-quality development in manufacturing.



Case Study | Participation in TCT Asia Shanghai to Expand the 3D Printing Laser Technology Market

In May 2024, TCT Asia—a bellwether event for the global additive manufacturing industry—was grandly held at the National Exhibition and Convention Center in Shanghai. As Asia's largest and most influential professional 3D printing exhibition, it provided a platform for JPT to showcase its cutting-edge UV 3D photopolymerization lasers, laser cladding technology, and dedicated lasers for laser metal 3D printing. Through this event, JPT further strengthened strategic collaborations with leading enterprises in 3D printing and promoted the innovative application of laser technology in additive manufacturing.



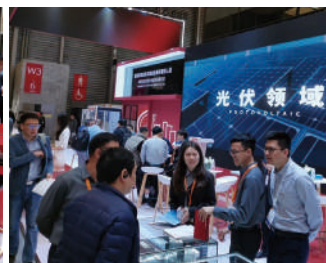
Case Study | Shining at SPIE Photonics West: Advancing the Wave of Laser Technology Innovation

In January 2024, SPIE Photonics West, a premier global event in the optoelectronics industry, grandly commenced in San Francisco. As one of the most influential gatherings in the field, this year's exhibition focused on cutting-edge areas such as biomedical optics, advanced laser technology, and micro-nano manufacturing, bringing together the latest advancements in optical materials, infrared technology, and display science from around the world. As a leading laser technology enterprise from China, JPT made a remarkable appearance with its full range of innovative laser products. Through on-site demonstrations and in-depth technical exchanges, JPT presented global clients with groundbreaking applications of laser technology in advanced manufacturing, fully demonstrating the company's profound expertise in core laser technology innovation.



Case Study | Showcase at LASER World of PHOTONICS CHINA: Full Portfolio Solutions Leading the Future of Optoelectronics

In March 2024, the 18th edition of LASER World of PHOTONICS CHINA was held with great significance at the National Exhibition and Convention Center. As the most influential optoelectronics industry event in Asia, this exhibition brought together over 1,300 leading global enterprises to showcase the latest technologies and innovations in the field. JPT presented its full range of innovative products at the event. Through professional keynote speeches sharing industry insights, live innovative product demonstrations, and immersive interactive experiences, JPT not only demonstrated its comprehensive brand strength but also established in-depth collaborative partnerships within the industry. Driven by technological innovation, JPT continues to provide high-value-added solutions for customers in sectors such as 3C electronics, photovoltaics, new energy, and automotive manufacturing, supporting industrial upgrading and development.



Industry-Academia-Research Partnership & Social Responsibility

The company consistently emphasizes open collaboration and synergistic innovation, actively establishing long-term partnerships with leading technology firms, renowned universities, and government institutions both domestically and internationally to promote deep industry-academia-research integration. These collaborations span multiple levels, including joint talent development, R&D and industrial application of lasers and laser equipment, as well as shared laboratory initiatives, continuously enhancing the company's capabilities in R&D and manufacturing within the laser and laser-based smart equipment sectors.

The company has established close collaborations with leading institutions such as Nanyang Technological University (Singapore), South China University of Technology, Huazhong University of Science and Technology, Shenzhen University, Harbin Institute of Technology, Yangtze University, and Hubei Minzu University, providing strong support for technological innovation and industry development.

The company actively contributes to Environmental, Social, and Governance (ESG) goals through collaboration with local communities. It consistently carries out science education and public benefit initiatives, supports educational development in local schools, and fosters environmental awareness and innovation capabilities among youth. Such two-way engagement not only enhances the company's image as a socially responsible organization but also injects fresh momentum into sustainable community development.

In July 2024, a collaborative youth research program-organized by Luhuhu Community, JPT Labor Union, and the Growth Academy-was successfully held at JPT. The visit broadened the participants' horizons and stimulated their interest in science and vision for the future. Through hands-on participation and interactive experiences, the students gained a deeper understanding of the principles and applications of laser technology, experiencing firsthand the fascination and joy of scientific exploration.



Case Study | Industry Experts Visit JPT for Exchange



In August 2024, Shenzhen JPT Opto-electronics Co., Ltd. was honored to host a delegation of distinguished experts, including Dr. Tomasz R. Woliński, President of the Polish Photonics Society and Professor at Warsaw University of Technology; Dr. Ping Shui, Chair Professor at Southern University of Science and Technology, a national high-level talent and Fellow of IEEE/OPTICA/SPIE; as well as Dr. Slawomir Ertman and Dr. Monika Halendy. Mr. Liu Jian, Vice Chairman of JPT, warmly welcomed the guests and led the team in productive discussions during their visit.



ESG Indexes

Instructions	The Company has reported for the period from January 1, 2024 to December 31, 2024, with reference to the GRI standards.	
GRI 1 used	GRI1: Foundation 2021	
GRI Standards	Disclosure	Index Location
GRI 2: General Disclosures 2021		
Organizations and Reporting Practices		
2-1	Organization details	Corporate governance structure
2-2	Entities included in the organization's sustainability report	Report description
2-3	Reporting period, reporting frequency and contact person	Report description
2-4	Information restatement	None
2-5	External assurance	None
Activities and Workers		
2-6	Activities, value chains and other business relationships	Supply chain quality management
2-7	Staffs	Protecting employees' rights and interests
2-8	Workers other than staffs	Building a responsible supply chain
Governance		
2-9	Governance structure and composition	Social responsibility organization system
2-10	Nomination and selection of the highest governance body	Social responsibility organization system
2-11	Chairman of the highest governance body	Social responsibility organization system
2-12	The highest governance body's oversight role in managing influence	Social responsibility organization system
2-13	Delegating responsibility for managing impacts	Social responsibility organization system
2-14	The highest governance body's role in sustainability reporting	Social responsibility organization system
2-15	Conflict of interest	Social responsibility organization system

GRI Standards	Disclosure	Index Location
2-16	Communication of important concerns	Responsible communication
2-17	Common knowledge of the highest governance body	Social responsibility organization system
2-18	Performance evaluation of the highest governance structure	Social responsibility organization system
2-19	Remuneration policy	Incentive salary
2-20	Procedure for determining salary	Incentive salary
2-21	Annual total compensation ratio	None
Strategy, Policy and Practice		
2-22	Strategic statement on sustainable development	Social responsibility model
2-23	Policy commitments	None
2-24	Integration policy commitment	None
2-25	Procedures for compensating for negative impacts	Social responsibility organization system
2-26	Mechanisms for seeking advice and raising concerns	Social responsibility organization system
2-27	Comply with laws and regulations	Protecting employees' rights and interests
2-28	Membership of the association	2024 honors
Stakeholder Engagement		
2-29	Stakeholder engagement methods	Identification and management of important social responsibility issues
2-30	Collective bargaining agreement	None
3-1	Process for identifying material issues	Identification and management of important social responsibility issues
3-2	List of substantive issues	Identification and management of important social responsibility issues
3-3	Management of substantive issues	Identification and management of important social responsibility issues
201-1	Directly generated and distributed economic value	None
201-2	Financial impacts and other risks and opportunities of climate change	2024 responsible performance
201-3	Defined benefit plan obligations and other retirement plans	Protecting employees' rights and interests

GRI Standards	Disclosure	Index Location
201-4	Financial subsidies provided by the government	
202-1	Ratio of standard starting salary by gender to local minimum wage	Not applicable
202-2	Proportion of senior management hired from the local community	Not applicable
203-1	Infrastructure investment and supporting services	None
203-2	Significant indirect economic impact	None
204-1	Proportion of spending on purchases from local suppliers	Not applicable
205-1	Operations that have undergone corruption risk assessments	Not applicable
205-2	Communication and training on anti-corruption policies and procedures	Building a responsible supply chain
205-3	Confirmed incidents of corruption and actions taken	None
206-1	Legal actions against anti-competitive behavior, antitrust, and antitrust practices	None
207-1	Tax policy	None
207-2	Tax governance, control and risk management	Adhere to compliant operations
207-3	Stakeholder engagement and management related to tax concerns	Building a responsible supply chain
207-4	Country report	Not applicable
301-1	Weight or volume of materials used	Not applicable
301-2	Recycled feed used	2024 responsible performance
301-3	Recycled products and their packaging materials	2024 responsible performance

GRI Standards	Disclosure	Index Location
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	2024 responsible performance
302-2	Energy consumption within the organization	2024 responsible performance
302-3	Energy intensity	2024 responsible performance
302-4	Reduce energy consumption	Energy conservation and emission reduction
302-5	Reduce the energy requirements of products and services	Energy conservation and emission reduction
303-1	Interactions between organizations and water as a shared resource	None
303-2	Managing impacts associated with drainage	None
303-3	Water collection	None
303-4	Drain	None
303-5	Water consumption	None
304-1	Operations owned, leased, managed by the organization in or adjacent to protected Areas and areas of high biodiversity outside protected areas	Not applicable
304-2	Activities, products and services with significant impacts on biodiversity	Not applicable
304-3	Protected or restored habitats	Not applicable
304-4	Species in habitats affected by operations that are listed on the iucn red list and National conservation lists	Not applicable
305-1	Direct (scope 1) greenhouse gas emissions	Energy conservation and emission reduction
305-2	Energy indirect (scope 2) greenhouse gas emissions	Energy conservation and emission reduction
305-3	Other indirect (scope 3) greenhouse gas emissions	Energy conservation and emission reduction
305-4	Greenhouse gas emission intensity	Energy conservation and emission reduction
305-5	Greenhouse gas emissions reduction	Energy conservation and emission reduction

GRI Standards	Disclosure	Index Location
305-6	Emissions of ozone-depleting substances (ODS)	Not applicable
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant gas emissions	Not applicable
306-1	Waste generation and significant waste-related impacts	Not applicable
306-2	Management of significant waste-related impacts	Not applicable
306-3	Waste generated	Not applicable
306-4	Waste diverted from disposal	Not applicable
306-5	Waste entering disposal	Not applicable
308-1	New suppliers screened using environmental assessment dimensions	Building a responsible supply chain
308-2	Negative environmental impacts in the supply chain and actions taken	Building a sustainable supply chain
401-1	New employee hiring rate and employee turnover rate	Protecting employees' rights and interests
401-2	Benefits provided to full-time employees (excluding temporary or part-time employees)	Protecting employees' rights and interests
401-3	Parental leave	Protecting employees' rights and interests
402-1	Minimum notice period for operational changes	Not applicable
403-1	Occupational health and safety management system	Safety training and management
403-2	Hazard identification, risk assessment and incident investigation	Safety training and management
403-3	Occupational health services	Employee rights protection
403-4	Occupational health and safety matters: worker participation, consultation and communication	Safety training and management
403-5	Worker occupational health and safety training	Employee rights protection
403-6	Promoting worker health	Employee rights protection
403-7	Prevent and mitigate occupational health and safety impacts directly related to business relationships	Safety training and management

GRI Standards	Disclosure	Index Location
403-8	Workers to whom the occupational health and safety management system applies	Safety training and management
403-9	Work-related injuries	
403-10	Work-related health problems	
404-1	Average hours of training per employee per year	Focus on talent development and build a growth-oriented and learning organization
404-2	Employee skills development and transition assistance programs	
404-3	Percentage of employees receiving regular performance and career development reviews	
405-1	Diversity of governance bodies and staff	Social responsibility organization system
405-2	Ratio of basic wages and remuneration of men and women	Not applicable
406-1	Incidents of discrimination and corrective actions taken	Not applicable
407-1	Operations and suppliers where freedom of association and collective bargaining rights may be at risk	Building a responsible supply chain
408-1	Operations and suppliers with significant risks of child labor	None
409-1	Operations and suppliers with significant risk of incidents of forced or compulsory labor	None
410-1	Security personnel trained in human rights policies or procedures	Not applicable
411-1	Incidents involving violations of indigenous rights	None
413-1	Operations with local community engagement, impact assessments, and development plans	Not applicable
413-2	Operations that have actual or potential significant negative impacts on local communities	Not applicable

GRI Standards	Disclosure	Index Location
414-1	New suppliers screened using social performance metrics	Building a responsible supply chain
414-2	Negative social impacts in the supply chain and actions taken	Building a responsible supply chain
415-1	Political donations	None
416-1	Assess the health and safety impacts of product and service categories	None
416-2	Non-compliance incidents involving the health and safety impacts of products and services	None
417-1	Requirements for product and service information and labeling	None
417-2	Violations involving product and service information and labeling	None
417-3	Violations involving marketing communications	None
418-1	Substantiated complaints of breach of customer privacy and loss of customer data	None

Feedback

2024 Shenzhen JPT Opto-electronics Co., Ltd. Social Responsibility Report Reader Feedback Form

Dear Readers:

Hello!

Thank you for reading the Shenzhen JPT Opto-electronics Co., Ltd. - 2024 Social Responsibility Report. We are very concerned about your opinions on the report, as they will help us promote the company's work in the areas of environment, society, and corporate governance. Therefore, please provide your comments and suggestions on this report and give us feedback so that we can continue to improve.

1、Your overall evaluation of this report.

☐ Very good ☐ Better ☐ Generally ☐ Poor ☐ Very poor

2、Your evaluation of the readability of this report.

☐ Very good ☐ Better ☐ Generally

3、Your evaluation of the structure of this report.

☐ Very good ☐ Better ☐ Generally ☐ Poor

4、Whether the contents disclosed in this report meet your expectations?

☐ Yes ☐ No ☐ Unclear 5. Does this report fully reflect the

5、What is the social responsibility undertaken Shenzhen JPT Opto-electronics Co., Ltd.?

☐ Comprehensive Reflection ☐ Partial Reflection ☐ No Reflection

6、What are your thoughts on the "Shenzhen JPT Opto-electronics Co., Ltd. 2024 Social Responsibility Report"? Any suggestions or comments are welcome.

Feedback Form for Shenzhen JPT Opto-electronics Co., Ltd. 2024 Social Responsibility Report

Name _____ Contact Number _____

Workplace _____ Correspondence Address _____

Email _____

Mailing address Building A, Kemron Science and Technology Park, Guanlan Hi-tech Industrial Area, Longhua District, Shenzhen, China, 518110

Fax +86-0755-29528185

Company website <https://en.jptoe.com>

Contact +86-0755-29528181/2/3



With hope in our hearts, we chase the light and find our path;
With stars in our eyes, we walk forward bathed in light.
Advancing intelligent manufacturing for a common bright future.
For every member of jpt, there is a purpose to pursue.
I am chasing the light, sailing alongside it!



SHENZHEN JPT OPTO-ELECTRONICS CO., LTD.

Building A, Kemron Science and Technology Park, Guanlan Hi-tech Industrial Area, Longhua District, Shenzhen, China, 518110

Tel: +86-0755-29528181/2/3

Fax: +86-0755-29528185

E-mail: sales@jptoe.com

Web: en.jptoe.com