中荣股份
PRINTING & PACKAGING

# 2025

## ZRP Printing Group Co., Ltd.

## 2025 Sustainability Report




**ZRP Printing Group Co., Ltd.**

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# About This Report

## Overview

This Report outlines the Company's sustainability principles, management mechanisms and key initiatives, and presents the outcomes achieved during the reporting period.

## Scope

The disclosure scope of this Report is consistent with that of the Company's annual report and covers ZRP Printing Group Co., Ltd. and its consolidated subsidiaries. This Report is an annual report covering the period from January 1 to December 31, 2025. To ensure information continuity, certain information may refer to periods before or after the reporting period where necessary for context, with explanations provided in relevant sections.

## Basis of Preparation

This Report is prepared primarily in accordance with *Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)* and *Self-Regulatory Guidelines No.3 for Companies Listed on Shenzhen Stock Exchange—Preparation of Sustainability Reports (2026 Revision)* . Reference is also made to the *GRI Sustainability Reporting Standards ("GRI Standards")* issued by Global Sustainability Standards Board (GSSB).

## Terminology

| | |
|---|---|
| ZRP Printing Group Co., Ltd. | ZRP Group, "ZRP", "the Company", "we" or "us" |
| Tianjin ZRP Printing Technology Co., Ltd. | ZRP Tianjin Technology |
| ZRP Printing (Kunshan) Co., Ltd. | ZRP Kunshan |
| Shenyang ZRP Printing Co., Ltd. | ZRP Shenyang |
| Tianjin ZRP Intelligent Packaging Co., Ltd. | ZRP Tianjin Intelligent |
| Tianjin ZRP Green Packaging Technology Co., Ltd. | ZRP Tianjin Green Packaging |
| Zhejiang ZRP Packaging Technology Co., Ltd. | ZRP Zhejiang |
| Huaibei Jiaguwen Intelligent New Materials Technology Development Co., Ltd. | OCD Huaibei |
| Wuhan ZRP Intelligent Packaging Co., Ltd. | ZRP Wuhan |

In addition, the "Zhongshan Base" referred to herein covers the headquarters of ZRP and all subsidiaries located in Zhongshan, the "Tianjin Base" covers all subsidiaries located in Tianjin, the "Kunshan Base" covers all subsidiaries located in Kunshan, and so on.

## Data and Information Sources

The data, management mechanisms and case studies presented herein are all derived from the Company's actual operating records or financial statements. The financial data in this Report are denominated in RMB. In case of any discrepancy between this Report and the Annual Financial Report, the latter shall prevail.

## Statement of Reliability

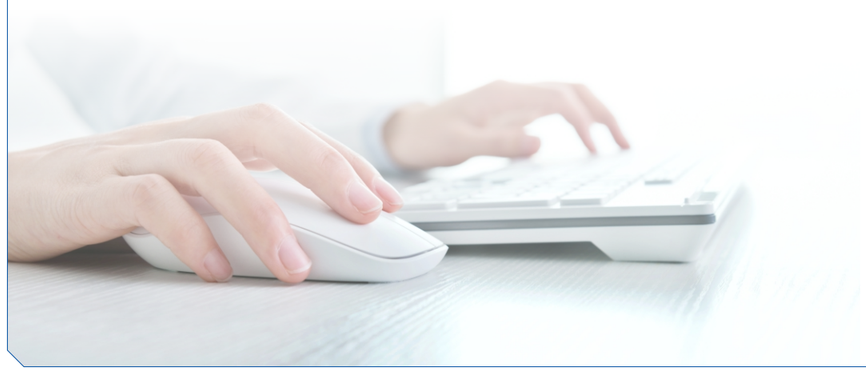
ZRP warrants that the contents of this Report are truthful, accurate and complete, and contain no false records, misleading statements or material omissions. The Board of Directors of the Company assumes responsibility for the truthfulness, accuracy and completeness of the contents of this Report.

## Access to This Report

The electronic version of this Report is available on the Company's official website (https://www.zrp.com.cn).

## Contact Information

ZRP welcomes comments and suggestions from stakeholders on its sustainability practices. For inquiries, please contact us at zrpir@zrp.com.cn.



# Message from the Chairman

Dear Shareholders, Partners, and Friends from All Sectors of Society:

In 2025, in the face of a complex and volatile external environment, ZRP continued to maintain strategic focus and remained true to its original aspirations. While continuously consolidating its core business strengths, the Company integrated the concept of sustainable development into all aspects of corporate governance and production and operation. We firmly believe that the value of an enterprise resides not merely in creating economic returns, but also in shouldering environmental and social responsibilities and achieving mutual benefit with stakeholders.

**Strengthening Governance for Long-term Resilience.** ZRP continued to improve its governance structure and internal management mechanisms. The Board of Directors and senior management played an active role in overseeing corporate strategy, risk management and sustainable development. The Company also enhanced information security management and technical safeguards to protect data and business systems. In addition, ZRP strengthened business ethics, integrity and compliance controls to support a transparent and fair business environment.

**Advancing Green Operations.** We strictly comply with environmental compliance requirements during production and operations. We introduce advanced energy-saving equipment and technologies to continuously optimize energy and water efficiency, strengthen management of pollutant emissions and waste disposal, promote resource recycling, and strive to minimize the environmental impact of business activities. Several of the Company's production bases have been recognized as national- or provincial-level green factories, reflecting ZRP's continued progress in green manufacturing. The Company is also gradually improving its GHG inventory management system, fully assessing climate-related risks and opportunities, and enhancing its ability to respond to climate change.

**Creating Value Across the Value Chain.** We adopt a customer demand-oriented approach, continuously drive product innovation and technological upgrading, and uphold a robust manufacturing and quality management system to guarantee product quality and safety. We are committed to providing customers with eco-friendly and reliable paper packaging products and solutions. In pursuing industry collaboration, the Company upholds responsible procurement principles, leverages its core strengths to work with suppliers to improve ESG performance, and actively engages in industry exchanges and cooperation to advance the sustainable development of the industrial value chain.

**People First and Shared Growth.** ZRP views employees as a key driver of long-term development and is committed to protecting their rights and interests. The Company has established a comprehensive compensation and benefits system, supports employees' career development, and provides multi-level training programs to strengthen employees' capabilities. In occupational health and safety, ZRP implements risk-based management, hazard identification and corrective actions to maintain a safe and healthy workplace. In addition, we actively support social initiatives, contributing the results of our corporate development back to society.

In the future, ZRP will continue to put the concept of sustainable development into practice through concrete actions, steadily advance toward the vision of "becoming a global leading printing and packaging solutions provider", and work hand in hand with all stakeholders to create longer-term value.

**Chairman of the Board of Directors of ZRP**

黄焕然

Huang Huanran

# About Us

## Company Profile

Founded in 1990, ZRP Printing Group Co., Ltd. (stock code: 301223) is a provider of integrated printing and packaging solutions. Headquartered in Zhongshan, Guangdong Province, the Company has established specialized production bases in Zhongshan, Tianjin, Kunshan, Pinghu, Shenyang, Chengdu, Huaibei and other locations in China. As a national model enterprise in the printing industry and a pilot demonstration enterprise for intelligent manufacturing of high-end paper packaging products, the Company serves domestic and international brand owners across multiple industries. It offers paper-based packaging products and value-added services, including R&D, creative design, color management, intelligent manufacturing, supply chain management and point-of-sale marketing support services. Its key customer sectors include cosmetics, oral care, personal and home care, food and dietary supplements, pharmaceuticals, consumer electronics, tobacco products and alcoholic beverages. The Company's primary offerings are a diversified portfolio of paper-based printed packaging products, including folding cartons, rigid boxes, corrugated color boxes, molded pulp, labels and promotional materials. These products help enhance product presentation, communicate brand identity, provide functional information and protect goods during transportation.

### Product Portfolio

**Specialized in Paper**

Expertise in Fiber-based Materials and Products




**Beyond Paper**

Manufacturing and Supply Chain Management



## Business Layout

**8** Production Bases

South China: Zhongshan
North China: Tianjin, Shenyang
East China: Kunshan, Pinghu (Zhejiang), Huaibei (Anhui)
Southwest: Chengdu
Overseas: Vietnam

**12** Factories

9 consumer goods paper packaging factories
2 paper plastic packaging factories
1 label factory

**4,000+**

Global Employees



## Corporate Culture

### Mission

By focusing on consumers' packaging experience, we provide our customers with competitive solutions and services, pursue mutual prosperity of our business partners, employees and shareholders, and as a result, contribute to building a sustainable society.

### Values

Customer Success, Integrity & Reliability,
Pursuit of Excellence, Win-win Cooperation.

### Vision

To be the world-class packaging printing solution provider.

### Code of Conduct

Dedication, Practicality, Intelligence,
Efficiency, Adaptability, Progressiveness.

## 2025 Milestones

### Exhibitions

ZRP participated in Paris Packaging Week 2025 and showcased its packaging solutions

ZRP shone at CBE/CIBE, with live streaming opening a new perspective on packaging

### Quality

2025 Quality Month

Tianjin Base 2025 Phase 1 and 2 Quality Commendation Ceremony

### Talent Development

Launch of the Rongshi Leadership Development Program in South China

ZRP Kunshan officially launched the first phase of the Rongshi Leadership Development Program

Key project of the "Craftsmanship -Leadership Series": Gift Box Structure Boot Camp

Internal Trainer Program to Support Skills Development

Teachers' Day Appreciation Event

### Lean Production

2024 and Q1 2025 The proposal and key project award ceremony concluded successfully

Employee Proposal Program to Improve Efficiency
The Company's proposal improvement campaign sparked an innovation wave among all employees

### Sustainable Development

Recognized for Green Manufacturing Practices

ZRP Kunshan was awarded the title of "Provincial Green Factory"

2025 Green Development Pioneer Award

EcoVadis "Gold" Rating

2025 CDP A Level Ranking (Second Time Honored)

### Customer Awards

2025 "Innovation Breakthrough Award"

2025 "Outstanding Service Partner Supplier"

2025 "Outstanding Partner Award"

2025 "Cost Reduction and Efficiency Enhancement Award"

2023-2024 "Excellence in Quality Award"

2024 "Sustainability Award"

### Safety

The first Safety Committee meeting of 2025 was successfully convened

First Safety Production Month Consultation Day at Zhongshan Base

### Technology

Transition of the Changrong inspection machine from servo drive to top-suction paper feeding

Implementation of flexographic printing technology on offset printing equipment

Advancing Green Printing Practices
Application of UV offset flocking technology to support process innovation

Fully automatic blanket cleaning unit
Key driving force for innovation in printing efficiency

Youzhen MK550mini Inspection Machine
Establishing operations in ZRP Tianjin Intelligent to drive intelligent quality inspection innovation

Daheng inspection machine DH-HSJP420 entered ZRP Tianjin Intelligent

ZRP Tianjin Intelligent CTP and screen plate room were officially put into production and operation

Non-contact Laser Inspection Technology was applied in height and angle inspection of crease lines

Forward QR code quality control
Application of online inspection and rejection device for inkjet printers

Full-sheet printing inspection machines enabled production upgrading

### Packaging Awards

Recognition for Paper-based Packaging Design
ZRP Tianjin Green Packaging and its customer jointly won the Pentawards Platinum Award

Sustainable Packaging Design Recognized by VOGUE Beauty Awards
ZRP Tianjin Green Packaging and its client jointly received the VOGUE Beauty Award

Recognition for Product Design Excellence
ZRP received the "Outstanding Product" at Better Design Award

### University –Enterprise Cooperation

Launch of recruitment on college and vocational campuses, the modern intelligent offset press operator program, prepress and printing technology boot camps, the university–enterprise prepress studio, and modern apprenticeship talent development and enrollment initiatives

### Layout and Expansion

Relocation of ZRP Shenyang's Manual Operations Team

ZRP Zhejiang was established

Acquisition of a controlling stake in OCD Huaibei

### Industry Recognition

11th place in the Keyin Media "Top 100 Chinese Printing and Packaging Enterprises 2025"

5th place in the packaging printing sub-sector among the "Top 100 Chinese Packaging Enterprises 2024" by China Packaging FederationChina 2025 Top 30 Cosmetic Packaging Enterprises by China Association of Fragrance Flavour and Cosmetic Industries

China 2025 Top 30 Cosmetic Packaging Enterprises by China Association of Fragrance Flavour and Cosmetic Industries

## 2025 Sustainability Highlights

### Governance Foundation: Compliance, Integrity and Long-term Resilience

| | | | |
|---|---|---|---|
| Number of internal audits conducted<br>**7** | Number of data security incident<br>**0** | Employee integrity agreement signing rate<br>**100%** | Number of violations related to business conduct<br>**0** |

### Green Development: Resource Efficiency, Emissions Management and Low-carbon Transition

| | |
|---|---|
| Compliance rate of wastewater and waste gas emissions<br>**100%** | Renewable energy consumption<br>**8,157,052.92kWh** |
| Environmental protection investment<br>**RMB5,699,500** | Number of major sudden environmental incidents<br>**0** |

### Responsible Value Chain: Quality Excellence and Collaborative Growth

| | |
|---|---|
| R&D investment<br>**RMB 127.73 million** | Number of major liability incidents related to product safety and quality<br>**0** |
| Average customer satisfaction score<br>**96.1** | Signing rate of ESG clauses by suppliers<br>**100%** |

### Shared Value: Advancing Together with Stakeholders

| | | | |
|---|---|---|---|
| Employee training coverage rate<br>**100%** | Total employee participation in activities<br>**28,830** | Number of work-related fatalities<br>**0** | Total amount of social contribution investment<br>**RMB289,135** |



# Sustainability Management

## Sustainability Philosophy

**Environment**

- Conduct environmental impact assessments on a regular basis
- Adopt clean energy and energy-efficient technologies to reduce emissions
- Advance green supply chain management
- Promote resource recycling and waste reduction
- Establish a carbon management system, prepare GHG inventories and verify product carbon footprints

**Society**

- Safeguard employee rights and interests and provide equal employment opportunities
- Leverage leading R&D and manufacturing capabilities to create safe, reliable, and green product value for customers and society
- Promote social responsibility standards across the supply chain
- Participate in community services and public welfare activities

**Corporate Governance**

- Establish a well-regulated and efficient corporate governance structure
- Conduct governance assessments on a regular basis
- Strengthen internal controls and risk management
- Protect shareholders' rights and interests and promote fair and transparent market practices

## Sustainability Governance Structure

To advance sustainability-related work in an orderly manner, ZRP has established a governance structure in which the Board of Directors provides overall decision-making, the Strategy Committee organizes, promotes, and supervises implementation, and each functional department performs its respective responsibilities. This framework clearly delineates the duties and priorities at different levels and promotes the effective integration of sustainability requirements into business operations.

**Decision -making Level**

**Board of Directors**

As the Company's highest governing body for sustainability, it reviews and resolves material sustainability matters, formulates sustainability-related policies, strategies and objectives, and approves the annual sustainability report.

**Management Level**

**Strategy Committee**

It is responsible for organizing, advancing and overseeing the Company's sustainability initiatives, conducting research on environmental, social and governance (ESG) issues, providing advice on relevant policies, strategies and targets, identifying potential sustainability-related risks and opportunities in business operations, reviewing the annual sustainability report, and reporting to the board of directors.

**Executive Level**

**Functional Departments**

In line with their respective responsibilities, they implement sustainability-related management requirements and drive the effective execution of various initiatives across specific business processes.

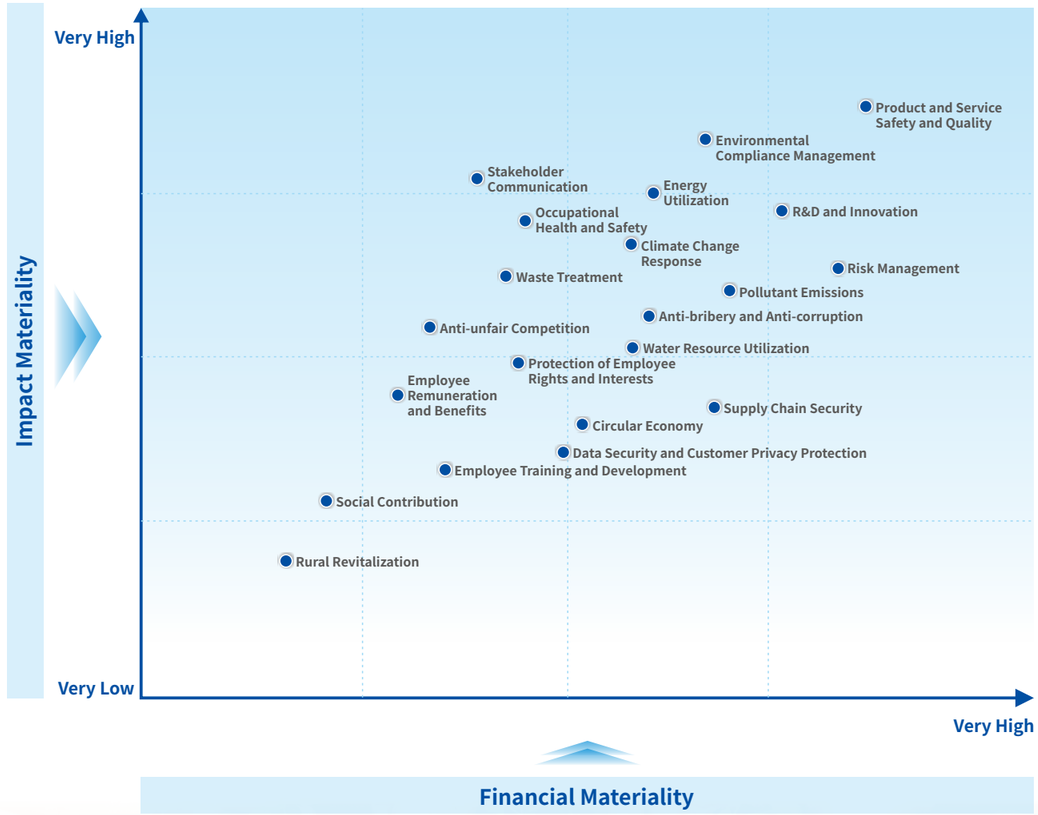
## Stakeholder Engagement

ZRP recognizes that establishing a trust-based, transparent, and efficient stakeholder engagement mechanism is critical to advancing sustainability. The Company leverages multiple channels, including surveys, regular meetings, information disclosure, and online communication platforms, to identify stakeholder concerns and respond to their needs in a timely manner. Key feedback is incorporated into strategic planning and business decision-making to foster a mutually beneficial and collaborative sustainability landscape.

| Key Stakeholders | Expectations and Concerns | Response Measures |
|---|---|---|
| **Government and Regulators** | Compliant Operations<br>Policy Implementation<br>Support for Local Economic Development<br>Environmental Protection | Comply with laws and regulations<br>Create employment opportunities based on the Company's business footprint<br>Implement environmental protection measures<br>Submit information to regulators on a regular basis<br>Participate in meetings organized by competent authorities |
| **Shareholders and Investors** | Sound Corporate Governance<br>Prudent Operations<br>Financial Performance<br>Investment Returns<br>Information Disclosure Transparency | Enhance corporate governance<br>Strengthen risk management<br>Optimize business operations and management<br>Disclose information in a timely manner<br>Establish investor communication mechanisms |
| **Customers** | Product Safety and Quality<br>Innovative Solutions<br>High-quality Services<br>Customer Privacy Protection | Promote green product R&D, and innovation<br>Strengthen quality management<br>Improve after-sales services and customer complaint handling mechanisms<br>Enhance information security management<br>Disclose sustainability performance through the supply chain social responsibility management platform |
| **Employees** | Protection of Rights and Interests<br>Remuneration and Benefits<br>Career Progression and Development<br>Occupational Health and Safety | Sign labor contracts according to law<br>Provide a competitive compensation framework and diversified benefits<br>Maintain open channels for employee communication and feedback<br>Organize cultural and sports activities and employee interest associations<br>Improve promotion pathways and training mechanisms<br>Implement occupational health and protection measures |
| **Suppliers and Contractors** | Fair Collaboration<br>Mutual Benefit<br>Stable Business Opportunities | Implement sustainable procurement policies<br>Standardize access and evaluation processes<br>Prevent commercial bribery and unfair competition<br>Maintain regular communications and exchanges |
| **Industry Partners and Associations** | Regulatory Compliance<br>Industry Standards<br>Promote industry development | Participate in industry forums and seminars<br>Participate in the formulation and revision of national and industry standards<br>Share insights on industrial technology trends and industry best practices |
| **Community and Non-governmental Organizations** | Social Contribution<br>Social Engagement<br>Environmental Protection | Provide charitable donations<br>Participate in community development and public welfare activities<br>Strengthen communication on community environmental safety |
| **Public and Media** | Transparent Operations<br>Public Participation | Disclose corporate developments in a timely manner<br>Establish media communication mechanisms |

## Materiality Assessment

ZRP, with reference to *Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)* and *Self-Regulatory Guidelines No.3 for Companies Listed on Shenzhen Stock Exchange—Preparation of Sustainability Reports (2026 Revision),* has developed an ESG topics list based on its business characteristics and external operating environment. ZRP invited internal and external stakeholders to complete questionnaires on the importance of selected ESG topics. The Company then analyzed the results and assessed each topic based on two dimensions: financial materiality and impact materiality. The assessment results were used to develop the materiality matrix.

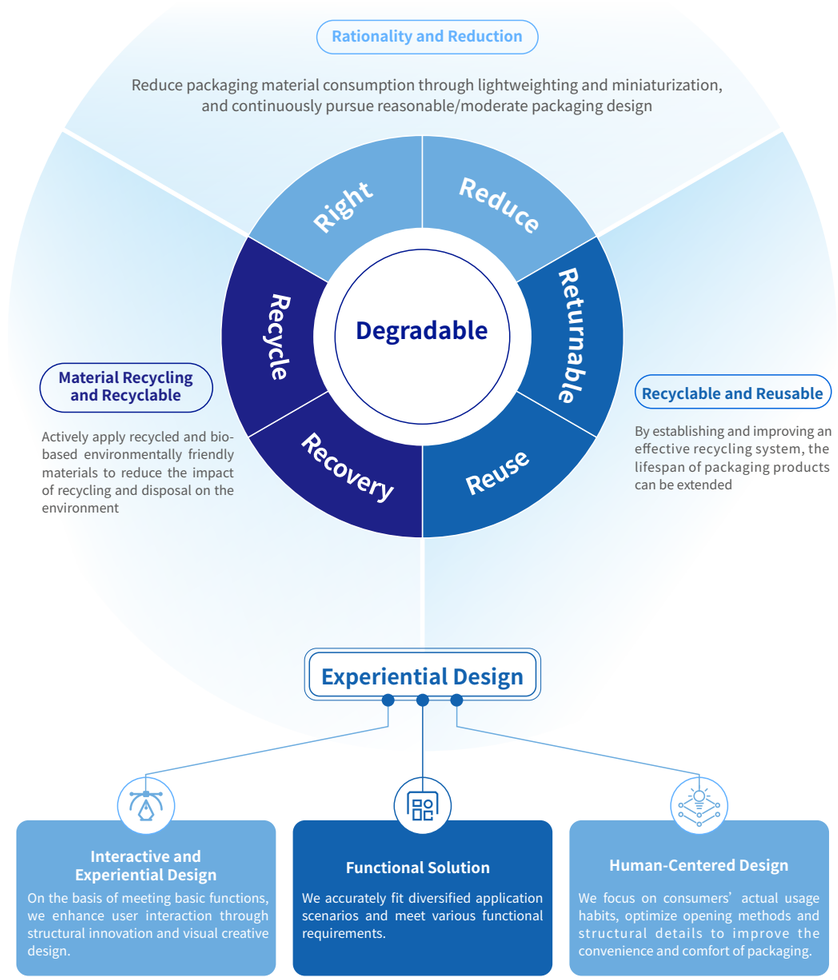





Special Feature

# Sustainable Packaging Solutions Driven by Green Design

Against the backdrop of a deepening global consensus on green development and significantly heightened environmental awareness among consumers, ZRP adheres to the core principle of "6R1D + 1 experience", embedding sustainability concepts into product development and manufacturing. While ensuring the protective functionality and aesthetic performance of packaging, the Company continuously optimizes material selection, structural design and production processes in order to reduce resource consumption and environmental impact and enhance the sustainability value of its products. We not only provide sustainable product solutions, but also collaborate closely with global partners to foster a shared vision for more sustainable packaging and responsible growth.




## Paper-based Innovation

The Company continues to explore the potential of paper-based materials by using recycled paper and plant-based fibers to reduce reliance on virgin pulp. It has also developed solutions such as molded pulp, paper-based flexible packaging and Versafill memory honeycomb to improve packaging performance and support the transition from plastic to paper.

**Sustainable Material Selection**

**FSC-certified Base Paper**

The Company procures paper and paperboard certified by the Forest Stewardship Council (FSC), sourced from legally managed and sustainably operated forest resources.

**Recycled Paper**

The Company utilizes recycled paper produced from recovered paper to minimize demand for virgin pulp.

**Bio-based Materials**

The Company applies plant fiber materials with short growth cycles, such as bamboo pulp and sugarcane pulp, in collaboration with paper manufacturers to optimize coating and papermaking processes and improve material adaptability. It also plans to further explore biodegradable and eco-friendly materials including mycelium and PHA, contributing to the protection of forest resources.

**Recycled and Bio-based Plastic Materials**

The Company utilizes recycled RPET films derived from post-consumer plastic waste, and develops plant fiber-based films as alternatives to traditional plastic sheets for packaging window applications, thereby minimizing reliance on conventional plastics.

## Green Design

In product design, the Company balances practical functionality and environmental attributes. By innovating product structures and processing technologies, it improves paper-based packaging performance to satisfy protection and display needs in varied scenarios, while launching integrated and easy-to-disassemble packaging solutions to save materials and facilitate recycling.

### Paper-based Flexible Packaging Solution

This paper-based flexible packaging solution uses engineered long-fiber paper as the substrate, integrated with proprietary water-based coating technology, thus avoiding conventional plastic lamination entirely. Its innovative structural design preserves the inherent flexibility of paper while significantly improving the folding endurance and barrier performance of paper-based packaging, with a natural degradation rate of more than 90%.




Paper-based Flexible Packaging

## Versafill Memory Honeycomb

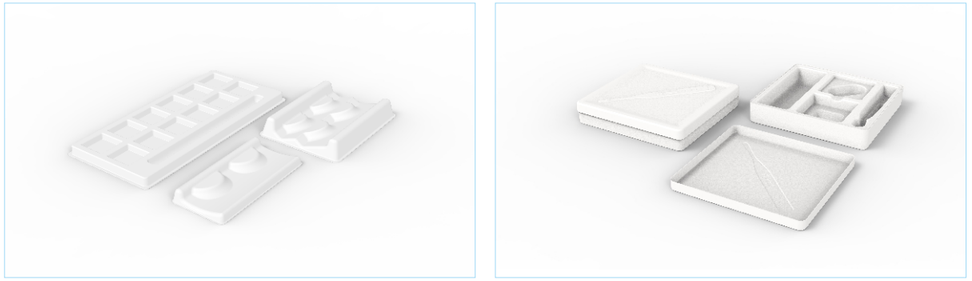
Co-developed with customers, Versafill Memory Honeycomb features a gradient pore design and flexible stretchable structure, enabling instant shaping upon compression to flexibly accommodate products of various shapes. While ensuring packaging stability and protection, it delivers a premium unboxing experience for consumers. Made from recyclable paper, it effectively replaces traditional cushioning materials such as foamed EPE pearl cotton and foamed particles, preventing environmental pollution caused by plastics. Its compressible structure also reduces storage and transportation volume by approximately 85%, significantly lowering the environmental footprint of logistics.



Versafill Memory Honeycomb

## Molded Pulp Solution

The molded pulp solution adopts an integrated molding process that creates separate modular spaces for different product components, meeting shockproof and drop-resistant requirements during product transportation. Manufactured from renewable plant fibers such as bagasse, bamboo pulp and wood pulp, molded pulp products are 100% biodegradable and recyclable.



Molded Pulp Inner Tray

## Material Reduction and Easy-to-recycle Structure

### Combined Packaging

The "Big Series" consolidates multiple products into a single outer packaging unit, reducing packaging material consumption per individual product.

### Easy-to-Disassemble Packaging

Featuring easy-to-disassemble and easy-to-sort packaging structures, this design guides consumers to separate packaging components of different materials after use, thereby improving end-of-life recycling convenience.

# Digitalization and Green Manufacturing

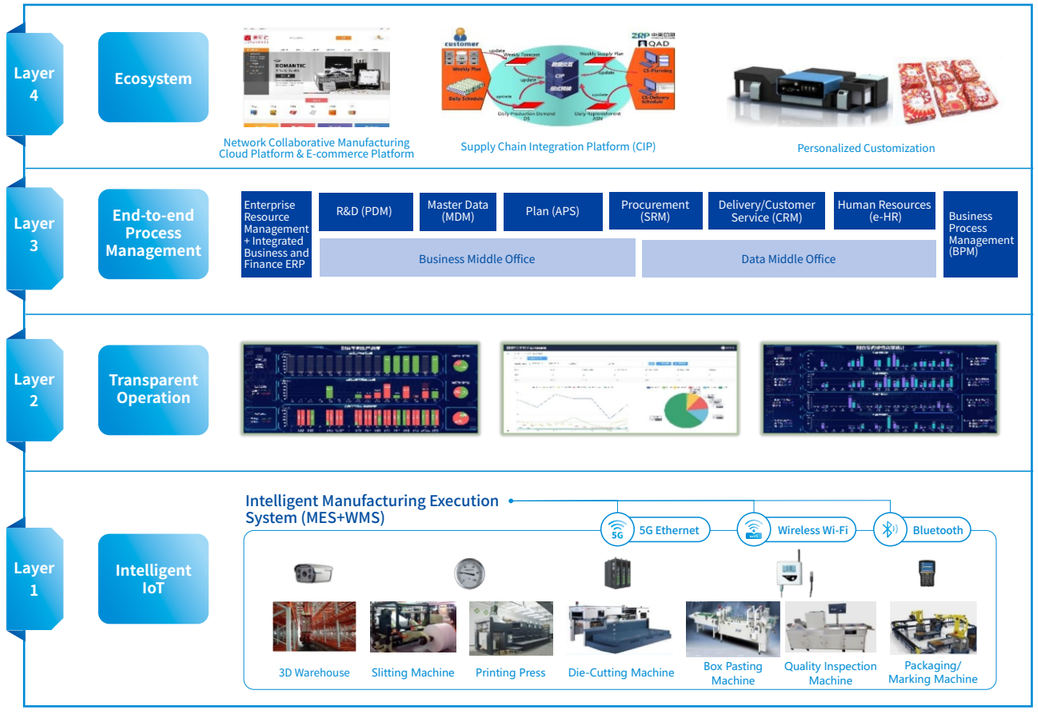
As one of the first enterprises selected for the "Smart Manufacturing Pilot Demonstration Projects" of the Ministry of Industry and Information Technology of China, the Company leverages advanced production equipment and manufacturing technologies, and integrates all production processes through digital systems to establish an intelligent production system featuring information connectivity and efficient collaboration. It also actively adopts eco-friendly processing technologies to strengthen its green manufacturing capabilities.

## Smart Factory

ZRP has comprehensive capabilities in printing, post-press processing, and finishing, and has developed multiple production platforms and supporting process technologies, which can effectively meet differentiated requirements of products with different characteristics in terms of production speed and performance. On this basis, the Company focuses on advancing smart manufacturing. By deploying state-of-the-art production equipment and information systems, it has built a smart factory system that integrates production management and operational collaboration.

Equipped with digital processing equipment, intelligent robotic arms and smart logistics and warehousing facilities, the smart factory has established an automated production and logistics system. Supported by 5G, IoT and other technologies, it realizes interconnection between production equipment and system platforms, centralizes the display of production and management data, and monitors production progress, equipment status and key indicators in real time, thereby improving the visibility and traceability of production operations.

In terms of process management, the Company integrates R&D, supply, production, sales and service through systems including PDM, APS, MES and SRM, eliminating information silos and enhancing production organization efficiency to strengthen flexible manufacturing and rapid response capabilities. Meanwhile, driven by customer demand, the Company aggregates supplier resources upstream and connects consumer needs downstream, promotes information sharing and resource collaboration through system platforms, and builds an open and coordinated ecological network.





## Clean Process

The Company has advanced technical optimization and material substitution around its printing production processes, aiming to reduce resource consumption and pollutant emissions during production and drive the production system toward greater efficiency and environmental friendliness.

### Digital Printing Technology

Digital printing enables direct printing from digital files without the need for metal plates or screens. This not only reduces material waste from traditional plate-making, machine setup and test runs, but also eliminates wastewater and chemical reagent emissions generated by these processes.

### Color Management and High-fidelity Printing Technology

The color management system uses Press Matcher and InkSaver to adjust ink formulations, replacing part of the neutral gray mixed from CMY inks with black ink. Combined with high-fidelity printing technology to expand the color gamut, it effectively reduces the consumption of color inks while ensuring accurate color reproduction.

### Chemistry-free Prepress Process

The Company has adopted chemistry-free plate technology in the prepress stage, eliminating the use of wash water, developers and fixers, thereby cutting chemical consumption and reducing process water demand.

### Clean Printing Materials

The Company promotes the use of raw and auxiliary materials with low VOC content, prioritizing water-based inks, UV inks, vegetable-based inks, and eco-friendly adhesives such as starch-based glue and water-based white latex, to minimize the environmental impact of production.

The Company uses plastic-replacement varnish instead of traditional plastic lamination, effectively reducing plastic material consumption while maintaining packaging protection, surface finish and compatibility with post-press processing.

# Delivering Value Across the Ecosystem

ZRP fully leverages the material advantages of paper-based packaging and, relying on its strong R&D and manufacturing capabilities, translates sustainability concepts into practical, market-ready product solutions. Adhering to the core philosophy of "Growing Together with Brands", we deeply understand the strategic needs of brand clients in green transformation. By providing high-quality, eco-friendly packaging solutions, we support them in achieving sustainability goals and enhancing their green competitiveness. In delivery operations, the Company promotes the use of reusable logistics equipment such as plastic boxes and plastic pallets, effectively reducing overall resource consumption across the business chain. We also focus on the environmental impact of packaging at the end of its life cycle. Through designs that enable easy recycling and biodegradability, we help consumers conveniently dispose of packaging, lower barriers to eco-friendly practices, and advance green consumption. From pulp and paper to production facilities, from retail shelves to households, we continuously expand and deliver green value. Together with partners and stakeholders from all sectors of society, we build an environmentally friendly, collaborative and win-win ecosystem for sustainable development.



# 01

# Governance Foundation

## Compliance, Integrity and Long-term Resilience

- Corporate Governance
- Risk Management
- Information Security and Data Protection
- Business Ethics

ZRP is committed to building a sound, transparent, and efficient corporate governance system. The Board of Directors and its specialized committees perform their duties in accordance with laws and regulations, ensuring the Company's prudent operations and standardized management. In daily operations, the Company continuously strengthens risk management and internal control, abides by compliance requirements and business ethics, and enhances information security protection and data governance to safeguard operational safety and business continuity. With a sound governance mechanism, we underpin the long-term development of the enterprise and create sustainable value for shareholders, customers, partners and society



# Corporate Governance

The Company adheres to law-based and compliant operations at all times. By improving its governance mechanism, enhancing information disclosure, and maintaining open channels of communication with investors, it continuously elevates governance transparency and scientific decision-making, providing a strong guarantee for long-term, steady development.

## Governance Structure

The Company strictly complies with *the Company Law of the People's Republic of China, the Securities Law of the People's Republic of China, the Guidelines for the Governance of Listed Companies,* and other laws, regulations and regulatory requirements. It has established a governance structure with clearly defined powers and responsibilities, efficient operation and effective supervision.

**Shareholders' Meeting**

As the supreme governing body, the Shareholders' Meeting convenes in accordance with *the Rules of Procedure for the Shareholders' Meeting* and exercises decision-making power over major matters according to law, including the election of directors, the examination and approval of the reports of the Board of Directors, amendment of the articles of association, increase or reduction of registered capital, profit distribution, disposal of major assets, and equity incentive plans.

**Board of Directors**

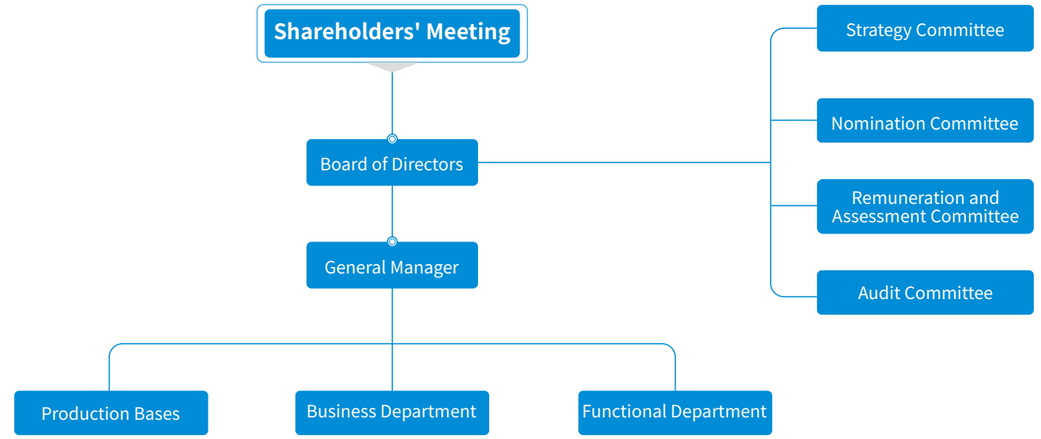
As the business decision-making body, the Board of Directors is accountable to the Shareholders' Meeting. It is responsible for convening Shareholders' Meetings, implementing shareholders' resolutions, formulating business plans and investment proposals, adopting annual financial budgets and final accounts as well as profit distribution plans, determining the internal management structure, appointing officers, formulating basic management systems, etc.

Four special committees have been established under the Board of Directors: the Strategy Committee, the Nomination Committee, the Remuneration and Assessment Committee, and the Audit Committee. Each committee performs its duties in accordance with its respective rules of procedure.

**General Manager**

As the executive officer of the Company, the General Manager is accountable to the Board of Directors, presides over daily production, operation and management, organizes the implementation of the resolutions of the Board of Directors, drafts basic management systems, and formulates specific rules and regulations.




**Key Performance**

| Indicator | Unit | 2025 |
|---|---|---|
| Number of Directors | Persons | 9 |
| Number of Independent Directors | Persons | 3 |
| Number of Female Directors | Persons | 2 |
| Number of Shareholders' Meetings Held | Times | 2 |
| Number of Meetings of the Board of Directors Held | Times | 7 |
| Number of Meetings of the Strategy Committee under the Board of Directors Held | Times | 1 |
| Number of Meetings of the Nomination Committee under the Board of Directors Held | Times | 2 |
| Number of Meetings of the Remuneration and Assessment Committee under the Board of Directors Held | Times | 1 |
| Number of Meetings of the Audit Committee under the Board of Directors Held | Times | 5 |

## Information Disclosure

The Company has formulated *the Information Disclosure Management Policy* and *the Internal Reporting Policy for Material Information*, adhering to the principle of "Truthfulness, Accuracy, Completeness, Timeliness and Fairness" in information disclosure. It discloses regular reports as well as ad hoc items including material transactions, connected transactions and external guarantees in accordance with regulatory requirements. Relevant disclosure documents are released via the website of Shenzhen Stock Exchange, CNINFO and other media meeting the requirements of China Securities Regulatory Commission.

To ensure the timeliness and fairness of information disclosure, the Company has established an internal reporting mechanism for material information, specifying that persons in charge of all departments and subsidiaries are the primary persons responsible for information reporting. When material events occur, relevant responsible persons shall report to the Secretary of the Board of Directors immediately to ensure timely transmission of material information. Furthermore, the Company strictly controls the scope of insiders prior to information disclosure to prevent insider trading.

## Investor Communication

The Company attaches great importance to investor relations management and has formulated *the Investor Relations Management Policy*. It maintains communication with investors through diverse channels and promptly responds to their reasonable demands. The Secretary of the Board of Directors serves as the person in charge of investor relations management, while the Securities Department undertakes daily investor relations work, jointly ensuring an efficient and standardized investor communication mechanism.



### Official Website Column

A dedicated "Investor Relations" column is available, which publishes corporate announcements, investor relations activity records and contact information (dedicated telephone line, email address and company address) in a centralized manner, allowing investors to access information at any time.

### Interactive Channels

Through telephone, email, the EasyIR platform, Shareholders' Meeting, performance briefings and targeted site visits, the Company timely responds to investors' concerns and conducts in-depth exchanges on operating results, corporate governance, development strategies and other matters.

### Performance Highlight

In 2025, the Company held its annual performance briefing and participated in Guangdong Investor Collective Reception Day, further deepening interactions with investors.

### Key Performance

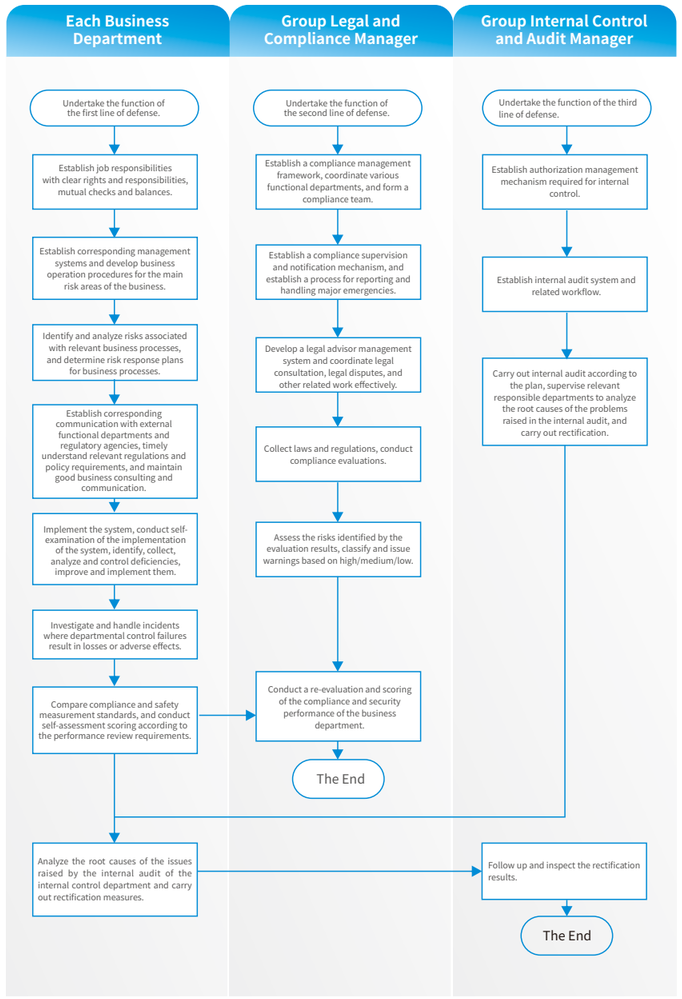
| Indicator | Unit | 2025 |
|---|---|---|
| Number of Performance Briefings held | Times | 2 |
| Number of Investor Inquiries Answered via Interactive Platforms | Times | 31 |
| Response Rate to Inquiries on Interactive Platforms | % | 100 |
| Total Number of Announcements Disclosed | Files | 64 |

# Risk Management

Sound operation serves as the foundation for the Company's sustainable development. We have established a risk governance structure centered on the "Three Lines of Defense" to strengthen coordination across all levels. Meanwhile, the Company has put in place a full-process management mechanism covering risk identification, assessment, response and prevention, and conducts regular risk reviews to continuously enhance operational resilience, providing strong support for its steady development.

## Three Lines of Defense for Risk Management and Control

In accordance with *the Risk Management and Control Policy*, the Company has established a standardized and effective risk control system, clarifying the responsibilities and division of labor among the Three Lines of Defense: "Business Departments – Group Legal and Compliance Function – Group Internal Control and Internal Audit Function", ensuring orderly and efficient risk management.




Group Risk Management Process Chart



## Key Control Areas

### Strategic Risk

Risk of deviations in development plans or value losses caused by uncertainties during the formulation and implementation of corporate strategies.

### Reputational and Credit Risk

Risk of adverse impacts on the Company's business opportunities, earnings and market reputation arising from negative public opinion or information.

### Operational Risk

Risk of potential losses due to management deficiencies or improper practices in operational processes including production, procurement, sales, personnel management and connected transactions.

### Financial Risk

Risk of adverse effects on cash flow or fund security resulting from inadequate control over financial activities such as capital structure, asset management, investment, financing and treasury management.

### Legal Risk

Risk of civil liabilities, administrative penalties, criminal liabilities or other adverse consequences arising from violations of laws and regulations.

### Market Risk

Operational uncertainty risk caused by changes in the market environment, including shifts in consumer demand, competitive landscape or policy adjustments.



## Risk Investigation Mechanism

ZRP has established an end-to-end risk screening mechanism to conduct risk identification and graded assessments, promote the implementation of control measures, and, in conjunction with the establishment of normalized risk prevention mechanisms, continuously enhance its overall risk prevention and control capabilities.

### Risk Control Process

**Risk Identification**

Risk points in various business processes are identified through department interviews, data collection and special questionnaires. The questionnaire includes confirmation items such as "whether there are violations of major laws and regulations, environmental pollution, commercial bribery and other issues", and integrates ESG factors into the assessment scope.

**Risk Assessment**

A five-star rating method is adopted to quantitatively classify identified risks. An *Annual Legal Risk Report* and a risk map summary are produced to distinguish between material risks and general risks.

**Risk Response**

Rectification measures are formulated with each department one by one, with responsible departments and deadlines clearly defined, and implemented upon approval by the management.

**Risk Prevention**

Risk prevention is continuously strengthened by improving management systems, optimizing business processes and conducting special risk control training.

In August 2025, the Legal Department completed a special legal risk investigation at the headquarters. The investigation consisted of five stages: preliminary communication, data collection, questionnaire survey, solution discussion and summary reporting, covering eight departments: Human Resources, Procurement, Sales, R&D, Logistics and Warehousing, Marketing, Administration and Digital Intelligence Center. No material violations of laws or regulations were detected, and improvement suggestions were provided for identified risk items.

**Key Performance**

| Indicator | Unit | 2025 |
|---|---|---|
| Number of Internal Audits Conducted | Times | 7 |
| Number of Risk Control Trainings Conducted | Times | 1 |

# Information Security and Data Protection

The Company upholds the information security principle of "Prevention First, Sound Management, Continuous Improvement, and Security Assurance". Based on its institutional framework, it coordinates technical protection, risk analysis, internal audit, incident response, publicity and training to establish a comprehensive information security defense system, effectively safeguarding business continuity and information asset security, and building a solid information security barrier for the Company.

**Key Performance**

In 2025, the Company recorded **no** data security incidents,
with a total investment of RMB **300,000** in information security protection.

## Information Security Management System

In accordance with the applicable information security laws, regulations and standards, the Company has formulated documents including *the Information Security Management Manual, Information Security Management Measures, Information Security Management Strategy* and *Compilation of Information Security Procedure Documents*, clarifying information security strategies, control measures and operating procedures to provide institutional support for information security management.



**Key Performance**

Annual information security management objectives

ontrolled information leakage incidents
⩽**1**

customer confidentiality complaints
**0**

Both the Zhongshan Base and Kunshan Base have been certified for ISO 27001 Information Security Management System.

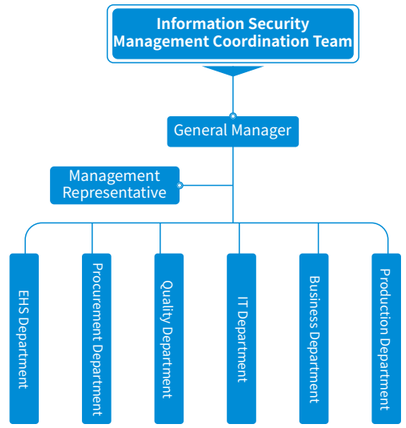






## Information Security Management Structure

The Company implements unified information security control at the group level, establishes a full-time security management organization, and engages professional third-party security agencies to jointly conduct security management. An Information Security Management Coordination Team has been set up to oversee decision-making and coordination on major network and information security matters. The General Manager, as the primary person responsible for information security, approves the information security policy and management manual. The Management Representative leads the establishment, implementation, supervision, inspection and continuous improvement of the information security management system. All functional departments perform their duties in accordance with their business divisions, forming a company-wide information security accountability system.




## Information Security Technical Assurance

The Company has established a multi-level technical protection system covering key areas including physical and environmental security, access control, network security, endpoint protection, data backup, and application security. All subsidiaries and branches access the Group's core systems via encrypted VPN, enabling unified centralized management and secure resource sharing, forming a comprehensive information security assurance mechanism.

| | |
|---|---|
| **Physical and Environmental Security** | • Select data center locations in a reasonable manner, delineate security zones, and implement access control management.<br>• Deploy video surveillance, anti-theft alarm systems, and automatic fire-fighting systems.<br>• Configure automatic temperature and humidity control, backup power supply, and lightning and electrostatic protection facilities. |
| **Access Control and Identity Security** | • Implement real-name registration for user accounts and adopt password complexity and password update policies.<br>• Grant authorizations based on the principle of least privilege and strictly manage user access right requests and changes.<br>• Require authorization for remote work, and immediately revoke all access rights when users leave the Company. |
| **Network and Perimeter Security** | • Deploy firewalls, intrusion prevention systems, and network access control.<br>• Implement separation between internal and external networks, and strictly control wireless network access.<br>• Apply secure configuration to network devices and disable unused ports. |
| **Endpoint and Data Security** | • Disable USB storage functions on computers and configure password-protected automatic screen savers.<br>• Deploy enterprise antivirus software and malicious code prevention systems.<br>• Encrypt personal office computers and sensitive information such as passwords, and strengthen local device security protection.<br>• Enable network behavior monitoring systems to log internet activities, file operations, and email sending and receiving. |
| **Data Backup and Recovery** | • Perform full backups of critical business data on a weekly basis, and back up key databases on a daily basis.<br>• Conduct recovery tests every six months, and store backup media in compliance with security requirements.<br>• Local and off-site backup systems have been deployed, and the backup mechanism is being continuously improved. |
| **Application System Security** | • Separate development and production environments, and conduct security testing before applications go live.<br>• Perform vulnerability scanning on a regular basis, and ensure that system changes follow an established approval workflow.<br>• Assign dedicated personnel to manage source code repositories, and retain application logs for no less than six months. |

## Information Security Risk Analysis

The Company conducts regular risk assessments in accordance with *the Information Security Risk Assessment Management Procedure*, identifies potential threats to information assets, determines risk levels, and develops corresponding treatment plans. To enhance the professionalism and objectivity of assessments, the Company entrusts an external professional security organization to carry out an overall security assessment annually, and conducts technical assessments on core systems every six months. System security is verified through penetration testing, intrusion detection and other methods to continuously strengthen risk prevention and control capabilities.

**Risk Identification**

All information assets within the scope of ISMS are inventoried and identified, including software/systems, data/documents, hardware/facilities, human resources and services. Risk factors such as software and hardware failures, physical environment threats, malicious codes, network attacks, etc. are analyzed, and exploitable vulnerabilities are assessed from both technical and management perspectives.

**Risk Assessment**

Risk values are calculated by comprehensively considering threat frequency, vulnerability exploitability and asset value. Risks are classified into Levels 1–5 to identify unacceptable risks. Existing control measures are listed and their implementation effectiveness is evaluated.

**Risk Treatment**

A *Risk Treatment Plan* is formulated for unacceptable risks, which are addressed through risk mitigation, transfer, avoidance and other measures.

## Internal Audit of Information Security

The Company has established an internal audit management procedure and conducts at least one internal audit of the information security management system each year to verify the effectiveness and suitability of system operation. The internal audit covers all processes involved in the information security management system. For nonconformities identified during the audit, the responsible departments must complete corrective actions within the prescribed time limit. Auditors are responsible for follow-up, verification and closed-loop management. The audit results are compiled into an *Internal Audit Report*, which is submitted for management review and serves as an important basis for the continuous improvement of the information security management system.

## Information Security Incident Response

Based on *the Emergency Response Plan and Implementation for Security Incidents* and *the Incident Management Procedure*, the Company has established a full-process emergency response mechanism covering incident reporting, analysis and assessment, handling, review, and improvement. It has also formulated a *Business Continuity Management Plan* that clarifies roles and responsibilities, recovery time objectives, and emergency response measures, thereby effectively addressing business interruption risks. At the same time, the Company has established classification and grading criteria for information security incidents. Based on incident type and impact, it determines the response level and activates the corresponding emergency response plan. The Company organizes emergency drills annually to verify the effectiveness of the emergency response mechanism and the business continuity plan, and to enhance its capability to respond to unexpected incidents. Employees may report security incidents to the IT department via email, telephone, or internal systems.

## Information Security Education and Training

The Company attaches great importance to enhancing employees' information security awareness. New employees are required to attend dedicated information security training upon onboarding, so as to systematically master application system operating procedures, information security management regulations, and daily protection requirements. Meanwhile, all employees may continuously learn information security knowledge through internal systems to enhance the organization-wide capability to prevent information security risks.

**Key Performance**

| Indicator | Unit | 2025 |
|---|---|---|
| Cumulative Number of Participants in Information Security Training Sessions | Person-times | 500 |
| Average Training Hours Per Person for Information Security | Hours/Person | 9 |
| Employee Information Security Commitment Signing Rate | % | 100 |

# Business Ethics

The Company integrates requirements on anti-corruption, anti-commercial bribery, and the maintenance of fair competition into its daily operations. By strengthening integrity management for employees, standardizing external cooperation practices, and keeping supervision and reporting channels unimpeded, the Company fulfills its responsibility and commitment to integrity-based operations with concrete actions and maintains a fair and clean business environment.

## Integrity in Business Conduct

The Company strictly complies with laws and regulations related to anti-bribery and anti-corruption, and has established an end-to-end integrity management system covering both internal operations and external cooperation. By combining institutional constraints, training and communication, and dynamic supervision, the Company effectively prevents commercial bribery and corruption risks at the source.

### Employee Code of Conduct

The Company defines business ethics standards in *the Employee Handbook*, prohibiting solicitation or acceptance of bribes, benefit transfers, and similar misconduct. For those employees who violate relevant regulations, the Company will terminate their employment contracts; if the case is suspected of violating the law, it will be referred to judicial authorities. New employees are required to sign *the Statement of Commitment and Confirmation* upon onboarding, undertaking to strictly abide by the requirements of integrity and self-discipline.

In addition, the Company incorporates business ethics training into the compulsory course for all employees and delivers such training through an online learning system. The training focuses on communicating requirements for business integrity and, by drawing on typical cases, clarifies the boundaries of misconduct and the corresponding legal consequences, thereby continuously strengthening all employees' awareness of integrity in business conduct.

### Integrity Supervision Mechanism

The Company has established an Integrity Culture Promotion Team led by the Audit Department, with collaborative participation from the HR Department, the Legal Department and the Finance Department. It coordinates anti-corruption and anti-commercial bribery management measures to ensure integrity requirements are implemented across all operational processes. The Company conducts regular internal audits to supervise the performance of management personnel, and imposes appropriate disciplinary sanctions in accordance with regulations on verified violations.

### Business Cooperation Management

The Company signs *the Anti-Commercial Bribery Commitment* with its customers, undertaking not to engage in any form of commercial bribery or unfair competition and accepting supervision by customers. In the event of a breach of such commitment by the Company, customers may take measures including withholding payment, terminating cooperation and claiming liquidated damages in accordance with the agreement.

Meanwhile, the Company extends business ethics requirements to supply chain management. New suppliers are required to undergo reviews covering business qualifications, litigation status and violation records during the qualification process. During cooperation, behavioral standards for suppliers are clearly defined through policy documents such as *the Supplier Guide, the Supplier Confidentiality Agreement*, etc.

**Key Performance**

ZRP Kunshan has been certified for ISO 37001 Anti-bribery Management System.

## Anti-unfair Competition

The Company adheres to the principle of fair competition and integrates anti-unfair competition requirements into its employee code of conduct, explicitly prohibiting false advertising, infringement of trade secrets and other such practices, so as to maintain a healthy and orderly market competition environment.

## Reporting and Protection

The Company maintains a dedicated reporting column on its official website. Employees and partners may submit reports via an online form, or communicate violations by email, telephone, meetings and other channels. Reported matters are uniformly handled, investigated and disposed of by dedicated personnel. The Company imposes appropriate measures on verified violations in light of their severity, rejects reports involving malicious fabrication or false accusation, and rewards eligible whistleblowers in accordance with the applicable regulations. The Company fully protects the legitimate rights and interests of whistleblowers by anonymizing and keeping strictly confidential their personal information, and strictly prohibits any form of retaliation.




Reporting Channels on the Official Website

**Key Performance**

| Indicator | Unit | 2025 |
|---|---|---|
| Employee Integrity Agreement Signing Rate | % | 100 |
| Coverage Rate of Suppliers Having Signed Integrity Agreements or Contracts Containing Integrity Clauses | % | 100 |
| Number of Incidents Resulting in Litigation or Major Administrative Penalties due to Unfair Competition | Cases | 0 |
| Number of Incidents Resulting in Litigation or Major Administrative Penalties due to Commercial Bribery, Embezzlement, or Corruption | Cases | 0 |

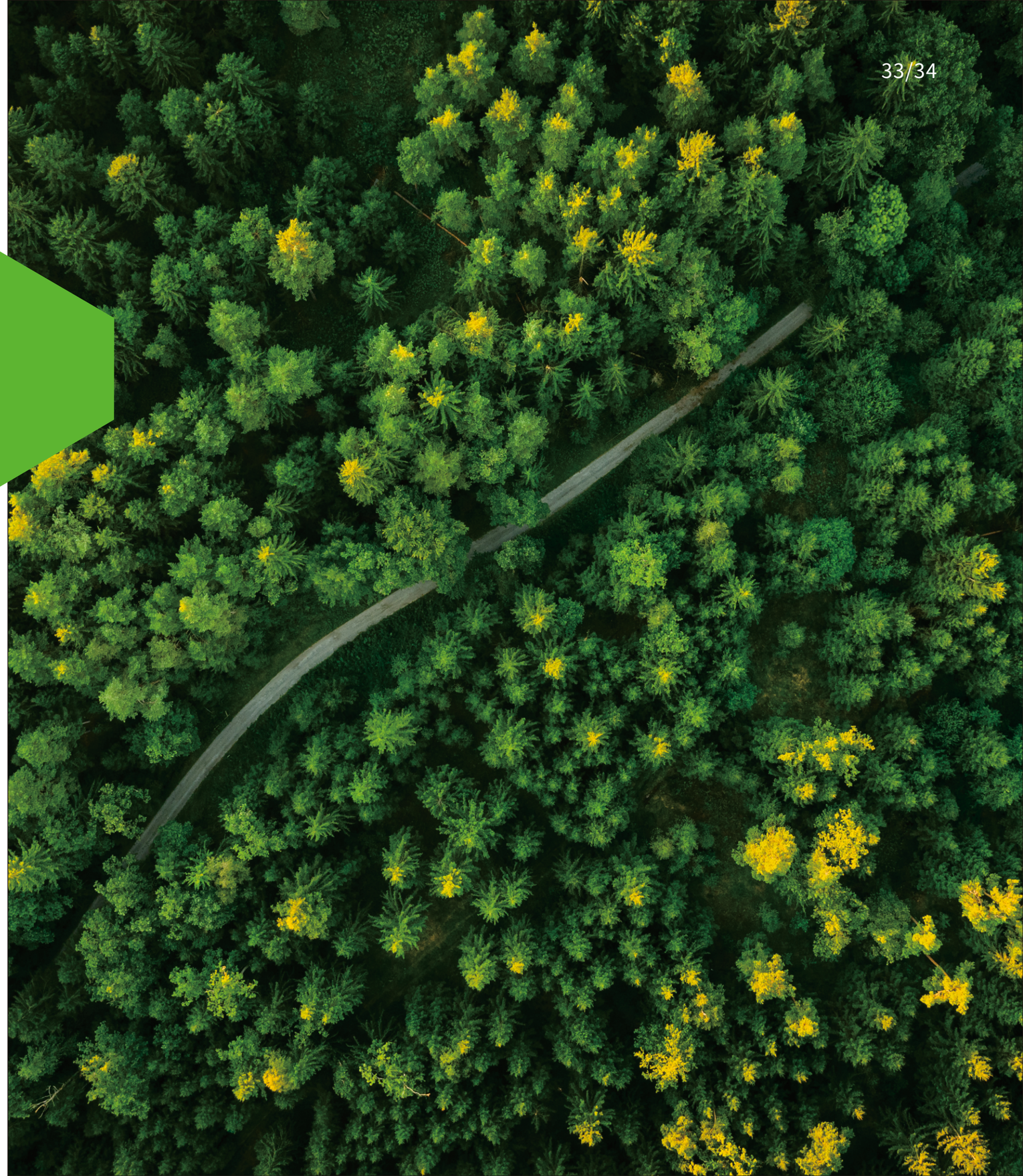
# 02

# Green Development

## Resource Efficiency, Emissions Management and Low-carbon Transition

- Environmental Compliance
- Climate Change Response
- Water Management
- Pollutant and Waste Management
- Circular Economy
- Ecological Protection

ZRP has embedded the concept of green development into its core values and is committed to reducing the environmental impact of its production and operations. The Company has established and improved its environmental management system. While fully complying with environmental protection regulations, it strives for higher efficiency and cleaner production processes by optimizing resource utilization and strictly controlling pollutant emissions. Against the backdrop of global climate change, we actively pursue energy efficiency improvements, promote the use of clean energy, and continuously explore pathways for low-carbon transition. Through concrete actions, we fulfill our environmental responsibilities, enhance our sustainable development capabilities, and promote harmonious coexistence between business operations and the ecological environment.



# Environmental Compliance

The Company adheres to the environmental policy of "Strictly Abiding by Laws and Regulations, Reducing Consumption and Improving Efficiency, Protecting the Environment, and Benefiting Mankind". It has established a comprehensive environmental management system and supervision mechanism to strengthen accountability implementation and process control. Meanwhile, it regularly analyzes significant environmental aspects and dynamically optimizes management measures based on actual conditions to ensure that environmental management requirements are effectively implemented in all aspects of production and operation.

**Key Performance**

In 2025, the Company set and achieved its environmental objectives:
**0** major environmental incident and **100%** compliance rate in environmental inspections.

## Environmental Management System

In compliance with national and local environmental protection laws, regulations and industry standards, the Company has formulated *the Environmental Protection Management Policy* and a series of supporting procedural documents. It has established an environmental compliance management system led by the Environmental Management Committee, professionally administered by the EHS Department, and supported by all relevant departments, clarifying responsibilities at all levels and forming a vertically linked and highly coordinated environmental management mechanism.

### Environmental Management Committee

It takes overall responsibility for the overall management of environmental protection and communication and coordination with government environmental protection authorities. It organizes the formulation of environmental objectives, targets and management plans, promotes the overall planning of cleaner production, energy conservation and emission reduction, and oversees the command and response to major unexpected environmental incidents.

### EHS Department

As the full-time department for environmental management, it is responsible for implementing national and local environmental protection laws and regulations, conducting environmental aspect identification and monitoring, organizing the implementation of cleaner production, managing the operation of the ISO system, and preparing regular reports on energy conservation, emission reduction and environmental protection.

### Departmental Coordinators

Full-time or part-time coordinators are appointed in each department to implement daily management requirements in accordance with the Company's environmental protection policies, supervise environmental conditions in their respective areas, and conduct internal promotion and training.





**Key Performance**

Zhongshan, Kunshan, Tianjin and Shenyang production bases have been certified for ISO 14001 Environmental Management System.

ZRP and ZRP Tianjin Technology have both been recognized as "National Green Factory" and "National Green Supply Chain Management Enterprise".

ZRP Shenyang has been recognized as "Liaoning Province Green Factory".

ZRP Kunshan has been recognized as "Jiangsu Province Green Factory".

ZRP has been awarded the honor of "Guangdong–Hong Kong Cleaner Production Excellent Partner (Manufacturing)".

**Key Performance**

ZRP and ZRP Kunshan have received an "A" rating from CDP.

Climate
Forests Water
CDP
A List
2025



# Environmental Risk Control

## Environmental Factor Assessment

ZRP has formulated the *Environmental Factor Identification and Evaluation Procedure* to systematically sort out and scientifically assess environmental factors arising from its products, services, and related management activities, clarify potential risk points and management priorities, and ensure that environmental management resources are focused on key impact areas.

### Identification

The Company comprehensively considers legal and regulatory requirements and stakeholder opinions, and combines business activities such as production processes, equipment operation, material usage, energy consumption and waste disposal to conduct a comprehensive analysis of office areas, production workshops, warehousing and logistics, energy facilities and staff living areas. The scope of identification covers wastewater, waste gas, noise, solid waste, land impacts, resource consumption and other aspects, taking into account three time horizons (past, present and future) as well as three operating conditions (normal, abnormal and emergency).

### Evaluation

The Company conducts a comprehensive assessment of environmental aspects based on the severity of environmental impacts, compliance status, stakeholder concerns, and past corrective actions. Environmental aspects that score above the specified threshold are identified as significant environmental aspects, with targeted control measures implemented in relevant processes. The evaluation results are compiled and reviewed into *the List of Significant Environmental Aspects*, which is reviewed and approved by management.

### Dynamic Management

The Company carries out environmental aspect identification and retrospective evaluation at least once a year. The EHS Department regularly supervises the implementation of control measures for significant environmental aspects. Supplementary identification and updates are promptly conducted in response to regulatory changes, process adjustments, new project implementation and other changes, ensuring that environmental aspect management remains aligned with actual operations.

## Emergency management of Sudden Environmental Incidents

In accordance with *the Emergency Response Law of the People's Republic of China, the National Emergency Plan for Environmental Emergencies* and other laws and regulations, and based on actual production and operation, the Company has formulated and issued the *Emergency Plan for Environmental Emergencies*, clarifying emergency management principles and work requirements to enhance environmental risk response capabilities.

**Response Mechanism**

An Emergency Rescue Command Team for environmental emergencies has been established. According to the severity, scope of impact and internal control capacity, environmental emergencies are classified into three levels of response: Level III (workshop level), Level II (plant level) and Level I (social level). Emergency response is carried out in accordance with local jurisdictional requirements, with coordination with relevant government departments as appropriate.

**Disposal Process**

The Company has established work procedures for early warning, information reporting, graded response, on-site handling, emergency monitoring, termination of emergency status, and post-incident recovery. For different scenarios such as fires, hazardous chemical spills, and abnormalities in waste gas or wastewater treatment facilities, the Company specifies concrete measures including source control, pollution interception, decontamination, monitoring, and subsequent investigation to reduce the risk of environmental impacts.

**Support Mechanism**

The Company maintains necessary emergency supplies and equipment, establishes internal emergency linkage and external support mechanisms, and strengthens coordination with neighboring enterprises and local emergency response systems. Meanwhile, it regularly organizes emergency training and drills to enhance employees' understanding of the plans and their practical response capabilities.

**Case** **Multi-Scenario Environmental Emergency Drills to Enhance Employees' Environmental Safety Awareness and Collaborative Response Capabilities**



In 2025, focusing on key environmental risks such as water pollution, hazardous waste and chemical management, the Company organized multi-scenario emergency drills at all production bases to strengthen employees' environmental safety awareness, improve their coordinated response capacity, and strengthen the Company's environmental risk prevention and control capabilities.

Zhongshan Base carried out special drills on two major risk areas: wastewater treatment and hazardous waste management. In the water pollution emergency drill, it simulated a leakage incident caused by damaged sewage pipelines, with on-site alert, leakage control, wastewater collection and follow-up inspection conducted in sequence. In the hazardous waste leakage drill, it simulated damaged packaging, and the emergency team completed zone isolation, source control, adsorption cleanup and on-site review in accordance with their respective roles, followed by a debriefing and summary session. The drills covered wastewater treatment personnel, warehouse staff, EHS personnel and production operators, verifying the operability of the emergency plan.

Tianjin Base conducted a hazardous waste leakage drill in the temporary hazardous waste storage area of the printing workshop, focusing on risk identification and standardized handling during hazardous waste transportation, thereby enhancing front-line employees' emergency response and coordination capabilities.

Chengdu Base carried out a chemical emergency response drill in the printing workshop, simulating a scenario involving the spillage of press wash wastewater in the printing workshop, and rehearsed procedures such as on-site reporting and emergency cleanup, in order to strengthen employees' ability to respond to unexpected situations.

OCD Huaibei organized fire safety training and drills, using on-site briefings, video-based learning, and hands-on exercises to enhance employees' awareness of fire and related environmental risks and their response capabilities.

**Key Performance**

During the reporting period, the Company experienced **no** major environmental incidents and was **not subject to** any major administrative penalties by environmental authorities or held criminally liable due to environmental incidents.

## Environmental Supervision and Inspection

The Company has established a routine environmental inspection mechanism that combines multi-level self-inspections with external supervision to promote problem identification, rectification and implementation, and continuously enhance the standardization of environmental management. Based on its internal environmental risk source inventory, the Company implements daily inspections by teams, monthly inspections by departments, and quarterly comprehensive self-inspections, covering the classified storage of solid waste, compliance with pollutant discharge permit requirements, operation status of environmental protection facilities, use of hazardous chemicals and other items. For identified issues, the Company formulates clear corrective measures and deadlines, and the relevant departments review the effectiveness of the remediation. In the reporting period, all the bases actively cooperated with routine and special inspections conducted by local ecological and environmental authorities, passed all verification, and no major compliance problems were identified.

## Environmental Compliance Training

We regularly provide training on environmental compliance and environmental protection through various forms including classroom lectures, online learning, special briefings and team-based training to cover all employees. Training content includes interpretation of pollution prevention and environmental protection regulations, requirements for classified storage and compliant disposal of solid waste, and standards for hazardous waste management. Combined with industry cases and practical scenarios, the training strengthens employees' understanding of regulatory requirements and internal systems, and improves their awareness of environmental risk prevention and ability to follow standardized operating procedures.



Environmental Compliance Training

**Key Performance**

| Indicator | Unit | 2025 |
|---|---|---|
| Number of Emergency Drills Conducted for Sudden Environmental Incidents | Times | 21 |
| Number of Training Sessions Conducted on Environmental Protection and Environmental Compliance | Times | 67 |
| Cumulative Number of Participants in Training on Environmental Protection and Environmental Compliance | Person-times | 9,652 |
| Cumulative Duration of Training on Environmental Protection and Environmental Compliance | Hours | 9,763 |
| Environmental Protection Investment | RMB 10,000 | 569.95 |

# Climate Change Response

ZRP closely aligns with China's national "dual-carbon" strategic objectives and, based on its own production and operation characteristics, systematically reviews its energy use and greenhouse gas emissions, clarifies its energy conservation and emissions reduction management approach and implementation roadmap, and continuously promotes optimization of the energy mix and improvements in energy efficiency. Meanwhile, the Company takes into account the macro policy environment and industry development trends to analyze climate change-related risks and opportunities, assess potential impact factors, and enhance its climate resilience through low-carbon initiatives, thereby supporting its own sustainable development.

## Climate Change Governance System

The Company has established *the Greenhouse Gas Inventory Management Procedure* in accordance with ISO 14064-1. It systematically identifies direct and indirect greenhouse gas emission sources within the organizational boundary, compiles a greenhouse gas inventory based on actual data, and regularly evaluates data uncertainties. It focuses on monitoring major emission sources to continuously improve the accuracy and scientific rigor of data.

The Company has also established an organizational structure with clearly defined roles and responsibilities to ensure the orderly implementation of carbon management. The General Manager serves as the Top Management, providing overall leadership, appointing a Management Representative and forming a Greenhouse Gas Inventory Team to strengthen corporate consensus on carbon reduction. The Management Representative is responsible for establishing, implementing and maintaining the GHG inventory management system, chairing management reviews, and approving relevant operational information. The Leader of the GHG Inventory Team uniformly plans and oversees GHG inventory activities across all departments, organizes emission calculations and report preparation, while team members are responsible for data collection and emission quantification. The Internal Verification Team conducts independent audits upon completion of the inventory report to ensure data is authentic, complete and traceable. To promote the effective implementation of emission reduction measures across all business processes, the Company has also established an emission reduction incentive and supervision mechanism, integrating emission reduction performance into the performance appraisal system of core departments including Lean Management, Engineering, Equipment and EHS.

**Key Performance**

| Indicator | Unit | 2025 |
|---|---|---|
| Scope 1 Greenhouse Gas Emissions | Ton of Carbon Dioxide Equivalent | 4,013.94 |
| Scope 2 Greenhouse Gas Emissions | Ton of Carbon Dioxide Equivalent | 51,112.39 |

Note: Data covers domestic manufacturing entities included in the consolidation scope, excluding ZRP Zhejiang and OCD Huaibei newly consolidated in 2025, as well as ZRP Wuhan with a relatively small business proportion.

**Key Performance**

ZRP, ZRP Kunshan, ZRP Tianjin Intelligent, ZRP Tianjin Technology, ZRP Tianjin Green Packaging, and ZRP Shenyang have been certified for ISO 14064-1 Greenhouse Gas Verification System.

## Analysis of Climate-related Risks and Opportunities

We continuously monitor trends in climate-related policies, markets, and technologies. Based on our business characteristics, we systematically analyze the potential risks and development opportunities brought about by climate change, and formulate corresponding management strategies and action plans to enhance our resilience and adaptive capacity in the face of climate change.

### Climate-related Risks

| Risk Type | Potential Business Impact | Potential Financial Impact | Countermeasures | Time Horizon |
|---|---|---|---|---|
| **Acute Physical Risk** | Extreme weather events such as typhoons, rainstorms and floods may affect plant safety, equipment operation, goods storage and logistics. | Increased asset repair expenses; revenue losses from production suspension; penalty costs from order delays due to breach of contract. | • Enhance flood and wind protection facilities in plants<br>• Establish emergency response mechanisms<br>• Purchase property insurance and business interruption insurance<br>• Establish cross-site collaborative production mechanisms | Short Term |
| **Chronic Physical Risk** | Sustained high temperatures raise energy consumption for air conditioning and cooling.<br>Changes in precipitation and climate patterns restrict agricultural and forestry outputs, affecting the stability of raw material supply. | Rising energy purchase costs; fluctuations in raw material procurement expenses. | • Promote energy-saving technical renovations to improve energy efficiency<br>• Optimize the regional distribution of suppliers | Medium to Long Term |
| **Policy and Legal Risk** | Carbon emission controls are becoming more stringent, and requirements for emission information disclosure are increasing. | Increased carbon compliance costs; risk of regulatory fines or production restrictions leading to reduced revenue. | • Continuously conduct greenhouse gas inventories and establish emission data ledgers<br>• Advance emission reduction projects | Medium Term |
| **Market Risk** | Downstream brand customers are accelerating their low-carbon transition and placing higher environmental requirements on packaging materials. | If products fail to meet customers' low-carbon standards, the Company may face loss of orders or a reduction in market share. | • Strengthen research and judgment of market trends<br>• Increase the proportion of green products<br>• Conduct joint development of low-carbon products with key customers | Medium Term |
| **Technical Risk** | Continuous iteration of low-carbon alternative materials and new processes creates pressure to upgrade existing technologies and equipment. | Increased capital expenditure; extended payback period of technology investments. | • Pilot new technologies in phases<br>• Optimize equipment upgrade planning<br>• Strengthen cooperation with research institutions | Medium to Long Term |
| **Reputational Risk** | Inadequate ESG performance or insufficient carbon disclosure may raise concerns among customers and investors. | Declining customer trust leading to lower profits; rising financing costs. | • Strengthen ESG information disclosure and proactively respond to stakeholder concerns<br>• Establish a compliance management mechanism | Medium Term |

### Climate-related Opportunities

| Risk Type | Potential Business Impact | Potential Financial Impact | Countermeasures | Time Horizon |
|---|---|---|---|---|
| **Products and Services** | Demand for sustainable packaging is increasing, and brand customers prefer green suppliers. By providing green products, the Company can effectively consolidate its industry position and enhance customer loyalty. | Improved profit margins from product premium; revenue growth driven by green product sales. | • Use eco-friendly and biodegradable raw materials<br>• Promote design of lightweight and recyclable packaging products<br>• Implement sustainable procurement policies and build a low-carbon supply chain | Medium Term |
| **New Market** | Expand customer base in new regions and enter emerging markets with higher environmental requirements; obtain green subsidies or tax incentives from public sectors. | Revenue growth from new markets; lower overall costs through subsidies. | • Research low-carbon and environmental requirements of target markets<br>• Proactively apply for various green factory or energy-saving incentive programs | Medium Term |
| **Resource Efficiency** | Optimize production technologies and transportation models to effectively reduce consumption of raw and auxiliary materials, water resources and energy. | Lower operating costs; savings in material procurement expenses. | • Introduce an energy management system to precisely control energy consumption<br>• Promote the upgrading of energy-saving and water-saving equipment<br>• Optimize process flows and promote material recycling<br>• Rationalize transportation routes and adopt intensive transportation modes | Short to Medium Term |
| **Energy Structure** | Shift to low-emission energy sources, reduce dependence on conventional fossil fuels, accumulate carbon assets, and participate in carbon trading markets. | Energy cost savings; additional income from carbon trading. | • Deploy distributed photovoltaic projects.<br>• Purchase green electricity.<br>• Explore carbon asset management. | Medium Term |



## Energy Use Management

Adhering to the energy policy of "Compliance with Laws and Regulations, Green Manufacturing, Continuous Improvement, and Harmonious Development", the Company has established a sound and clearly accountable energy management system covering key aspects such as energy measurement and statistics, supervision and performance assessment, as well as training, providing support for the orderly implementation of energy conservation initiatives.

**Key Performanc**

ZRP Tianjin Technology and ZRP Kunshan have been certified for ISO 50001 Energy Management System.

### System Development

The Company has formulated internal documents including *the Energy Management Policy, Measures for Energy Conservation Assessment and Management, Energy Statistics Management and Analysis Policy,* and *Management Policy for Key Energy-Consuming Equipment*, specifying key tasks and assessment requirements for energy management.

### Organizational Structure

The Company has established an Energy Conservation Leading Group to provide unified leadership and make major decisions on energy conservation initiatives. The EHS Department formulates the energy policy, annual targets and strategic plans, and oversees the implementation of the energy management system. All workshops and departments are responsible for on-the-ground execution, forming a hierarchical management structure that ensures energy management responsibilities are assigned to specific positions and individuals.

### Measurement and Supervision

The Company deploys energy measuring instruments in accordance with national standards, defines the scope of key energy-consuming units and major energy-consuming equipment, standardizes the management of energy measuring instruments, and ensures that data are authentic and complete. We have established energy statistics ledgers and a regular reporting mechanism, and conduct energy consumption statistics on a monthly, quarterly, and annual basis. Drawing on historical data and industry best practices, the Company formulates and dynamically updates energy consumption quotas for products and output value, defines energy conservation targets, and guides each unit to continuously optimize energy efficiency and reduce unreasonable consumption through comparative energy consumption analysis and performance evaluation mechanisms. Meanwhile, the Company regularly carries out energy conservation supervision, inspections and special spot checks, puts forward improvement recommendations for identified problems and promotes their implementation.

### Energy Conservation Training

The Company has established an energy conservation education and training system, and conducts training and publicity activities tailored to job characteristics. The training covers energy conservation laws and regulations, internal management systems, energy measurement and statistical requirements, management of key energy-consuming equipment, and the application of energy-saving technologies, continuously enhancing the energy conservation awareness and execution capabilities of both management personnel and frontline employees.

**Case** **Launch of Green Production Themed Training to Enhance the Company-wide Energy Conservation Awareness**

In 2025, the Company organized a special training session entitled "Green production: Energy conservation and consumption reduction to embark on a new journey of sustainable development". Through a combination of policy publicity and case-based teaching, the training systematically communicated the concept of green production and requirements for energy conservation practices. The training was delivered through a mix of offline centralized lectures and on-site visual publicity in workshops, covering approximately 1,700 employees from various departments. It effectively strengthened the awareness of green production and practical capabilities of all employees, and promoted the implementation of energy conservation measures in production and operation.




**Key Performance**

| Indicator | Unit | 2025 |
|---|---|---|
| Number of Training Sessions Conducted on Energy Saving and Carbon Reduction | Times | 16 |
| Cumulative Number of Participants in Training on Energy Saving and Carbon Reduction | Person-times | 5,345 |
| Cumulative Duration of Training on Energy Saving and Carbon Reduction | Hours | 5,798 |

# Low-carbon Production

## Energy Conservation and Efficiency Improvement Actions

### Equipment and Facility Upgrading

In recent years, the Company has continuously promoted the upgrading and renewal of production equipment and auxiliary facilities in all processes, effectively reducing energy consumption:

- Kunshan Base has replaced polishing machines, laminating machines and other equipment to improve energy efficiency;
- Zhongshan Base has installed insulation cotton on equipment condenser pipes to prevent cold loss, reducing power consumption of the refrigeration system by approximately 12% annually;
- Kunshan Base has retrofitted its positive/negative pressure systems to adopt centralized air supply, replacing the original decentralized vacuum pump supply mode, cutting annual power consumption by about 150,000 kWh;
- Tianjin Base and Kunshan Base have replaced air compressors and vacuum pumps to reduce power consumption under equivalent production conditions;
- Kunshan Base has upgraded printing presses with centralized water-cooling systems, replacing decentralized air cooling with higher-efficiency heat exchange, effectively reducing hot air discharge in workshops;
- Tianjin Base has optimized air conditioning operation by prioritizing the ground source heat pump system during low-load months, expected to save about 2,100,000 kWh of electricity per year;
- Tianjin base has retrofitted automatic end-point controls for air conditioning and independent cooling systems for printing workshops, achieving on-demand control and improved heating/cooling performance, saving about 230,000 kWh from June to December;
- Each base is gradually replacing diesel forklifts with electric forklifts and upgrading supporting charging facilities.

### Waste Heat Recovery

Zhongshan Base has established a waste heat recovery system for air compressors, using heat exchangers to utilize production waste heat for heating domestic water in employee dormitories, achieving a waste heat utilization rate of 85% and reducing annual electricity consumption by approximately 8,000 kWh.

### Optimization of Operational Control

- Tianjin Base has interlocked VOC treatment equipment on/off controls with production workstations to reduce idling caused by communication delays, saving about 24,000 kWh of electricity per year. Meanwhile, desorption cycles of VOC catalytic combustion equipment have been rescheduled to off-peak hours, cutting annual electricity costs by about RMB 60,000.
- Through consultation with power-using departments, the Tianjin plant saved approximately 20,000 kWh in 2025 by turning off lighting in some areas and reducing the number of light fixtures.
- The Company has deployed OEE and TPM systems to consolidate operating and maintenance data for each piece of equipment, thereby reducing unnecessary energy consumption caused by equipment abnormalities.



Energy-saving Retrofit Projects

## Application of Clean Energy

ZRP actively optimizes its energy mix, fully leveraging solar, geothermal and other renewable energy sources to reduce carbon emissions at source and continuously drive its own green and low-carbon transition.

Zhongshan Base, Kunshan Base and Zhejiang Base have all installed rooftop photovoltaic power generation facilities that convert solar energy into green electricity for direct use by production lines. These photovoltaic systems generate more than 8.19 million kWh of electricity annually, reducing emissions by approximately 4,330 tons of carbon dioxide equivalent.

Tianjin Base has installed a ground source heat pump system that utilizes the relatively constant temperature of underground soil: in winter, soil heat is extracted to heat circulating water for space heating, and in summer, indoor heat is transferred underground for cooling, effectively avoiding carbon dioxide and pollutant emissions associated with conventional fuel-fired boilers.



Photovoltaic Power Generation Facilities



Ground Source Heat Pump

# Sustainable Operations

**Transport**

- The Company has implemented an updated volume standard for delivery orders in the WMS system, establishing unified volume calculation rules and a packaging coefficient database to improve vehicle load factors and reduce empty mileage;
- In active response to customer requirements, the Company has reduced the use of vehicles below China National IV emission standards and adopted pure electric vehicles on certain routes to reduce carbon emissions in the logistics process.

**Business Travel and Commuting**

- Additional pure electric vehicles have been introduced for business use to replace fuel-powered vehicles;
- Charging stations for new energy vehicles are provided to facilitate charging for employees' and visitors' vehicles;
- Employees are encouraged to choose green commuting options in their daily routines, such as walking, cycling, public transportation, and new energy vehicles.

**Office**

The Company strictly implements air-conditioning temperature control standards (summer ⩾ 26°C, winter ⩽ 22°C);

The Company posts energy-saving reminder signs to reinforce energy conservation awareness;

- The Company retrofits certain areas with sensor-based lighting;
- In addition, the Company promotes paperless office practices to reduce the use of paper documents.

## Key Performance

| Indicator | Unit | 2025 |
|---|---|---|
| Gasoline | Ton | 156.42 |
| Diesel Oil | Ton | 113.85 |
| Natural Gas | Cubic Meter | 180,880.00 |
| Solar Energy | kWh | 8,157,052.92 |
| Purchased Electricity | kWh | 96,329,420.48 |
| Sold Electricity | kWh | 35,461.00 |

Note: Data covers domestic manufacturing entities included in the consolidation scope, excluding ZRP Zhejiang and OCD Huaibei newly consolidated in 2025, as well as ZRP Wuhan with a relatively small business proportion.




Green Office Signage

# Water Management

ZRP's main business is paper-based printed packaging. Its production processes have a relatively low dependence on water resources, with water mainly used for office and domestic purposes, equipment cooling, and humidification in certain process steps. All water used by the Company is sourced from the municipal water supply system. The Company has formulated the *Water and Electricity Conservation Management System* to clarify water use requirements for each department. In its daily operations, the Company continuously upgrades and retrofits water-use equipment, actively applies water recycling technologies, and enhances employee awareness by posting water-saving signs, thereby promoting the efficient utilization of water resources.

## Water Conservation at Source

### Replacement with High-efficiency Water-saving Devices

The Company promotes the use of sensor-based water-saving faucets and water-saving cartridge faucets in office areas, workshops, and dormitories, achieving a water-saving rate of approximately 30%. Furthermore, it has replaced conventional toilets with water-saving models, reducing the water consumption per flush from 6 L to 3–4 L.

### Optimization of Landscaping Irrigation Systems

Zhongshan Base has upgraded the landscaping irrigation system in the plant area to a sprinkler-type water-saving system, adopting a zoned, time-controlled and volume-controlled sprinkling mode to avoid excessive water use.




Electromagnetic Sensor Faucet




Water Conservation Signage

## Water Recycling

### Reuse of Washing Wastewater

Kunshan Base recovers and reuses washing wastewater after coagulation, adsorption, filtration, and reverse osmosis treatment, using it to replace fresh water and thereby reducing the consumption of water resources.

### Reuse of Concentrated Water

At Tianjin Base, a collection and reuse system has been established for reverse osmosis concentrate generated during the production of purified water. This concentrated water is free of impurities and only contains a certain amount of salts. After recovery, the Company uses it for non-production purposes such as hand washing, toilet flushing, plant cleaning and green irrigation, thereby improving water resource reuse efficiency.

### Air-conditioning Condensate Water Recovery

At Zhongshan Site, a new piping system and filtration equipment have been installed to recover low-temperature condensate water as make-up water for cooling towers in place of ambient-temperature water, saving more than 41,000 $m^3$ of water annually.

### Rainwater Recovery

At Kunshan Site, a rainwater collection tank has been constructed. After treatment, the collected water is used to supplement industrial and domestic water consumption, reducing reliance on municipal water supplies.



Concentrated Water Reuse System

### Key Performance

| Indicator | Unit | 2025 |
|---|---|---|
| Water Intake | Ton | 406,413.84 |
| Industrial Water Consumption | Ton | 215,087.00 |
| Domestic Water Consumption | Ton | 191,326.84 |

Note: Data covers domestic manufacturing entities included in the consolidation scope, excluding ZRP Zhejiang and OCD Huaibei newly consolidated in 2025, as well as ZRP Wuhan with a relatively small business proportion.



# Pollutant and Waste Management

The Company and its subsidiaries strictly comply with national environmental protection laws, regulations and industrial emission standards. It has formulated and implemented management documents including *the Waste Gas Management Procedure, the Wastewater Management Procedure, the Noise Control Procedure,* and *the Hazardous Waste Management System*, clarifying pollutant emission control requirements and standardizing the classification, storage and disposal of waste. Each production site maintains the operation of pollution prevention and control facilities and conducts emission monitoring in accordance with local regulatory requirements, strengthening emission management across the entire production process to ensure that all pollutants are discharged in compliance with applicable standards.

**Key Performance**

In 2025, the Company set and achieved its management target of **100%** compliant discharge of wastewater and exhaust gas.

## Compliant Disposal of Three Wastes

### Waste Gas

The Company continuously promotes the substitution of raw and auxiliary materials with low VOC content. Gas collection hoods and other capture devices are installed at waste gas generation points, which convey exhaust gas through pipelines to treatment facilities such as activated carbon adsorption and catalytic combustion systems. Exhaust gas is discharged only after reaching discharge standards. Emission levels are controlled through source reduction and end-of-pipe treatment measures.

### Wastewater

In accordance with the characteristics of different production processes, the Company has installed wastewater treatment facilities and reuse systems. Part of the wastewater is recycled to reduce external discharge. Wastewater that is unsuitable for reuse is treated and then discharged uniformly into the municipal sewage network or entrusted to qualified entities for disposal.



### Solid Waste

The Company implements classified collection and graded disposal management for solid waste. General waste such as paper scraps and metals, etc. is recycled by third parties. General industrial solid waste such as waste plastic film is disposed of properly by professional institutions. Hazardous waste is strictly handled in accordance with internal management specifications and transferred and disposed of by qualified third-party organizations. Domestic waste is collected and removed uniformly by the municipal sanitation department.



Pollution Prevention and Control Facilities



Hazardous Waste Warehouse

**Case** **Refined Wastewater Treatment for Reduced Sludge Production**

Zhongshan Base systematically analyzes patterns of water quality fluctuation to precisely match chemical dosage, while optimizing dosing process parameters and implementing staged dynamic dosing. These measures have effectively improved chemical utilization efficiency, reducing sludge production by 5.3% and alleviating environmental pressure from solid waste treatment.

**Key Performance**

Zhongshan Base has been honored as a Model Unit of **"Zero-Waste Factory"** in Zhongshan City.



## Pollutant Emission Monitoring

The Company has established an automatic wastewater monitoring system for online monitoring of key indicators including pH, chemical oxygen demand (COD) and flow rate, supported by a regular maintenance and calibration mechanism.Wastewater treatment personnel inspect the operation status and data transmission of the monitoring system daily; the operator conducts on-site maintenance weekly; and the responsible calibration officer calibrates monitoring instruments monthly to ensure accurate data collection and normal transmission. For monitoring anomalies, the Company has established procedures for suspension of discharge, reporting, investigation and response to control the risk of non-compliant discharge at the source. Moreover, in accordance with *the Environmental Monitoring Management Procedure*, the EHS Department entrusts qualified third-party institutions to conduct regular monitoring of wastewater, waste gas and noise, with results archived in both paper and electronic forms to provide a basis for continuous improvement of environmental performance.

## Emission and Disposal Verification

The Company conducts comprehensive verification of all management links related to waste gas, wastewater and solid waste, with a focus on supervising data reliability, system implementation, on-site operational compliance and discharge standard compliance, ensuring standardized pollutant discharge and waste disposal.

**Data Management**

The Company regularly reconciles the operating parameters of wastewater and waste gas treatment facilities (such as treatment volume and chemical dosing volume) with emission records and ledgers to ensure that raw data are authentic, complete, and traceable. The Company simultaneously verifies statistical data on pollutant emission concentrations and total emissions, and conducts cross-checks against routine inspection results to prevent omissions, mis-recordings, and similar issues.

**System Implementation**

The Company reviews inspection records and maintenance records of environmental protection facilities, as well as waste disposal records, to confirm that they are complete and properly documented, and verify whether personnel strictly follow operating procedures, thereby ensuring full implementation of system requirements at the operational level.

**Waste Management**

The Company focuses on verifying whether temporary storage areas for hazardous waste comply with specifications on seepage prevention, wind protection, and rain protection, whether waste is properly sorted and labeled, and whether transfer manifests and disposal records are complete. Meanwhile, the Company inspects the compliance of storage areas for general industrial solid waste and domestic waste, and confirms that the disposal entities possess the required qualifications.

**Emission Status**

The Company verifies the status of wastewater, waste gas, and noise emissions through on-site observation and portable testing tools, paying close attention to the effluent quality of the wastewater treatment station and the operational stability of waste gas treatment facilities, so as to promptly identify any abnormalities.

**Key Performance** Waste Generation

| Hazardous Waste | General Waste |
|---|---|
| 756.85 Ton | 35,165.19 Ton |

**Key Performance** Atmospheric Pollutant Emissions

| Pollutant Name | Unit | 2025 | Compliance with emission standards or not |
|---|---|---|---|
| Particulate Matter (PM) | Ton | 6.7586 | ✓ |
| Sulfur Oxides (SOx) | Ton | 0.0224 | ✓ |
| Nitrogen Oxides (NOx) | Ton | 0.1067 | ✓ |
| Volatile Organic Compounds (VOCs) | Ton | 11.1016 | ✓ |
| Non-methane Total Hydrocarbons | Ton | 1.0344 | ✓ |
| Benzene | Ton | 0.2669 | ✓ |
| Toluene | Ton | 0.0103 | ✓ |

**Key Performance** Water Pollutant Emissions

| Pollutant Name | Unit | 2025 | Compliance with emission standards or not |
|---|---|---|---|
| Total Industrial Wastewater | Cubic Meter | 38,626.66 | ✓ |
| Chemical Oxygen Demand (COD) | Ton | 6.5253 | ✓ |
| Biochemical Oxygen Demand (BOD) | Ton | 2.5846 | ✓ |
| Ammonia Nitrogen ($NH_3$-N) | Ton | 0.4807 | ✓ |
| Total Nitrogen (TN) | Ton | 0.8476 | ✓ |
| Total Phosphorus (TP) | Ton | 0.0614 | ✓ |
| Suspended Solids | Ton | 2.7400 | ✓ |

Note: Data covers domestic manufacturing entities included in the consolidation scope, excluding ZRP Zhejiang and OCD Huaibei newly consolidated in 2025, as well as ZRP Wuhan with a relatively small business proportion.

# Circular Economy

The Company practices the concept of circular economy and actively explores pathways for resource recycling in production and logistics processes. Through initiatives such as reusable packaging materials and recycling and reuse of waste materials, we strive to enhance the comprehensive utilization of resources and reduce the consumption of virgin resources.

### Application of Reusable Carriers

During the delivery stage, the Company uses plastic boxes, plastic pallets and other reusable materials for cargo transportation. Through multiple turnover of these material carriers, the consumption of wooden or paper-based packaging materials is reduced. At Kunshan Base, pallets have achieved 100% recycling and reuse, with an annual recycling volume of approximately 150 tons. The recycling rate of PPE boxes stands at around 40%, corresponding to about 480,000 reused units.

### Production Scrap Recycling

Through manual sorting at ZRP Tianjin Green Packaging, selected production scraps are reused in production, saving 110 tons of raw materials annually.

### Reuse of Packaging Drums

Zhongshan Base has collaborated with suppliers to recycle and reuse waste packaging drums, effectively reducing the consumption of single-use materials and the generation of related waste. A total of approximately 118 tons of waste packaging drums were avoided this year.

### Recycling of Wood Waste

Zhongshan Base delivers waste paper and discarded pallets to suppliers, who process them into recycled paper and wood-based materials. Over the year, approximately 19,260 tons of recycled waste paper were delivered to suppliers, substituting around 23,000 tons of virgin pulp; about 470 tons of discarded pallets were delivered, replacing approximately 500 cubic meters of new timber.



Reuse of PP Boxes



Reuse of Pallets

# Ecological Protection

The Company strictly observes national ecological red lines and has formulated *the Biodiversity Protection Management Procedure* to ensure that production and operation activities avoid ecologically sensitive areas and do not adversely affect surrounding ecosystems and biodiversity.

In line with the plant landscaping plan, we organize regular tree-planting activities for employees each year, prioritizing tree species that are suitable for local growth, and implementing follow-up maintenance such as watering, pruning and pest control. This ensures healthy vegetation growth and gradually improves the ecological environment of the plant. Furthermore, the Company actively responds to voluntary tree planting and ecological restoration projects organized by local governments, forming employee volunteer teams to participate in regional public landscaping, ecological corridor construction and other activities, thereby contributing to the improvement of the regional ecological environment.

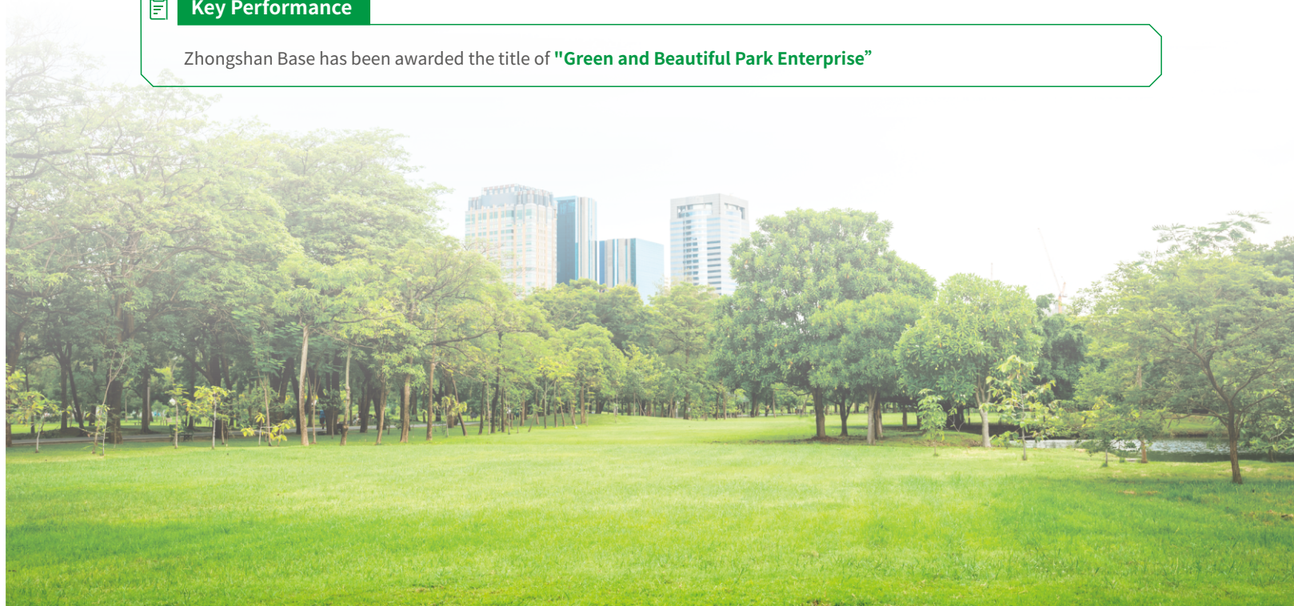




Plant Landscaping

**Key Performance**

Zhongshan Base has been awarded the title of **"Green and Beautiful Park Enterprise"**



# 03

# Responsible Value Chain

## Quality Excellence and Collaborative Growth

- Innovation Leadership
- Quality Assurance
- Customer Service
- Supply Chain Collaboration
- Joint Industry Development

ZRP's products are widely used in multiple industry sectors, including cosmetics, oral care, personal and household care, food supplements, consumer electronics, healthcare, tobacco products, and alcoholic beverages. We are acutely aware that product quality is directly related to the safety and health of consumers at large, and that product innovation reflects the Company's aesthetics and values. We firmly establish quality as our cornerstone and innovation as our engine. By virtue of exceptional customer service and efficient supply chain synergy, we drive steady and sustainable growth within the printing and packaging industry, and are committed to fostering collective industry advancement alongside our peers.



# Innovation Leadership

Continuous innovation is a key driver of ZRP's long-term development. Based on market demand and cutting-edge technological trends, we achieve multi-dimensional innovation in materials, equipment, technology, processes and creativity through our "1+6+N" three-dimensional R&D and innovation system and "1+1+N" creative design system. We underpin products with technology, refine solutions through products, and are committed to delivering integrated innovative packaging solutions for our customers.

### Key Performance

Over the years, the Company has won more than **30** design awards, including the Red Dot Design Award, iF Design Award, WorldStar Award, Pentawards, and MUSE Design Awards. The Company and its subsidiaries hold more than **400** authorized patents, which are widely applied in printing and packaging products.

## Strengthening Innovation Management

### R&D Management System

ZRP has established and continuously improved its R&D management system, promulgating a series of R&D management regulations, including *the R&D Center Management Charter, the Industry-University-Research Collaboration Management Measures, the Scientific and Technological Project R&D Management Policy, the Scientific Research Fund Management Policy,* and *the R&D Personnel Assessment and Reward Policy*. It has also set up an R&D organizational structure comprising the Advanced Technology Research Institute, the Creative Design Center, the Group R&D Management Department, regional and industry R&D units, and regional technical engineering centers to support the orderly implementation of R&D innovation and creative design.



**Group R&D Center**

**Regional Technology Engineering Department**

Located at regional production bases, it is responsible for implementing customers' innovative solutions and, through technology transfer and process optimization, converting design concepts into packaging products ready for mass production.

**Group Advanced Technology Research Institute**

It is responsible for conducting research on strategic frontier technologies and tackling key core technologies, promoting innovation in new technologies, new materials and core processes, advancing industry-university-research collaboration, and facilitating the translation and application of scientific research achievements.

**Group R&D Management Department**

It is responsible for building the R&D Center's data platform, undertaking R&D planning and operations management, and continuously optimizing R&D processes, systems, and quality management systems.

**Group Creative Design Center**

By integrating design visualizations, three-dimensional structural drawings, and environmentally friendly process materials, it provides creative packaging solutions for customers across different industries and supports packaging product development and business expansion.

**Regional/Industry Design Department**

It conducts market and consumer trend analysis for niche segments, develops an in-depth understanding of brand customer requirements, promotes the application of new materials and new technologies in different fields, and delivers customized innovative solutions for customers.

**R&D Innovation System**

We have established a three-dimensional "1+6+N" R&D innovation system comprising 1 Advanced Technology Research Institute, 6 major industry solution portfolios, and N technology engineering centers. ZRP focuses on six key market segments – personal care, food and beverage, consumer electronics, healthcare, tobacco, and alcoholic beverages – and adopts a forward-looking approach to the deployment of new materials and new technologies. By gaining in-depth insight into market trends and consumer preferences in these segments, the Company effectively implements brand customers' innovation initiatives, accelerates the commercialization of new technologies and emerging trends into practical solutions, and builds differentiated technological advantages.

**Core Technology Accumulation**

- Intelligent Manufacturing Technology
- Digital Printing Technology
- Color Management Technology
- Web-based Printing Technology
- Environmentally Friendly Packaging Materials
- Environmentally Friendly Production Technology

**Creative Design System**

We possess end-to-end planning and design capabilities and, leveraging 1 Creative Design Center, 1 External Strategic Cooperation Design Company, and N Regional/Industry Design Departments, have formed a "1+1+N" Creative Design System. This enables us to provide customers with comprehensive innovative design and integrated packaging solutions covering graphic design, structural design, and CMF (Color, Material, Finish).

**Advantages in Creative Design**

- **Insight into consumer needs:** Through consumer research, analysis of end-use scenarios, and joint studies with professional consulting institutions, we provide packaging solutions that are better aligned with specific consumption scenarios.
- **Remote collaborative development:** The Remote Collaborative Development Platform VICC integrates AI, Remote Color Management, and Augmented Reality (AR) technologies to enable remote co-development and standards confirmation with customers, thereby improving product development efficiency.
- **Creative design innovation:** We explore innovative design elements and packaging formats, including interactive packaging, cross-material applications, and structural design, to enhance creative expression in packaging and reinforce brand recognition.
- **Integration of design and technology:** We promote the deep integration of design and printing processes, using technology to support creative expression so that design solutions can be more effectively industrialized.

With "Accuracy, Speed, Low Cost, and High Quality" as our product development objectives, we have formulated a Five-year R&D Planning Strategy. Driven by market demand and technological direction, we are gradually building specialized capabilities and differentiated competitive advantages. Leveraging Shelf Technology and Platform-based Sharing, we enhance R&D efficiency and the conversion of R&D outputs into commercial results. In line with the above strategy, the Company has further defined key R&D priorities and is driving their implementation.

**Efficient Development**

By building digital rapid proofing capabilities, we accelerate product development responsiveness and improve development efficiency and accuracy.

**Cost Optimization**

We have established a dynamic management mechanism for Common Building Blocks (CBB) following the "Build–Select–Use–Eliminate" cycle. Coupled with end-to-end specialized production line design and the upgrading of new technologies and equipment, we are continuously optimizing our cost structure.




**Innovation Leadership**

We continuously iterate our product development mechanisms to achieve product innovation that is "More, Faster, Better, Leaner, and Newer", thereby enhancing differentiated product competitiveness.

**Technological Specialization**

Relying on Shelf Technology and platform development, we continuously enhance the specialization of our key technologies.

**Organizational Capability Enhancement**

We improve R&D management mechanisms and incentive schemes, and leverage intelligent applications to continuously enhance R&D organizational capabilities.

### Key Performance

| Indicator | Unit | 2025 |
|---|---|---|
| Number of Invention Patents Obtained during the Year | Items | 12 |
| Number of Utility Model Patents Obtained during the Year | Items | 32 |
| Number of Design Patents Obtained during the Year | Items | 2 |
| Cumulative Number of Invention Patents Held | Items | 50 |
| Cumulative Number of Utility Model Patents Held | Items | 394 |
| Cumulative Number of Design Patents Held | Items | 27 |

## Encouraging R&D Innovation

The Company encourages employees to participate in R&D innovation and supports the proposal and implementation of new ideas and concepts. The Company has formulated *the R&D Personnel Assessment and Reward Policy, the Scientific and Technological Achievement Transformation Reward Policy,* and *the Self-improvement Key Project Management Policy* to provide innovation performance bonuses for positions such as R&D directors, R&D engineers, and technical engineering personnel. It has also established various R&D incentive mechanisms, including rewards for the commercialization of scientific and technological achievements, rationalization suggestion proposal awards, annual innovation award selection, and Innovation/Proposal Star awards. R&D and innovation outcomes that generate revenue, reduce costs, or win awards are granted corresponding rewards to motivate employees to proactively innovate.

| Awards | Key Content |
|---|---|
| Scientific and Technological Achievement Transformation Award | Rewards are provided for R&D achievements that deliver outstanding scientific and technological progress and measurable value. These include winning national or provincial Science and Technology Progress Awards, Innovation Awards, and Invention Awards; passing technical appraisals; securing approval for science and technology projects; and generating substantial economic benefits for the Company through technological improvement or innovation. |
| Rationalization Proposal | Projects are evaluated based on their effectiveness in cost reduction, quality improvement and management enhancement, with rewards issued according to the assessment rating. |
| Annual Innovation Award | Teams or individuals that have achieved breakthroughs in the development of new materials, technologies or processes, or in patented inventions, from approved R&D projects. |
| Innovation/Proposal Star | Individuals who propose innovative methods and improvement suggestions in areas such as management, processes, technologies, production, customer solutions, and customer service, and who make outstanding contributions. |

### Key Performance

| Indicator | Unit | 2025 |
|---|---|---|
| R&D Investment | RMB 10,000 | 12,772.63 |
| R&D Investment as a Percentage of Operating Revenue | % | 4.13 |

## Key R&D Outcomes

Leveraging its in-house R&D capabilities, the Company integrates academic research resources, customer application scenarios and advanced technology platforms to closely align R&D projects with real industry demands. While building a portfolio of cutting-edge technological reserves, it also provides practical application opportunities for university faculty, students and partners, fostering a collaborative and win-win innovation ecosystem.

### Bio-based Materials

ZRP continuously focuses on the environmental impact of its products, strengthens the R&D of green products, and promotes green transformation from the perspectives of materials, processes, and product structure. In 2025, the Company collaborated with customers on joint development projects, breaking through key technical bottlenecks in high-barrier bio-based materials. This material can potentially replace some non-degradable coatings on packaging material surfaces in the future, while meeting barrier performance requirements and enhancing the environmental attributes of packaging materials.

### Digital Proofing Technology

Efficient development is one of ZRP's key R&D areas. The Company continues to explore digital proofing technologies and has established industry-university-research cooperation with the professor team from the School of Printing and Packaging at Wuhan University. By combining theoretical analysis with engineering application scenarios, the parties conduct joint research on color control and precision improvement in digital proofing. Building on these research outcomes, the Company can use digital printing to simulate offset press effects in terms of color performance, text and line definition, ink layer thickness, and glossiness. This reduces reliance on offset proofing in the traditional development process, shortening the average product proofing cycle by approximately 45% while lowering material consumption and proofing costs. At present, the project's core process flows and parameters have been applied to the standard sample confirmation stage for customers in high-end packaging product development, effectively shortening customers' new product development cycles.

### AI Intelligent Packaging Design Platform

The Company collaborates with universities and technology platforms to develop an AI intelligent packaging design platform. The platform integrates demand insights, creative generation, process simulation, direct drawing output, and digital printing functions, covering the entire workflow from design conception to sample output. The platform is deeply tailored to the unique characteristics of the packaging industry, integrating AI analytics, a proprietary box structure library, and online process simulation capabilities. It supports designers in efficiently completing packaging solution design and verifying manufacturing feasibility. Meanwhile, by applying standardized technical tools, the platform effectively reduces technical discrepancies across regions and personnel, enhances collaborative development efficiency between brand customers and printing and packaging enterprises, and enables the digital upgrading of design, R&D, and service processes in printing enterprises.



## Intellectual Property Protection

To safeguard its legitimate rights and interests and fully respect the R&D achievements of partners and peer companies, ZRP has established *the Intellectual Property Management System*. It assigns intellectual property protection responsibilities to front-line business units, with regional intellectual property departments flexibly carrying out relevant management work based on market demand and regional characteristics. This ensures that technologies and processes comply with national standards and enables effective identification and mitigation of potential intellectual property risks associated with new materials and new processes.

| Risk Prevention | Key Content |
|---|---|
| Management Mechanism Improvement | In all contracts involving intellectual property, such as *the Labor Contract, the Commissioned Development Contract,* and *the Procurement Contract*, the ownership of rights, scope of use, confidentiality obligations, and infringement liabilities are clearly stipulated. Employees are required to sign *the Intellectual Property Ownership Agreement* and *the Confidentiality Agreement* upon onboarding.<br>An internal management system has been established to cover intellectual property application, maintenance, utilization, and protection. It clarifies departmental responsibilities and standardizes intellectual property management processes. |
| Dynamic Monitoring and Early Warning | The Company closely monitors market developments and competitors, leveraging professional databases and online monitoring tools to promptly identify potential infringements and regularly conduct intellectual property risk assessments for new products, new markets, and new partnership. |
| Rapid Response | In the event of infringement disputes or upon receipt of related warnings, the Company promptly organizes its legal team to collect and preserve evidence, assess the impact, and, depending on the circumstances, safeguard its legitimate rights and interests through negotiation, mediation, arbitration, or litigation. |
| Dedicated Countermeasures | In high-risk areas such as software and fonts, the Company uses only licensed software and authorized fonts, or compliant open-source alternatives, to avoid infringement risks arising from unauthorized use. |
| Multi-class and Multi-jurisdiction Trademark Registration | Core trademarks are registered under a "Primary Class + Related Classes + Defensive Classes" strategy to strengthen brand protection and prevent trademark squatting or misuse. |

The Company's intellectual property primarily originates from its R&D and innovation activities. To strengthen the protection of innovative achievements, the Company implements intellectual property protection requirements throughout the entire process from R&D project initiation to commercialization of results. Adopting a hierarchical and categorized management strategy, it efficiently allocates and utilizes intellectual property management resources.

### R&D Project Initiation

The Intellectual Property Management Team participates in the early stages of R&D project initiation, even during the conceptual phase. It assists in evaluating the novelty and inventiveness of technologies, determining their patentability, and commissioning patent agencies to conduct patent searches where necessary.

### R&D Outputs

At key project milestones, intellectual property review steps are established to ensure that innovation outputs are identified and protected in a timely manner.

### Tiered and Categorized Management

The Company classifies its intellectual property assets into different tiers, defines protection priorities based on the importance of the technologies and their maintenance costs, and allocates more resources and support to core patents.

### Key Performance

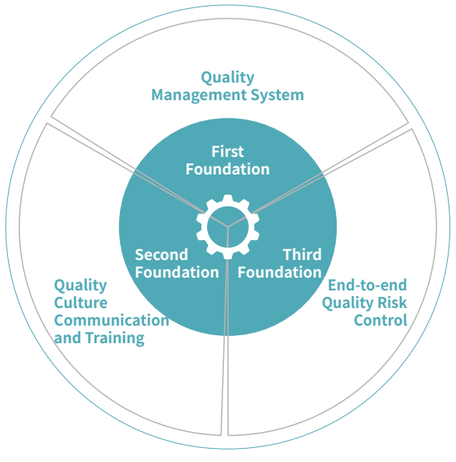
| Indicator | Unit | 2025 |
|---|---|---|
| Number of Intellectual Property Protection Training Sessions Held | Times | 5 |
| Coverage Rate of Employees Who Have Signed an Intellectual Property Confidentiality Agreement or an Employment Contract Containing IP Protection Clauses | % | 100 |

# Quality Assurance

ZRP always regards quality as the foundation of its survival, embeds quality awareness into its corporate culture, requires every employee to strictly adhere to quality standards in their work, and, through organization-wide participation and end-to-end control, translates the quality philosophy into concrete actions to drive the Company's steady development.

## "Three-Foundation" Quality Management Model

Drawing on modern quality management concepts and methodologies, the Company continually refines its quality assurance frameworks to resolve practical challenges in production and operational management. This has led to the systematic development of the "Three-Foundation Quality Management Model, which embodies the distinct characteristics of ZRP.




### Quality Management System

ZRP has established five core quality values: "Quality Is the Life of the Company", "Quality is the Responsibility of Every Employee", "Details Determine Success or Failure", "Standards Override Everything", and "Systematic Thinking and Continuous Improvement". In the manufacturing process, the Company adheres to the "Three-Not Principle" of Not accepting defective products, Not producing defective products, and Not passing on defective products, thereby continuously strengthening product quality management.




ZRP has formulated a series of quality-related management systems, including *the Quality and Safety Management Policy, the Chief Quality Officer Policy,* and *the Industrial Product Quality* and *Safety Risk Management Policy*, and has established a quality governance structure centered on the Chief Quality Officer. The Chief Quality Officer is held by the Quality Director. As the primary person responsible for quality, he or she oversees the planning and implementation of the enterprise's quality strategy, the development of a quality culture, and the supervision of quality system operations. On such basis, the Company appoints quality leaders in all departments to ensure that management responsibilities are embedded in every stage, including product requirement intake, manufacturing, and delivery, thereby effectively safeguarding the stability and reliability of product quality.

To ensure the effective operation of the quality management system, ZRP regularly conducts internal and external audits of the system and has established a dynamic improvement mechanism to ensure that product quality consistently complies with applicable regulatory requirements and meets customer and social needs.

**Internal Audit**

The headquarters of the Company conducts an annual audit of the quality systems at each plant. The Corporate System Department performs semi-annual audits and inspections of the headquarters' quality system. The BOS Team inspects key requirements of the quality system on a weekly basis, including fire prevention and pest control.

**External Audit**

A third party is engaged to conduct an annual audit and inspection of the quality management system.

**Key Performance**

The Company's quality management system has been certified for ISO 9001 and BRC, and it has obtained the national QS industrial production license.

**Key Performance**

2025, Product Conformity Rate **99.7%**

### Quality Culture Promotion and Training

The effective implementation of the quality management system relies on the active participation of all employees. The Company conducts a variety of quality culture promotion and incentive initiatives to guide all employees in understanding and embracing the value of the quality principle- "Do It Right the First Time", and to practice "Zero-defect" quality requirements in production operations.

| | |
|---|---|
| Quality Recognition | The Company periodically conducts a variety of quality-related activities, organizing the selection of honors such as Quality Star, Safety Star, Production Efficiency Star, and Proposal Star, and granting corresponding material and non-material rewards. |
| Rationalization Proposal | Employees are encouraged to put forward quality-related work proposals, and those that generate significant benefits or cost savings are rewarded, fostering a culture in which all employees attach great importance to quality. |
| Quality Activities | The Company organizes vocational skills competitions, quality seminars, and quality communication contests to enhance the exchange of quality knowledge among employees and facilitate joint development. |
| Quality Promotion and Training | The Company organizes quality month campaigns, quality training sessions, quality slogan postings, etc. to promote quality awareness and training, guiding employees to always keep the quality red line in mind. |
| Quality Assessment | At both company and department levels, the quality incident rate and customer complaint rate are set as performance assessment targets. In 2025, both the quality incident rate and customer complaint rate were below the expected targets. |




ZRP Printing Skills Competition




Quality Awards




ZRP 2025 Quality Month Campaign

**Key Performance**

| Indicator | Unit | 2025 |
|---|---|---|
| Coverage Rate of Quality Management-related Training | % | 100 |
| Average Hours Per Capita of Quality Management-related Training | Hours/Person | 2.30 |

## Quality Risk Control

ZRP adopts a quality risk control philosophy of "Firm Pre-production Prevention, Pursuit of Process Stability, and Emphasis on Rapid Response", and implements stringent quality risk control measures at every stage, including material admission, new product and new project validation, production, and delivery.

### Raw and Auxiliary Material Admission

**Supplier admission management:** the Company establishes supplier onboarding audit and performance evaluation mechanisms to assess and continuously monitor suppliers' quality management capabilities, thereby ensuring stable material quality at the source.

**Incoming material quality control:** The Company conducts incoming inspections in accordance with material receiving standards to ensure that each batch of raw and auxiliary materials meets quality requirements.

### New Product and New Project Validation

**EVT process validation:** The Company focuses on process compatibility, with particular emphasis on resolving color matching issues and anticipating potential technical risks.

**DVT design validation:** The Company strictly controls packaging safety and structural reliability to ensure that products comply with applicable laws, regulations, and industry standards.

**PVT production validation:** The Company verifies product consistency and stability during the mass production phase to ensure balanced quality in large-scale production.

### Production Process Control

**Risk pre-control and standard solidification:** The Company identifies risk points based on FMEA (failure mode and effects analysis), and formulates a QCP (quality control plan) and WI (work instructions) to standardize operations.

**Site and equipment management:** The Company implements pest control, cleaning and sanitation management, and TPM equipment maintenance to ensure a stable production environment and equipment reliability.

**Critical system assurance:** The Company comprehensively applies traceability systems, anti-mixing and anti-contamination mechanisms, and AI technologies to strengthen process control capability.

### Product Delivery Management

**Data review management:** The Company reviews production data for products, with a focus on data authenticity and reliability.

**Release quality confirmation:** The Company ensures that products meet quality standards through a stringent quality review process before they are delivered to customers.

**Key Performance**

In 2025, the Company had **no** major liability incidents related to product safety and quality



## Lean Management

Building on a sound quality management system and accountability framework, ZRP is further establishing a lean management framework, setting up dedicated task forces to promote intelligent and digital upgrades across business processes, continuously strengthening production process control, and enhancing efficient end-to-end business collaboration.

| Efficiency Improvement | Material Saving and Substitution | Full Employee Participation |
|---|---|---|
| The Company improves the efficiency of business processes through process optimization and automation and intelligent transformation projects. | The Company reduces material consumption, promotes the application of alternative materials, improves resource utilization efficiency, and reduces costs. | The Company encourages departments such as R&D, Production, and Marketing to jointly participate in improvement projects, fostering a culture of company-wide participation in continuous improvement. |
| **Key Performance Indicators** | | |
| Number of Automation Projects Completed | Material Utilization Efficiency | Employee Participation Rate in Improvement Initiatives |
| Equipment Failure Rate | Cost Saving | |
| Production Attainment Rate | Finished Product Yield | |
| Shortage Rate | | |

The Company sets annual objectives based on identified improvement priorities and cascades them to all departments. It conducts monthly reviews of objective attainment, and quarterly sharing and recognition of exemplary improvement cases. Tiered bonuses are established based on the difficulty and impact of improvement proposals to encourage full employee participation in continuous improvement initiatives.

**Key Performance**

In 2025, the Company's unit hourly output of the printing and die-cutting processes increased by approximately **15%** compared with the previous year, and the unit hourly output of the laminating process increased by approximately **10%**.

**Case** Paperless Improvement Project

Traditional production workshop management relies on paper-based workflows. Production reports are manually completed and passed through multiple levels; SOP document updates are delayed and difficult to access; and quality inspection data is scattered across various forms. This not only results in substantial paper consumption, but also increases the data consolidation workload of statisticians, leading to low information transmission efficiency and delayed management decision-making responses.

To address this situation, the Improvement Team went deep into frontline operations to sort out the purposes and circulation paths of paper-based reports, and customized the development of a data management platform that integrates fragmented information into automated reports and generates fixed formats according to user requirements, while equipping frontline employees with mobile terminals such as PDAs and barcode scanners to enable convenient data entry. After the system was launched, the team provided training to help employees become familiar with its operation, while department heads continuously monitored its usage and conducted regular reviews for ongoing optimization.

# Customer Service

ZRP adheres to a customer-centric service philosophy, positioning customer satisfaction as the Company's core objective and key value pursuit. We provide customers with a full life cycle customized service system and have established mechanisms for customer satisfaction surveys, customer complaint handling, product recalls, and customer privacy protection, thereby building service capabilities that enable us to identify customer needs in a timely manner and resolve issues rapidly, continuously enhancing customer experience and trust.

**Key Performance**

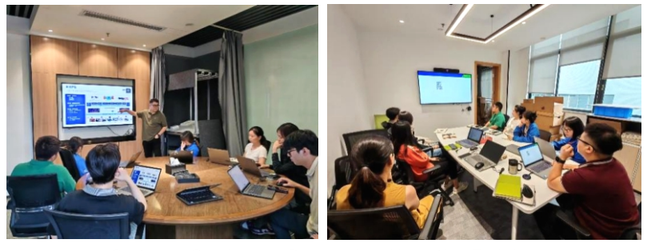
The Company has received a number of outstanding supplier honors from domestic and international brand customers, including "Best Partner", "Excellent Supplier Award", "Outstanding Operator Award", "Innovation and Sustainable Development Award", and "Capability Enhancement Project Gold Award", among others.

## Full Life Cycle Service System

We have formulated several customer management policies, including *the Customer Service Management Policy* and *the Customer Satisfaction Management Measures*, which specify service standards for the entire customer life cycle. Our customer service system covers the entire process from pre-sales to after-sales. In the early stage, we focus on market research and demand analysis to accurately identify customer priorities. During the implementation phase, we translate needs into personalized solutions and ensure effective delivery through joint design, agile development, and project-based delivery. In the later stage, we provide ongoing operation and maintenance, quantitative effect evaluation, and iterative optimization services based on a long-term follow-up mechanism. This forms a closed loop of "insight – delivery – empowerment" to build long-term, stable partnerships.

| Customer Service Measures | | |
|---|---|---|
| | Customer Satisfaction Survey | We conduct an annual customer satisfaction survey to continuously improve the Company's shortcomings in products or services. |
| | Product Quality Tracking | We handle customer complaints and suggestions regarding product quality in a timely manner, and collect and record the information in reports. |
| | Technology and Innovation Promotion Conference | We hold an annual product and technology innovation promotion conference and conduct ad hoc technical exchanges with key customers. |
| | Customer Visit | Our senior management, sales leaders, and sales personnel proactively visit customers to understand issues in cooperation, changes in product demand, and any complaints or suggestions. |
| | Customer Order Follow-up | We follow up on customer orders in real time, including packaging and logistics information, delivery status, and any quality anomalies. |

The Company has deeply embedded the concept of responsible marketing into various market-facing and external communication activities, and disseminates and promotes information in line with the principles of authenticity, prudence, and compliance, continuously cultivating an honest and reliable brand image and contributing to a healthy and orderly business environment.



Customer Service and Responsible Marketing Training

**Key Performance**

| Indicator | Unit | 2025 |
|---|---|---|
| Cumulative Number of Participants in Marketing Training | Person-times | 336 |
| Proportion of Relevant Personnel Covered by Marketing Training | % | 80 |

## Customer Complaint Handling

The Company continuously monitors customer feedback and opinions and handles customer quality complaints in a timely and appropriate manner in accordance with *the Quality Responsibility Incident Investigation and Handling Specification*. The investigation and handling of quality incidents are jointly undertaken by the Quality Department, the responsible department, and the HR Department, and are managed in a tiered manner according to the severity of the incident, with clear requirements for response and resolution timelines to ensure the rapid implementation of corrective actions.

**Quality Department**

Responsible for compiling statistics and communicating information upon receipt of quality incident feedback; organizing root cause analysis and formulating effective action plans; and tracking the progress of quality incident handling.

**Responsible Department**

Responsible for identifying personnel accountable for quality incidents; conducting incident investigations; and formulating and implementing corrective and preventive actions.

**HR**

Responsible for implementing performance deductions for personnel accountable for quality incidents.

| Quality Incident Classification | Response Time |
|---|---|
| Level I | The quality incident investigation and handling report shall be completed within 24 hours and must be reviewed by the Quality Manager and approved by the General Manager and the Deputy General Manager.<br>The completion date of corrective actions shall be no later than 30 days from the date of the complaint. |
| Level II | The quality incident investigation and handling report shall be completed within 48 hours and must be reviewed by the Quality Manager and approved by the Deputy General Manager.<br>The completion date of corrective actions shall be no later than 60 days from the date of the complaint. |
| Level III | The quality incident investigation and handling report shall be completed within 72 hours and must be reviewed by the Quality Manager.<br>The completion date of corrective actions shall be no later than 60 days from the date of the complaint. |

**Key Performance**

| Indicator | Unit | 2025 |
|---|---|---|
| Major Quality Complaint Incidents | Cases | 0 |
| Customer Complaint Resolution Rate | % | 100 |

## Product Recall

ZRP attaches great importance to product safety and customer rights and interests, and has established *the Product Recall Procedure*. Through cross-functional coordination mechanisms, the Company ensures that, once quality or safety issues are identified, relevant products can be rapidly identified, traced and recalled.

| | |
|---|---|
| Group General Manager | The Group General Manager, as the ultimate decision-maker, oversees the execution of recall activities, provides resource support, and designates the spokesperson for external information disclosure. |
| Group Marketing Center | Responsible for external communication and liaison, collecting and consolidating relevant external information, and providing support for recall implementation and communication activities. |
| Regional Quality Department | The quality department in each location is responsible for tracing the affected products, semi-finished products and raw materials, conducting inspection and analysis, and deciding on their quarantine and release status. |
| Implementing Department | The relevant departments, under centralized coordination, shall take urgent and effective response actions in accordance with their respective functions. |

**Case** Product Recall Drill

In 2025, the Company conducted a product traceability and recall simulation across the manufacturing chain. Based on predefined shipment data, ZRP traced affected shipped products and inventory from the same batch and analyzed the root causes. The drill identified 30,200 affected products, achieved a 100% recovery rate and was completed within 9 hours and 40 minutes, well ahead of the 48-hour target.

**Key Performance**

In 2025, the Company had **no** product recall incidents

## Customer Satisfaction Survey

ZRP conducts an annual customer satisfaction survey to collect feedback on service quality, product quality, delivery performance and solution capabilities. The Company also gathers customer suggestions on service improvements and product needs to support continuous improvement.

**Key Performance**

In 2025, the Company collected **358** valid customer satisfaction questionnaires, achieving a customer satisfaction score of **96.1**, with the satisfaction level steadily increasing over the past two years.

## Customer Privacy Protection

The Company fully recognizes that protecting customer privacy is a critical prerequisite for maintaining long-term cooperative and trust-based relationships. Confidentiality obligations are included as one of the key clauses in *the Annual Supply Contract*, under which the Company strictly protects customers' technical solutions, commercial data, business operation models, and all types of proprietary information. In the course of business operations, we implement controls at the process, system, and personnel levels to ensure that customer information remains properly governed and secure.

**Key Performance**

In 2025, the Company recorded **no** incidents of customer privacy leakage.

**Workflow**

We have designed and implemented a standardized sales process embedding the "Need-to-know Minimization" principle, and we exercise control over all nodes where customer information is transferred.

**System**

| | |
|---|---|
| Access rights and identity management | Relying on an AD domain controller, we have established a unified identity authentication and access rights management framework and, in conjunction with the CRM system, implemented tiered access controls to ensure that customer data is accessed only within the authorized scope. |
| Data loss prevention management | We enhance the security of customer data during use and transmission through technical measures such as file encryption, screen and document watermarks, document flow traceability, and print control. |
| Data storage security | Customer privacy-related data are centrally stored on NAS shared servers, with access control and activity audit mechanisms in place. |
| Network and perimeter security | We deploy firewalls, email gateways, and internet usage management systems to monitor and audit network perimeters and data outbound activities, preventing customer privacy from being leaked via internet channels. |
| Endpoint security protection | We utilize an endpoint security management system to strengthen the security management of employees' endpoint devices and prevent customer data leakage at the endpoint level. |

**Personnel**

We ensure that employees understand and fulfill their confidentiality obligations through internal training, compliance audits, and closed-loop access rights management (authorization at onboarding and revocation at offboarding).

# Supply Chain Collaboration

Guided by the supply chain management purpose of "leveraging strong total cost advantages to ensure supply chain sustainability and enhance ZRP's customer satisfaction and core competitiveness", the Company exercises comprehensive control over all stages of the supply chain and conducts risk assessments and optimization to strengthen supply chain resilience and support stable business development.

## Supplier Full Lifecycle Management

The Company has formulated management policies such as *the Supplier Management Guide, the New Supplier Onboarding Process, the Supplier Evaluation Process, the Supplier Change Management Process* and so on. These documents clarify the implementation procedures and evaluation criteria for each step of supplier management and establish a full lifecycle management system covering qualification, evaluation, change, and phase-out, thereby ensuring that the supply chain operates in a stable and standardized manner.

We adhere to the principle of treating all suppliers fairly. In the procurement process, we comprehensively consider suppliers' delivery performance, cost, product quality, technology controllability, and risk resistance capability, and select partners based on merit. We do not set discriminatory thresholds or apply differential treatment on the basis of enterprise size, and we provide equal cooperation opportunities for small and medium-sized enterprises.

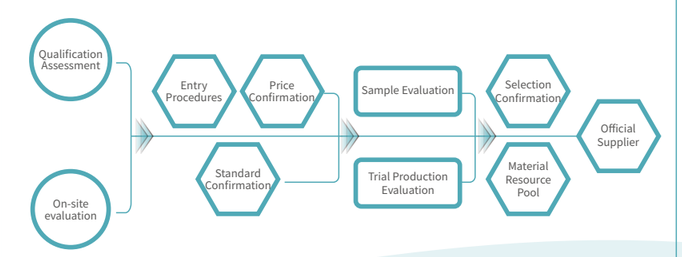
### Supplier Qualification

In line with the core principles of high standards, strict screening, and strong emphasis on fairness, the Company has established a standardized supplier qualification process to ensure that suppliers' overall capabilities meet the Company's business development and strategic requirements. The Company conducts questionnaires for all suppliers and, based on supply categories and risk levels, implements differentiated review strategies. Additional on-site audits are carried out for high- and medium-risk material suppliers to assess their production and testing capabilities and management systems, while non-material suppliers are subject to dedicated on-site audits where appropriate. Suppliers that pass these assessments are identified as qualified backup suppliers. Backup suppliers may be upgraded to official suppliers and undertake business only after they have passed sample and trial-production evaluations and met ZRP's requirements in terms of technology, quality, and price.

**Supplier Qualification Assessment Dimensions**




**Supplier Qualification Process**



## Supplier Evaluation

The Company conducts regular supplier performance evaluations and continuously monitors suppliers' service levels, production capacity, and capability for ongoing improvement. Regular evaluations fall into two categories: monthly and annual. They cover multiple dimensions including delivery, quality, cost, technical services, and innovation, so as to assess the alignment between suppliers' actual performance and the Company's requirements. The Company classifies suppliers into four grades (A, B, C, D) for hierarchical management based on their performance scores. Guidance is provided to suppliers with low scores, while those with consistently poor performance will face order quantity adjustments or even elimination.

| Grade | Control Measures |
|---|---|
| A | Expand business share or expand opportunities for supplying additional categories |
| B | Determine whether to maintain, increase, or reduce the business share based on the actual category and the current strategy |
| C | Provide guidance; if rated as level C for three consecutive months, issue warnings and restrict the supply scope or reduce the business share |
| D | Provide guidance; if rated as Grade D for three consecutive months, restrict the supply scope, reduce the business share, or terminate the supplier |

In routine cooperation, for suppliers that receive Grade D ratings for two consecutive months, have actual or potential major quality issues, or present change risks, the Company will conduct unannounced inspections to identify root causes, support corrective actions, and assess risk levels, and will adjust supplier qualification where necessary. In addition, the Company conducts supplier on-site condition reviews annually to track actual changes in suppliers' production environments and capacities, proactively identify and mitigate supply risks, and ensure a secure and efficient supply system.




Supplier Conference

### Key Performance

| Indicator | Unit | 2025 |
|---|---|---|
| Total Number of Suppliers | Entities | 1,056 |
| Including: Number of Suppliers in Mainland China | Entities | 1,055 |
| Including: Number of Overseas Suppliers | Entities | 1 |
| Number of Trainings Conducted for Suppliers | Times | 196 |
| Cumulative Duration of Training Sessions for Suppliers | Hours | 224 |

## Supply Chain Risk Assessment

| Types of Supply Chain Risk | Potential Impact on the Company's Operations | Countermeasures |
|---|---|---|
| Material Shortage | 1. Delayed production schedules and order delivery<br>2. Increased costs of ad-hoc procurement<br>3. Declined customer satisfaction | 1. Establish a backup database of multi-suppliers<br>2. Set safety stock thresholds<br>3. Sign long-term supply guarantee agreements with core suppliers<br>4. Monitor market conditions and plan in advance |
| Quality and Delivery | 1. Rising product defect rates and higher costs for rework, returns and replacements<br>2. Unstable delivery lead times disrupting production schedules | 1. Improve incoming material quality inspection mechanisms for suppliers<br>2. Confirm delivery standards before placing orders, and define delivery default clauses<br>3. Increase the frequency of incoming material sampling inspections<br>4. Reduce customized specifications and increase the use of generic materials |
| Technical Reliability | 1. Lagging technological upgrades of suppliers, undermining product competitiveness<br>2. Over-reliance on a single supplier for core technologies, leading to potential supply disruptions | 1. Conduct regular assessments of suppliers' technical capabilities<br>2. Build in-house reserves of critical technologies and develop alternative solutions<br>3. Carry out joint innovation and R&D with suppliers |
| Natural Disaster | 1. Suspension of supplier factory operations and supply chain disruption<br>2. Blocked logistics and stranded materials | 1. Diversify the geographical distribution of suppliers<br>2. Purchase supply chain disruption insurance<br>3. Plan contingency logistics routes in advance |
| Market Fluctuation | 1. Rising raw material prices squeezing profit margins<br>2. Sluggish market demand resulting in inventory overstock | 1. Enter into price-adjustment agreements and implement strategic procurement of low-cost materials<br>2. Establish demand forecasting mechanisms and flexibly adjust capacity |

## Sustainable Procurement Strategy

ZRP continues to advance sustainable supply chain development, has formulated *the Supplier Guide*, and requires suppliers to sign *the Sustainability Commitment Letter*. These documents define the core principles that suppliers must comply with in terms of business ethics, environmental protection, hazardous substance management, occupational health and safety, and social responsibility.

### Business Ethics

Suppliers shall comply with national and corporate requirements on anti-commercial bribery and cooperate with integrity.

### Hazardous Substance Management

Suppliers shall exercise strict control over the use of hazardous substances, and comply with domestic and international standards governing chemicals and restricted substances. They shall keep abreast of the latest regulatory updates and ensure all delivered products fully meet applicable safety and environmental compliance requirements.

### Social Responsibility

Suppliers shall fully respect employees' legitimate rights and interests, and strictly prohibit child labor and forced labor. They shall ensure fair remuneration, reasonable working hours and the right to freedom of association, foster a fair, respectful and non-discriminatory workplace, and actively fulfill corporate social responsibilities.

### Environmental Protection

Suppliers must comply with all applicable environmental laws and regulations, prioritize eco-friendly production processes, and implement robust management systems for waste, wastewater and exhaust gas. They shall also take effective measures to prevent spills, leaks and environmental pollution incidents, thereby minimizing adverse impacts on the natural environment.

### Occupational Health and Safety

Suppliers shall provide employees with a safe and healthy working environment, standardize the management of hazardous substances and mechanical equipment, and formulate emergency response plans and regular training programs to effectively prevent workplace accidents and occupational injuries.

### Key Performance

In 2025, Zhongshan Base and Kunshan Base received the EcoVadis Gold rating, and Tianjin Base received the EcoVadis Silver rating.

GOLD | Top 5%
ecovadis
Sustainability Rating
NOV 2025

In 2025, the Company promoted carbon inventory work for **9** core suppliers, supported **13** suppliers in completing product carbon footprint accounting for **13** products, and introduced **3** film material suppliers holding International Sustainability and Carbon Certification (ISCC).

ZRP regularly organizes training programs for supply chain and procurement functions, covering procurement workflows, material optimization, system management, and sustainability principles. These initiatives aim to enhance employees' professional competencies, compliance awareness, and capabilities in sustainable procurement practices. In addition, the Company supports supplier improvement and capability enhancement through daily on-site coaching, on-site guidance, and regular review meetings, thereby strengthening the overall resilience and sustainability of the supply chain.




Training on Sustainability Concept for Procurement Personnel

### Key Performance

| Indicator | Unit | 2025 |
|---|---|---|
| Number of Suppliers Having Signed ESG Clauses | Entities | 1,056 |
| Number of Suppliers with ESG-related Certifications and Recognitions | Entities | 681 |
| Number of Internal Training Sessions for Procurement Personnel | Times | 37 |
| Cumulative Number of Participants in Internal Training for Procurement Personnel | Person-times | 450 |
| Cumulative Duration of Internal Training for Procurement Personnel | Hours | 586 |

# Joint Industry Development

ZRP has built a full-link capability system encompassing product design, manufacturing and supply chain collaboration, while establishing extensive partnerships with world-leading brands. The Company also continuously advances core equipment upgrades and technological innovation, driving sustained improvements in product quality and production efficiency. While pursuing its owndevelopment, the Company actively fulfills its industry responsibilities through participation in industry associations, standard-setting initiatives and experience-sharing exchanges, thereby advancing the high-quality development of the packaging and printing sector.

## Industry Participation

### Industry Associations

Industry associations are important platforms for co-building industry order and sharing industry experience. ZRP actively engages with national and local industry associations, and contributes professional expertise and resources to the development of the packaging and printing industry through industry seminars, technical forums and other exchange activities.

**Performance Highlight**

The Company has joined China Packaging Federation, Guangdong Paper Association, Professional Committee of Environmental Protection Paper Industry, and Zhongshan Printing and Packaging Industry Association.

### Industry Standards

The Company continuously participates in the formulation of standards for the packaging and printing industry, transforming its experience in smart, green and standardized manufacturing into quantifiable and reproducible standard rules, thereby promoting the transformation and upgrading of China's packaging and printing industry. As of December 31, 2025, ZRP had led or participated in the formulation of a total of 15 national and industry standards.



**Key Performance**

**National Standard**

| Participant |
|---|
| Ultraviolet Curable Varnishing Process Control Requirements and Testing Methods for Paper Prints |
| Digital Printing—Test Method for Image Quality Attribute of Inkjet Printing |
| Graphic Technology—Digitalized Process Control for Offset Printing—Part 10: Methodology of Conformity Assessment |
| Restricting Excessive Packaging for Commodity-General Rule |
| Determination of Crease Stiffness of Packaging Folding Cartons |

**Industry Standards**

| Leader |
|---|
| Guide for Construction of Printing Intelligent Warehousing System |

| Participant |
|---|
| Cold Stamping Process Control Requirements and Inspection Methods |
| Printing Intelligent Manufacturing Terminology |
| Printing Smart Factory Reference Model |
| Printing Smart Factory Construction Specification |
| Printing Smart Factory Manufacturing Execution System (MES) Functional Architecture |
| Guide for Intelligent Design and Simulation of Printing Products |
| Specification for Information Exchange in Digital Printing of Books and Periodicals |
| Guide for Construction of Printing Intelligent Warehousing System |
| Control Requirements for Production Process of Green Printing Food Paper Packaging Printed Products |
| Determination of Starch Adhesive Dosage in Packaging Products (Enzymatic-gravimetric Method and Enzymatic-colorimetric Method) |

## Experience Sharing

**Case** ZRP's Participation in Paris Packaging Week

In January 2025, Paris Packaging Week was grandly held at Paris Expo Porte de Versailles. ZRP made a distinguished appearance with its innovative packaging achievements, joining global packaging professionals at the grand event to share cutting-edge packaging concepts.




**Case** ZRP's Participation in CBE

In May 2025, ZRP participated in the 29th CBE. Under the theme of "Intelligent Creation of Beauty · Touching the Future", the Company presented to attendees its integrated packaging solutions that combine design prowess, technological craftsmanship, digitalization and intelligence, as well as its premium service capabilities across multiple industries.



# 04

# Shared Value

## Advancing Together with Stakeholders

- Protecting Employee Rights and Interests
- Enhancing Compensation and Benefits
- Supporting Employee Development and Growth
- Protecting Occupational Health and Safety
- Community Engagement and Social Contribution

ZRP regards employees as the core driving force of corporate development, standardizes employment management, and fully safeguards employee rights and interests. Through robust talent development mechanisms and career development pathways, the Company promotes joint progress of individuals and the organization. We not only provide a comprehensive compensation and benefits system, but also strive to create a safe, healthy, inclusive and equitable work environment, protecting employee well-being in an all-round way. The Company also remains committed to giving back the fruits of its development to society by actively participating in charitable donations and community development projects, contributing to sustainable social development.



# Protecting Employee Rights and Interests

ZRP upholds the employment philosophy of "Respect for Dignity, Equal Opportunity, Diversity and Inclusion, and Value Recognition". The Company standardizes its employee management procedures, respects and protects employees' legitimate rights and interests, and advocates a diverse and inclusive cultural atmosphere. It earnestly listens to and responds to voices from different positions and backgrounds, fostering a harmonious and stable labor relationship.

**Key Performance**

ZRP and its subsidiaries have received the titles of "Guangdong May 1st Labor Certificate", "Kunshan Labor Security Grade A Credit Unit", and "Tianjin Beichen District-level Harmonious Labor Relations Enterprise".




## Compliant and Equal Employment

The Company strictly complies with *the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China* and other applicable laws and regulations. It has formulated and implemented institutional documents including *the Employee Handbook, the Recruitment and Allocation Policy, the Labor Dispatch Management Rules,* and *the Employee Referral Policy*. The Company standardizes key processes covering employee recruitment, onboarding, transfer and resignation, so as to ensure fairness and transparency throughout the entire employment management process.

### Employment Process Flowchart

**Recruitment Management**

Recruitment demand initiation → Demand approval → Multi-channel job posting → Resume screening and initial interview (including background verification) → Re-interview/final interview → Compensation confirmation → Background check (Grade 3 and above) → Offer issuance (written/verbal) → Onboarding completion

**Onboarding Management**

Preparation and submission of onboarding documents → Document review and filing → Labor contract signing → Onboarding procedure completion → Induction training

**Transfer Management**

Submission of transfer application (by employee/department head) → Confirmation by the receiving department → Online approval via EHR system → Update of personnel transfer information

**Resignation Management**

Resignation application submission (via EHR system) → Interview with direct supervisor → Department head confirmation → HRBP approval → Handover of work and corporate property → Settlement of final payroll → Completion of resignation procedures

## Human Rights and Labor Protection

We are committed to building a respectful and inclusive workplace. The Company has formulated a series of internal policies, including *the Provisions on the Prevention of Discrimination and Harassment, the Management Provisions on Forced Labor Prevention,* and *the Management System for Child Labor and Minor Workers*. We strictly prohibit child labor and forced labor, ban all forms of discrimination and harassment, and safeguard employees' rights to freedom of association, reasonable remuneration and benefits, and proper working conditions.

**01 Prohibition of Forced Labor**

We ensure that employment is voluntary and resignation is at free will, and eliminate situations involving forced, bonded, or prison labor.

**02 Prohibition of Child Labor**

We strictly prohibit the employment of child labor, and rigorously verify candidates' identification documents and date of birth during recruitment and onboarding.

**03 Anti-discrimination**

In recruitment and promotion, remuneration and benefits, training, and other processes, we strictly prohibit discrimination on the basis of ethnicity, race, gender, age, religion, belief, disability, or any other factor.

**04 Anti-harassment**

We strictly prohibit verbal or physical harassment or humiliation of employees.

**05 Freedom of Association**

We respect employees' rights to freedom of association and collective bargaining.

**06 Working Conditions**

We provide a safe and healthy working environment.

We pay wages in full and on time in accordance with the law, and ensure that wage levels are sufficient to meet basic living needs.

We exercise reasonable control over working hours, provide overtime compensation, avoid excessive overtime, and protect employees' rights to rest and take leave.

**Key Performance**

In 2025, Zhongshan Base and Tianjin Base passed the SMETA social responsibility audit.



The Company actively promotes workforce diversity and inclusion, and provides equal employment opportunities and career development platforms for persons with disabilities. In 2025, the Company directly employed two Grade-4 individuals with disabilities as Senior Engineer and Quality Engineer. Meanwhile, seven employees with different levels of disabilities were hired through labor dispatch and arranged to work across various positions in the Company.

## Key Performance

### Employment Status

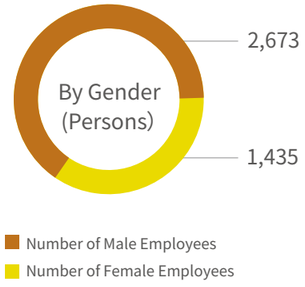
Total Employees
**4,108** Persons

Number of Ethnic Minority Employees in China
**230** Persons

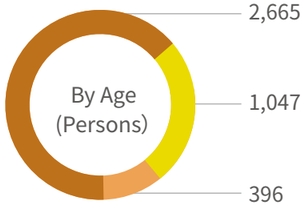



Employment Contract Coverage Rate

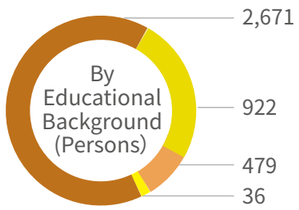
### Employee Composition



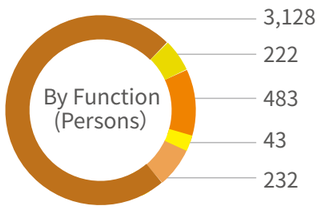

Number of Male Employees
Number of Female Employees




Number of Employees under 30
Number of Employees Aged 30 to 50
Number of Employees over 50




Number of Employees with a Master's Degree or Above
Number of Employees with a Bachelor's Degree
Number of Employees with a Junior College Diploma
Number of Employees with a High School Diploma or Below




Number of Production Personnel
Number of Sales Personnel
Number of Technical Personnel
Number of Finance Personnel
Number of Administrative Personnel

# Multi-channel Talent Acquisition

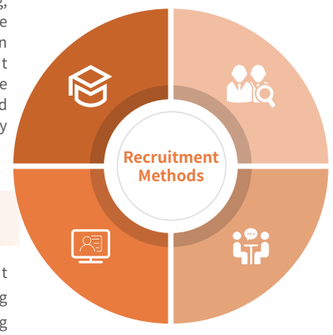
Adhering to the talent employment principles of "Role-person Fit, Efficiency First, Fair Competition, and Transparent Merit-based Selection", the Company fully leverages multiple channels including campus recruitment, experienced hiring and employee referral programs to diversify talent sources and provide strong talent support for business development.

### Campus Recruitment

Targeting majors such as packaging engineering, printing engineering and packaging design, the Company holds dedicated campus information sessions and job fairs to selectively recruit outstanding graduates from 985, 211, Double First-Class universities, key national colleges and high-quality vocational institutions, steadily injecting young talent into the workforce.

### Online Recruitment via Media Platforms

The Company conducts social recruitment through mainstream online platforms including 51job, BOSS Zhipin and pjob.net to fulfill hiring demands for diversified roles.




### Employee Referral Program

A standardized internal referral process has been established. Incentive mechanisms are adopted to encourage existing employees to recommend qualified candidates, enabling targeted recruitment for key positions.

### Corporate Sharing Sessions

Through live webinars and campus lectures, the Company promotes its employer brand and shares career planning guidance. It establishes early connections with college students to attract potential talent.

## University-Enterprise Collaborative Training

The Company continuously deepens the integration of industry and education. It has built long-term, stable cooperation with 18 universities nationwide, including Jinan University, Hunan University of Technology, Xi'an University of Technology, Tianjin University of Science and Technology, and Beijing Institute of Graphic Communication. Joint initiatives include off-campus internship bases and joint research projects. The Company also offers summer internship opportunities to cultivate interdisciplinary talents with both theoretical knowledge and practical capabilities. Outstanding interns are granted direct access to the second-round interview of the campus management trainee program. This encourages students to learn proactively during internships and helps the Company reserve high-caliber future talent.



## Unimpeded Communication Channels

The Company attaches great importance to democratic management, and has established multiple communication channels and an efficient feedback mechanism. It solicits and listens to employees' opinions and needs, responds promptly to employee concerns, and effectively enhances employees' sense of participation and organizational identity.

### Communication Channels

**Regular Meetings**

Including regular departmental meetings, cross-department coordination meetings, and company-wide communication meetings, which are used to align on corporate strategy, assign work tasks, and collect on-site feedback.

**Physical Suggestion Boxes and Dedicated Mailboxes**

Physical suggestion boxes and exclusive email addresses are available, providing employees with both anonymous and real-name channels to submit suggestions and feedback.

**Employee Interviews and Hotlines**

Managers conduct regular one-on-one and departmental interviews, while a dedicated employee service hotline is in place, to proactively understand employees' conditions and hear individual needs.

**Trade Union Democratic Participation**

As the representative of employees' rights and interests, the Trade Union participates in democratic management, provides consulting and rights-protection services for employees, and is responsible for the preliminary handling of general suggestions and opinions.

**Internal Digital Platforms**

The Company employs instant messaging and collaboration tools such as WeCom and internal platforms, enabling employees to communicate, access information and provide feedback on work-related matters anytime.



### Feedback Handling Mechanisms

**Suggestion/Opinion Handling Process**

Suggestions and opinions are centrally received and initially processed by the Trade Union; complex matters are handled in collaboration with relevant departments, with a commitment to provide feedback within 30 working days.

**Personnel Appeal Handling Process**

Appeals are accepted and initially reviewed by the HR Department, and investigations are carried out jointly with the Trade Union; written replies are completed and confirmed by signature within 30 working days from acceptance.

### Surveys and Assessments

**Annual Employee Engagement Survey**

The survey covers core dimensions such as psychological identification, emotional attachment, behavioral manifestation, managerial behavior, value creation, value evaluation, value distribution, and high-performance organizational performance. Data analytics are used to identify areas for improvement and provide a basis for enhancing employee management practices.

### Key Performance

| Indicator Name | Unit | 2025 |
|---|---|---|
| Number of Employee Representative Meetings or Other Democratic Communication Meetings Held | Times | 9 |
| Employee Proposals/Suggestions Received | Items | 4,254 |
| Employee Proposals/Suggestions Implemented | Items | 3,704 |
| Resolution Rate of Employee Appeals/Reports | % | 100 |

### Key Performance

In 2025, the Company conducted an employee engagement survey for employees in all regions, achieving **100%** coverage of employees in domestic subsidiaries that are not newly acquired in the current year, with an average engagement score of no less than **87** points.

# Enhancing Compensation and Benefits

ZRP values employees' efforts and contributions, formulates a transparent and well-structured compensation system and incentive schemes, and, together with diversified benefits policies, continuously enhances employees' sense of reward and well-being to ensure the stability of its talent pool.

## Compensation and Performance Management

The Company adheres to the basic principles of equal pay for equal work, compensation based on work contribution, and fairness and impartiality. In accordance with *the Employee Compensation Management Policy* and *the Performance Management Policy,* it has established a value-creation-oriented compensation and performance management system that links employee compensation to job responsibilities and individual performance, thereby ensuring fair distribution and effective incentives.

### Remuneration Structure

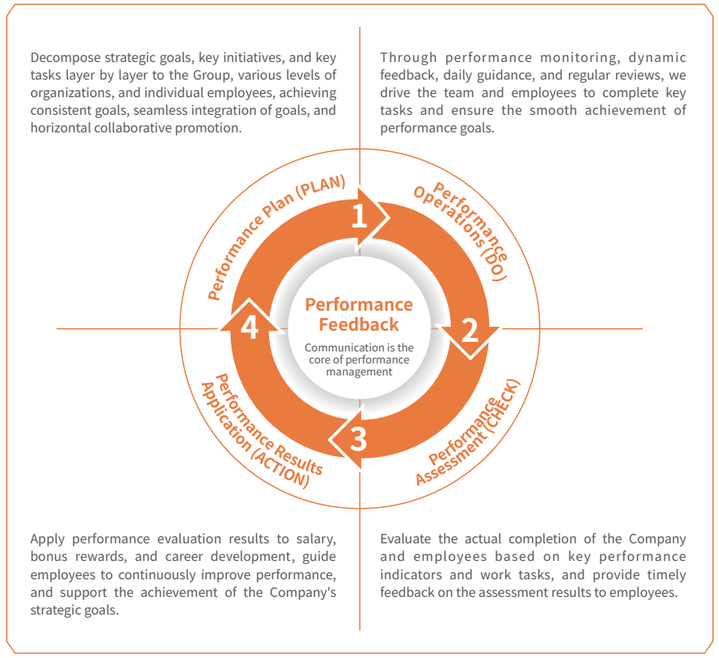
The Company designs differentiated remuneration structures tailored to different job families and position responsibilities. Base salaries are adjusted with reference to employee promotions, overall corporate performance, and changes in the external market, so as to ensure the rationality and market competitiveness of employee remuneration.

| Job Category | Remuneration Composition | Performance Appraisal Criteria |
|---|---|---|
| Management Position | Base Salary + Performance Bonus | Linked to the overall performance of the Company and the achievement of strategic objectives of the department under supervision. |
| Sales Position | Base Salary + Sales Bonus | Directly related to individual sales performance. |
| R&D and Technical Position | Base Salary + Project Bonus | Closely linked to individual technical contributions, project outcomes, and the achievement of innovation objectives. |
| Functional Support Position | Base Salary + Performance Bonus | Linked to individual work quality and efficiency, as well as overall departmental performance. |
| Frontline Production Position | Position-based Wage + Piecework/Hourly Performance Pay + Special Allowances | Directly linked to core production indicators such as product output, quality, safety, efficiency, etc. |



## Performance Management System

The Company has established a closed-loop performance management system based on the PDCA (Plan-Do-Check-Act) model. Leveraging its digital performance management platform and EHR system, the Company strengthens process management by recording and tracking work progress, performance feedback, and target adjustments in real time, further enhancing the standardization and transparency of performance management.




## Incentive Mechanism

| Incentive Category | Main Forms |
|---|---|
| Performance Bonus Incentive | Including instant bonuses (monthly/quarterly/project-based), annual performance bonuses, and special awards for major breakthroughs, providing timely incentives for outstanding performance by employees and teams. |
| Honor and Recognition Incentive | A monthly, quarterly, and annual commendation system has been established, including honorary titles such as "Outstanding Employee", "Excellent Team", and "Service Star", with recognition granted company-wide to strengthen employees' sense of honor and achievement. |
| Development Incentive | Take performance results as the core basis for promotion evaluation, and provide high-performing employees with priority development opportunities during internal job postings and when position vacancies arise. |

## Appeal Mechanism

To ensure fairness and impartiality in performance appraisal, the Company has established a formal appeal mechanism. Employees who disagree with their appraisal results may submit a written appeal to their respective human resources department within 7 working days of receiving the results, with a copy sent to the Group HR Center for record-keeping. The human resources department shall complete the investigation and issue a reply within 10 working days. If the employee remains dissatisfied with the outcome, or if the department fails to handle the matter on time, he or she may further apply for arbitration to the Board of Directors of the Group or the General Manager of the business unit to ensure a fair resolution.

# Comprehensive Employee Benefits and Care

ZRP attaches great importance to employees' work and life needs, and continuously improves employees' benefits and support system. While providing various benefits and convenient facilities, the Company carries out diversified employee care activities to strengthen employees' sense of belonging.

## Benefit System

The Company has established a multi-dimensional employee benefit system covering statutory benefits, health care, daily life support and workplace amenities, and is committed to providing comprehensive care for every employee.

### Statutory Benefits

In accordance with the law, the Company makes full contributions for all employees to pension insurance, medical insurance, unemployment insurance, work-related injury insurance, maternity insurance and the housing provident fund.

### Work-Life Balance

In case of special work arrangements or overtime due to job nature, employees are supported to arrange rest reasonably through compensatory leave.

Remote work is available for employees to apply for based on job characteristics and actual needs.

### Health and Safety Protection

The Company provides annual health checkups for all employees and procures and maintains supplementary commercial medical insurance, accident insurance and employer's liability insurance to enhance employees' health and safety protection.

### Living Care and Subsidies

Birthday leave and holiday benefits are provided.

Meal allowances, communication allowances and other subsidies are offered for specific positions or circumstances to effectively ease employees' living burdens.

### Living and Recreational Facilities

Canteens, convenience stores, gyms, basketball courts, table tennis rooms, billiard rooms and yoga rooms are provided in staff living areas. Accessible restrooms and parking spaces are set up in office and production areas to create a convenient working environment for all employees.




Living and Convenience Facilities

## Cultural and Sports Activities

**Festiva Celebrations**

The Company organizes themed celebrations during traditional festivals such as the Spring Festival and Mid-Autumn Festival, as well as special festivals including Thanksgiving and Christmas, creating a warm and diverse festive atmosphere and conveying humanistic care.

**Sports and Skills Activities**

It supports employees in establishing interest associations including badminton and yoga, and regularly holds professional activities such as skills competitions, enriching employees' spare time life and promoting communication and competence improvement among staff.

**Cultural Activities**

The Company arranges intangible cultural heritage experiences, handicraft activities for stress relief, and regularly invites external instructors to offer courses such as flower arrangement and traditional handicraft making, providing employees with channels to relax both physically and mentally.

2025 Employee Activities Overview




National Day Activity



Dragon Boat Festival Calligraphy



Christmas Apple Gifts




Chinese Valentine's Day Activity



Thanksgiving Coffee Gifts




Workshop Skills Competition




Employee Birthday Party




Employee Experience Activity of Intangible Cultural Heritage – Mother-of-Pearl Inlay Art



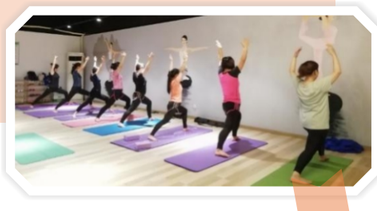

Chinese New Year Employee Handicraft Activity




Employee Stress-relief Handicraft Activity



Mid-Autumn Festival Garden Activity



Yoga Group

### Key Performance

| Indicator | Unit | 2025 |
|---|---|---|
| Number of Participants in Employee Activities | Person-times | 28,830 |
| Employee Participation Coverage Rate | % | 100 |

### Care for Female Employees

The Company fully considers the rights and interests of female employees and strictly implements statutory leave including maternity leave and breastfeeding leave. It has established dedicated mother-and-baby rooms with a comfortable environment and complete facilities, providing a private and hygienic rest space for working mothers. In addition, the Company provides exclusive benefits on International Women's Day and regularly invites external instructors to offer courses such as flower arrangement and traditional handicraft making to continuously enhance the sense of happiness among female employees.



Mother-and-Baby Room




Women's Day Activity

### Support for Employees in Need

For employees facing increased financial pressure due to serious illness or unexpected difficulties, the Company labor union provides internal consolation funds and actively assists them in applying for government assistance and public welfare support, offering necessary help to alleviate their practical burdens.

**Key Performance**

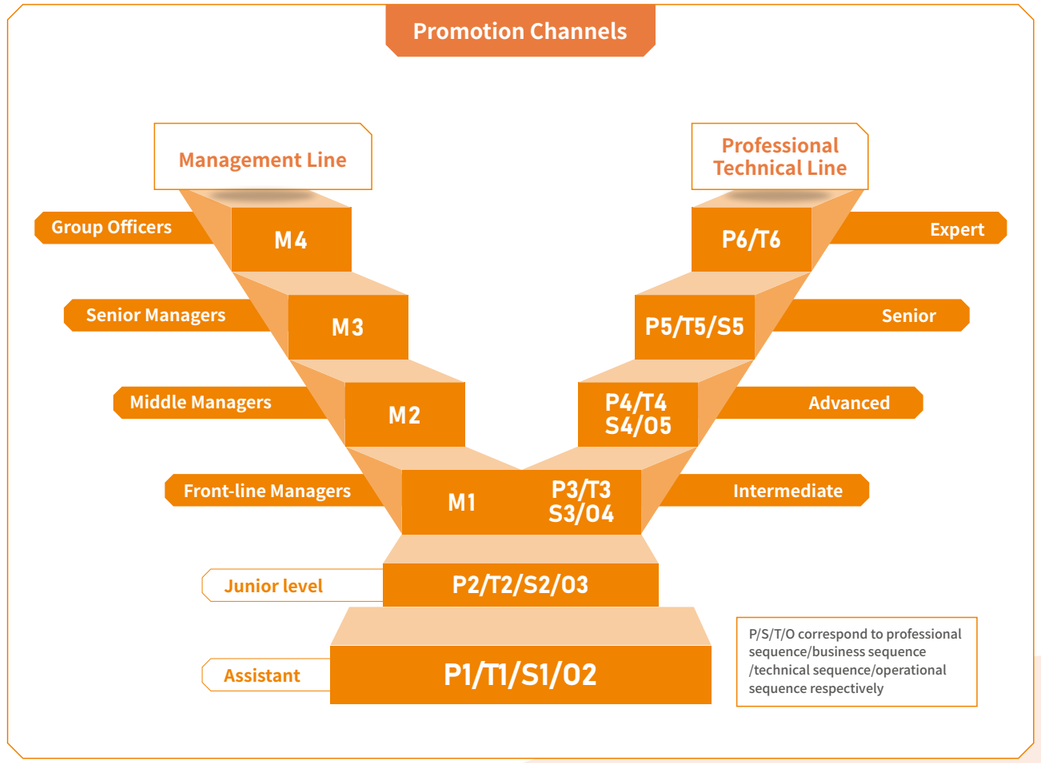
In 2025, the Company invested RMB **53,120** to support **11** employees in need.

## Supporting Employee Development and Growth

ZRP firmly believes that the continuous growth of employees is fundamental to corporate development. We have established a comprehensive talent development system to empower employees in enhancing their professional capabilities and overall competencies through clear career development paths, transparent selection and promotion mechanisms, and diversified training programs, thus achieving mutual growth for individuals and the organization.

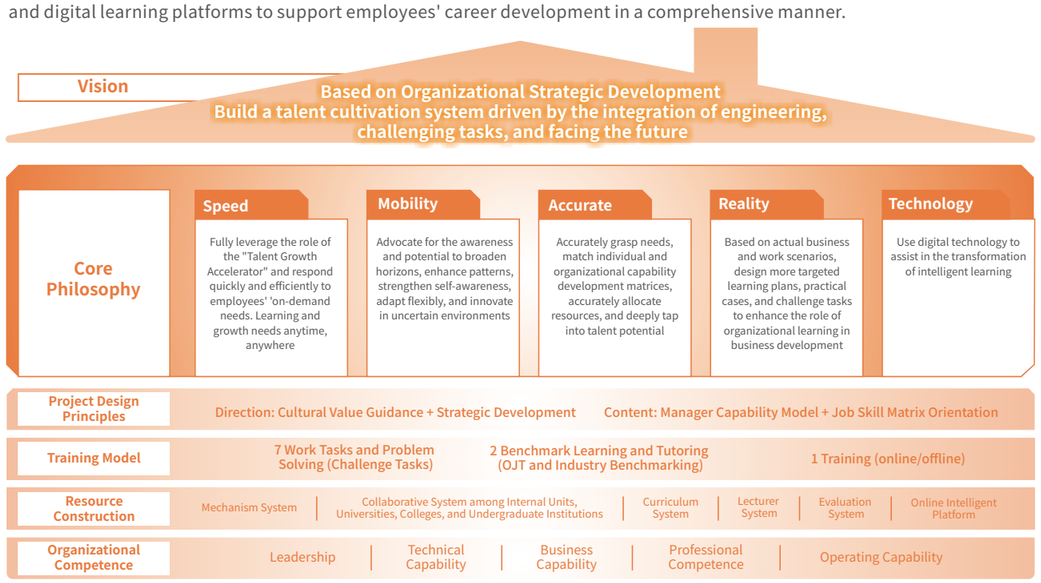
### Career Development Paths

Based on *the Talent Inventory Management Policy* and *the Promotion and Demotion Management Policy*, the Company conducts regular internal talent reviews to comprehensively evaluate their job performance, professional skills and potential. Employment decisions are made in light of the review results, establishing a scientific talent evaluation and selection system. We provide employees with dual career development paths: the management track and the professional/technical track, with clear qualification requirements for each level to ensure transparent promotion channels and fair, scientific decision-making.



## Talent Development System

We have established a talent development mechanism oriented toward integrating work and learning, challenging assignments, and future-oriented development. In line with the actual business and job requirements of employees at all levels, we offer various development programs including regular training, specialized development programs and management training courses. At the same time, we continuously improve supporting systems such as courses, instructors and digital learning platforms to support employees' career development in a comprehensive manner.

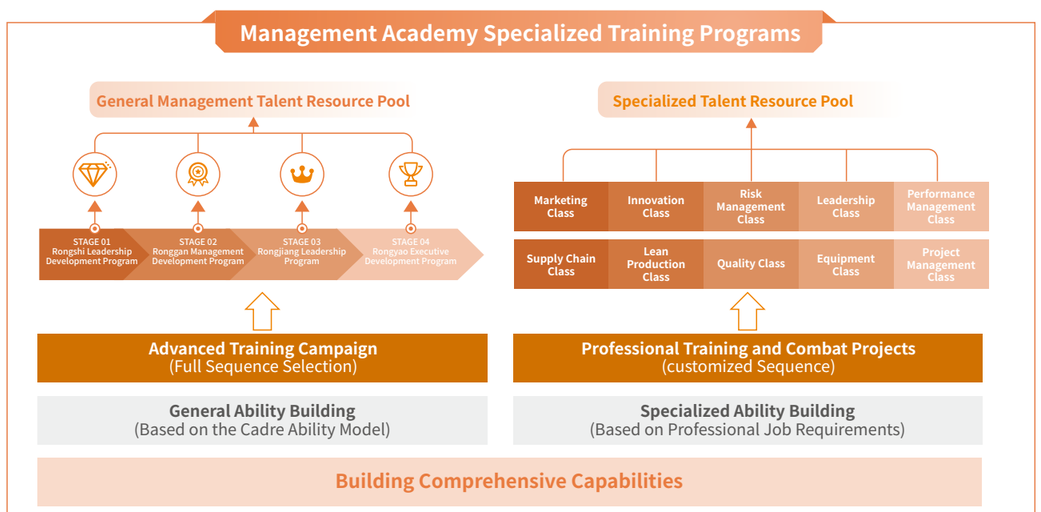



Talent Development System Diagram

### Core Development Programs

Focusing on different job tracks and stages of talent development, the Company designs a diverse portfolio of talent development programs and continuously enhances employees' professional and managerial capabilities through a combination of structured training and on-the-job practice.

| Development Programs | Key Content |
|---|---|
| "ZRP · Entry" Series | This series covers ZRP Lecture, the Honor Student Program and the New Employee Integration Program, helping new hires rapidly adapt to the work environment and job requirements. |
| "Craftsman · Leadership" Series | This series focuses on developing key talents in core functions such as R&D, sales, supply chain and corporate functions and, through university–enterprise joint talent development and professional skill certification, enhances employees' role-specific professional capabilities. |
| Regular Training | Regular training includes new employee onboarding, annual training, job-entry training and specialized development, with a focus on strengthening employees' core competencies. |
| Management Academy Specialized Training | For general management talent, we provide advanced training and offer a tiered development pathway consisting of the "Rongshi Leadership Development Program – Ronggan Management Development Program – Rongjiang Leadership Program - Rongyao Executive Development Program"to enhance leadership capabilities;<br>For professional roles, we provide specialized training in areas such as marketing, innovation, risk management, leadership, performance management, supply chain, lean manufacturing, quality management, equipment management and project management, in order to strengthen employees' professional capabilities and business performance. |




### Key Performance

| Indicator | Unit | 2025 |
|---|---|---|
| Total Annual Training Investment | RMB 10,000 | 27.25 |
| Number of Employee Training Sessions | Times | 326 |
| Total Employee Training Hours | Hours | 23,170 |
| Employee Training Coverage Rate | % | 100 |




Training Site

# Protecting Occupational Health and Safety

ZRP adheres to the occupational health and safety policy of "People-oriented, Prevention-focused; Law-abiding, Safe Production; Continuous Improvement, Harmonious Development" We have established and continuously improved our occupational health and safety management system, conducted regular risk identification and hazard inspections, and consistently strengthened safety training and emergency management, so as to create a safe and healthy working environment for our employees.

**Key Performance**

In 2025, the Company successfully achieved its annual targets of **"Zero Occupational Diseases, Zero Work-related Fatalities, and Zero Major Infectious Disease Incidents".**

## Occupational Health and Safety Management

In accordance with national laws, regulations and industry standards, the Company has formulated and implemented a series of management documents concerning work safety and occupational health, including *the Responsibility System for Work Safety, the Management Policy for Occupational Disease Hazard Detection and Evaluation, the Responsibility System for Occupational Disease Hazard Prevention and Control, the Emergency Rescue and Management Policy for Occupational Disease Hazards, the Control Procedures for Labor Protection and Occupational Disease Prevention,* and *the Management Policy for Hazard Investigation and Remediation*. These documents clearly stipulate the responsibility system, risk control, labor protection, emergency response and other relevant matters, providing institutional guarantee for the implementation of relevant management work.

The Company has established an occupational health and safety management structure with clearly defined roles and responsibilities. The Legal Representative, as the primary person in charge, assumes overall responsibility for the leadership and decision-making of the Company's work safety. Each production base has established a Safety Committee, which holds regular meetings to coordinate the promotion of occupational health and safety work within its jurisdiction. An EHS department is set up as the executive body, staffed with full-time personnel responsible for daily supervision and implementation. Managers at all levels and relevant functional departments assume corresponding responsibilities for work safety and occupational health within their scope of duties, forming a management mechanism featuring hierarchical accountability and collaborative implementation.

**Key Performance**

The Company's Zhongshan Base, Kunshan Base, Tianjin Base and Shenyang Base have all been certified for the Occupational Health and Safety Management System in accordance with GB/T 45001-2020/ISO 45001:2018. Zhongshan Base has been recognized as a Grade-III Enterprise in Work Safety Standardization (Light Industry).




## Emergency Response Mechanism

The Company has formulated internal documents including *the Accident Emergency Rescue Plan* and established an emergency organizational structure with the General Manager as the commander-in-chief and the Deputy General Manager of Supply Chain as the deputy commander-in-chief. Functional teams are set up under the structure, including an on-site rescue team, accident investigation team, and logistics support team. In response to potential safety incidents that may occur during production and operation, such as fire and explosion, poisoning, electric shock, mechanical injury, and falls from height, the Company has specified emergency response and rescue measures.

Each production base conducts various specialized emergency drills on a regular basis based on actual conditions. By simulating real scenarios, the Company verifies the effectiveness of emergency plans, improves employees' emergency response speed, handling capabilities, and self-rescue and mutual-rescue skills, and strengthens the overall emergency response capacity of the Company.



Photos of Fire Evacuation Emergency Drills at Zhongshan Base



Photos of Fire Emergency Drills at Tianjin Base



Photos of Heatstroke Incident Drills at Kunshan Base



Photos of Food Poisoning Incident Drills at Kunshan Base





Photos of Other Drills

## Safety Management for External Stakeholders

The Company incorporates contractors and other external personnel into its unified safety management framework, and has established violation assessment criteria covering special operation qualifications, the use of personal protective equipment, on-site behavior within the factory premises, and other relevant areas. Moreover, the EHS Department regularly provides safety training for contractors, covering accident case warnings, analysis of common violations, the Company's safety management requirements, as well as application procedures for high-risk and special operations. Upon completion of the training, all contractors sign *the annual Safety Agreement* and *the Plant Entry Safety Instructions* to ensure that external personnel conduct their work in full compliance with the Company's safety management requirements.






Photos of Contractor Training

## Safety Risk Management and Control

The Company has established an end-to-end safety risk management and control system covering risk identification, assessment and early warning, hierarchical control, and hazard remediation, enabling proactive prevention and closed-loop management of all types of risks. We encourage employees to proactively report on-site risks and safety hazards, conduct regular reviews of risk assessments, analyses of rectification data and management reviews, and continuously optimize risk control measures. Key indicators such as the hazard rectification rate are incorporated into performance evaluations to support continuous improvement in safety management.

### Risk Reporting

The Company has established official feedback channels, through which employees may at any time report safety incidents, equipment hazards, and operational environment risks via WeCom, work email, and the employee feedback module in the EHR system. Once the information is submitted, it is simultaneously pushed to the EHS Department and the relevant responsible personnel to ensure that the issues are followed up and handled in a timely manner.

### Risk Identification and Assessment

The Company strictly implements *the Hazard Identification and Evaluation Procedure*. Starting from normal, abnormal, and emergency operating states, and from the three time dimensions of past, present, and future, and integrating applicable regulatory requirements, historical experience, production processes, and work activities, the Company conducts systematic risk identification across the entire production and operation process, covering personnel activities, equipment and facilities, and changes in internal and external environments. For identified risks, we carry out graded evaluations in accordance with *the Labor Ethics and EHS Risk Assessment Procedure*, use a two-dimensional matrix of likelihood and severity to determine risk levels, and formulate dedicated management plans for high-risk items, with clearly assigned responsible persons to track and ensure implementation. In addition, the Company conducts at least one comprehensive risk assessment review each year and initiates a re-assessment process in the event of regulatory changes, process upgrades, or introduction of new equipment, thereby enabling dynamic risk management and control.

### Hidden Hazard Identification and Rectification

| Core Mechanisms | | Specific Measures | |
|---|---|---|---|
| Inspection and Audit | Routine | Regular inspections | Managers at all levels conduct safety inspections while performing on-site walkthroughs of production progress, quality, and technical work. |
| | | EHS Department nspections | The EHS Department conducts on-site safety inspections to identify and stop "Three Violations" and to detect potential accident hazards at worksites and specific work locations. |
| | | Work team on-site inspections | Team leaders conduct daily inspections of workshop safety facilities, the condition of equipment and tools, work environment, power supply management, and material storage. |
| | Regular | Monthly safety inspections | The EHS Manager organizes all departments to conduct a systematic safety inspection once a month, focusing on the implementation of safety rules and procedures, the condition of equipment and facilities, safety training, operating behaviors, and the use of personal protective equipment. |
| | Special | Specialist inspections | Specialist inspections: Dedicated inspections are carried out for key areas such as temporary electricity use, safety protection facilities, large-scale equipment, and fire safety. |
| | | Seasonal inspections | Seasonal inspections: Taking into account the characteristics of winter, summer, and the rainy season, inspections focus on fire prevention, cold protection, flood control, heat stress prevention, and lightning protection. |
| | | Unannounced inspections | Unannounced inspections: Following accidents in the industry or at peer organizations, the Company conducts targeted inspections to draw lessons and strengthen risk prevention and control. |
| | | Extreme weather inspections | Extreme weather inspections: Prior to the issuance of warnings for heavy rain, typhoons, and similar events, special inspections are conducted on outdoor buildings, drainage systems, lightning protection facilities, and outdoor operations, and corresponding protective actions are taken. |
| | Ad Hoc | Ad hoc inspections | Conducted by the EHS Department based on production and operation conditions, including special inspections for trial runs of equipment, start-up and shutdown, equipment maintenance, and temporary electricity use. |
| Hidden Hazard Rectification | | | A unified register is established for all identified hazards, with clearly defined rectification responsibilities, measures, and deadlines, and a 100% completion rate for hazard rectification has been achieved. |

# Occupational Health Protection

## Occupational Disease Hazard Prevention and Control Mechanisms

### Source Control

The Company strictly implements the "Three - Simultaneous" occupational health requirements for construction projects. All new, reconstruction and expansion projects shall complete occupational disease hazard pre-assessment, dedicated design for protective facilities, and control effectiveness evaluation to ensure that the protective facilities are commissioned simultaneously with the main works.

### Process Monitoring

Each year, the Company entrusts qualified institutions to test hazardous factors in the workplace, including dust, noise, high temperature and chemical toxicants. An occupational disease hazard status assessment is conducted once every three years. Monitoring results are disclosed to employees and reported to the competent management authority for record.




### On-site Management

The EHS Department organizes each production workshop to identify and confirm workplace hazard points, implements tiered control in accordance with occupational health standards, and specifies the hazard level and control requirements for each risk point.

### Over-limit Control

When testing results exceed national limits, the Company will immediately initiate treatment procedures. General issues are rectified on the spot, while special plans are formulated for complex situations with clear responsibilities, deadlines and resources to ensure resolution within the specified time frame.

## Protective Facilities

The Company has formulated *the Occupational Disease Protective Facilities Maintenance and Overhaul Procedure* and *the Work-related Musculoskeletal Disorders Control Procedure*, and adopts engineering and management control measures for chemical, physical and ergonomic occupational hazards, so as to reduce occupational disease risks at the source and along exposure pathways.

| Hazardous Factors | Primary Engineering Control Measures | Supplementary Management Measures |
|---|---|---|
| Chemical Factors | • Install local exhaust hoods and enclosed collection piping in printing, ink mixing and other processes.<br>• Build exhaust gas treatment systems such as activated carbon adsorption and catalytic combustion.<br>• Use low-volatility raw materials to replace high-volatility raw materials. | • Strictly implement *the Chemical Management Procedure*.<br>• Enhance ventilation in the workplace.<br>• Set up prominent occupational hazard notification cards and warning signs. |
| Physical Factors | • Install soundproof covers and silencers on high-noise equipment.<br>• Set up sound-insulated operating rooms.<br>• Take vibration reduction measures on equipment.<br>• Arrange power equipment such as air compressors and empty-drum condensers on an independent equipment floor to achieve physical isolation and noise reduction. | • Delineate and mark noise protection zones.<br>• Implement periodic noise monitoring.<br>• Strengthen employee training on hearing protection and supervision of the use of hearing protectors. |
| Ergonomic Factors | • Provide adjustable chairs with backrests that meet ergonomic requirements.<br>• Carry out automation and process optimization upgrades on production lines by introducing AGV forklifts, palletizing robots, automatic lifting platforms, full waste removal machines and electric hoists, so as to reduce manual handling and repetitive operations and lower work intensity. | • Implement work-break arrangements and job rotation schemes.<br>• Organize stretching exercises and provide guidance to employees on maintaining correct posture. |

## Personal Protective Equipment

ZRP, based on *the Labor Protection and Occupational Disease Prevention* and *Control Procedure* and *the Occupational Disease Protective Equipment Management System*, and in conjunction with the results of occupational disease hazard identification and risk assessment for each position, provides employees with personal protective equipment that meets national standards and supervises the correct wearing and use of such equipment.



Occupational Health Notification Cards, Warning Signs, and Wearing Guidelines

### Basic Protection

We provide standard personal protective items such as safety helmets, safety goggles, protective gloves, and safety shoes according to job requirements.

### Respiratory Protection

We provide professional respiratory protective equipment such as dust masks, gas masks, etc. for employees who may be exposed to dust or chemicals.

### Hearing Protection

Employees working in high-noise areas are provided with compliant earplugs or earmuffs for noise reduction and receive training on correct wearing methods.

### Specialized Protection

For special operations such as welding and chemical handling, we provide professional protective equipment such as welding masks, chemical protective clothing, and acid- and alkali-resistant gloves.

## Employee Health Surveillance

The Company regularly organizes health check-ups for employees. In accordance with t*he Management Policy for Occupational Health Surveillance and Archives of Employees*, it provides pre-employment, ongoing and post-separation occupational health check-ups for employees assigned to positions exposed to occupational disease hazards. Specialized physical examinations are conducted at least once a year for positions with occupational disease risks. The examination results are communicated to employees in writing, and individual occupational health surveillance records are established to continuously monitor employees' health status.

# Chemicals Management

To effectively manage the various chemicals used in the production process, the Company has formulated *the Chemicals Management Policy*. The Procurement Department, the Using Departments, the Logistics Department, the Quality Department, and the EHS Department collaborate to achieve end-to-end chemicals management and effectively prevent potential threats posed by chemicals to employees' health and safety.

| | |
|---|---|
| Procurement Department | Responsible for procurement, supplier qualification review, and requesting and retrieving documentation. |
| Using Department | Responsible for requisition, secondary storage, safe use, and disposal collection. |
| Logistics Department | Responsible for receiving, storage, issuance, tag inspection, and maintaining warehouse safety inspection records. |
| Quality Department | Responsible for incoming inspection. |
| EHS Department | Responsible for safety monitoring across all stages, conducting regular inspections, and emergency response. |

## End-to-end Chemicals Management

| | |
|---|---|
| Procurement Qualification | Suppliers are required to provide MSDS (dated within three years), VOC test reports, component analysis reports and safety labels, all stamped with their official seals;<br>For hazardous chemicals, *a production license* or *business license* must additionally be provided, and procurement is permitted only after approval by the EHS Department;<br>Preference is given to suppliers with recycling capabilities in order to reduce waste disposal costs. |
| Incoming Inspection | The warehouse conducts acceptance inspections in accordance with standard procedures, checking the consistency between the delivery note and the procurement plan, the consistency between documentation and physical items, label legibility, packaging integrity and sealing, and the absence of damage or leakage. |
| Warehouse Inventory Management | Verify the quantity, quality and safety labels of chemical substances; if labels are detached, investigate the cause and arrange for re-labeling or return of goods;<br>Store chemicals in designated areas with classification; store substances with conflicting chemical properties; in isolation, and keep flammable and explosive materials in explosion-proof warehouses;<br>Chemicals without identification, labels or MSDS shall not be accepted into warehouses; complete documentation must be obtained from suppliers. |
| Storage Control | Warehouse site selection, fire resistance rating, fire protection spacing, fire fighting power supply, ventilation equipment, anti-static measures and lightning protection devices shall strictly comply with national standards;<br>Establish a chemical inventory list with labels facing outward. Warehouse inspectors conduct regular daily checks and report exceptions promptly;<br>Store hazardous materials using isolation, separation, or segregation measures according to their characteristics, and keep incompatible materials strictly separated by warehouse and cabinet;<br>Control inventory levels so that they do not exceed 3 to 5 days of production demand, and implement the first-in-first-out principle. |
| Issuance and Requisition | Complete a requisition form and strictly control the quantity issued per shift. Close containers promptly after use to prevent volatilization and leakage. |
| Usage Management | Loading and unloading personnel shall wear personal protective equipment appropriate to the nature of the hazardous materials, handle materials gently, and strictly prohibit throwing, dragging, or applying heavy pressure;<br>Ensure that handling equipment is ventilated and cleaned, and use transport equipment that meets safety requirements for explosive, highly toxic, radioactive, and similar materials;<br>Do not load chemicals of different properties together, and apply heat insulation, cooling, or transport restrictions for materials sensitive to heat or moisture. |
| Scrapping and Disposal | Prohibit direct discharge into drainage systems, the atmosphere or general waste;<br>Submit a scrap application; upon approval, hand over to qualified vendors for disposal; and strictly manage and recover packaging of highly toxic items;<br>Removed containers, equipment, and pipelines must be thoroughly cleaned and may only be scrapped after passing EHS acceptance. |

In addition, ZRP continues to strengthen training for chemical management personnel, emphasizing safe operating practices. It requires relevant personnel to regularly inspect the storage environment of chemicals and conduct risk assessments for storage and issuance processes. The Company is equipped with emergency facilities including emergency showers, eye wash stations, fire extinguishers, first-aid kits, absorbents and automatic fire suppression systems. It conducts at least one chemical accident emergency drill annually to enhance employees' capabilities in responding to unexpected incidents.

**Case** **Emergency Drill for Hazardous Waste (Chemical) Leakage**

In January 2025, the Company organized a chemical leakage emergency drill in the hazardous waste storage warehouse, adopting a "Scenario Simulation + Live Response" format. Four teams were established, namely the alert team, response team, medical team, and logistics team, involving warehouse management personnel, the EHS Department, and relevant production team members.

During the drill, participants followed the emergency plan to conduct full-process operations including rapid alerting, leakage control, contamination cleanup, and personnel rescue, and carried out a post-exercise review and summary. Through this drill, we effectively enhanced employees' risk awareness regarding the safe storage, handling, and use of hazardous waste, strengthened their emergency response skills and cross-departmental collaboration capabilities, and, at the same time, verified the feasibility of the emergency plan and the suitability of emergency supplies.

## Safety Education

The Company enhances employees' safety awareness and emergency response capabilities by conducting safety training, safety-themed activities, and emergency drills. At the same time, we extend safety management requirements to all external personnel entering the workplace to ensure consistent safety standards inside and outside the organization and robust safety control.

### Safety Training

| Training Category | Core Content and Requirements |
|---|---|
| Three-level Safety Induction Training | New employees must successively receive company-level, department-level, and team-level training. The training covers rules and regulations, job-related risks, emergency measures, and other topics. Employees may assume their positions only after passing the required assessments. |
| On-the-job Periodic Refresher Training | In-service employees are organized to receive safety refresher training on a regular basis to ensure the continuous updating and consolidation of their safety knowledge and skills. |
| Specialized Training | We carry out thematic training on hot work, work at height, occupational disease prevention, emergency evacuation, and hands-on use of fire extinguishers, and organize targeted skills training on earthquake emergency response, counter-terrorism safety, first aid skills, and first aid for snake bites. |



First Aid Training


Work-related Injury Prevention Training


Counter-terrorism Safety Training


Earthquake Emergency Safety Training

## Themed Safety Activities

Each year, the Company regularly organizes themed campaigns such as "Work Safety Month", "Fire Safety Publicity Month", etc. Through mobilization and publicity, specialized training, practical drills, and evaluation and recognition, the Company comprehensively enhances employees' safety awareness.

**Case** Work Safety Month — "Taking Action by All Employees to Prevent Risks, Strengthening Education and Practice to Ensure Safety"

In May 2025, under the theme of "Taking Action by All Employees to Prevent Risks, Strengthening Education and Practice to Ensure Safety", the Company launched a three-month series of "Work Safety Month" activities. The activities covered mobilization and publicity, thematic training, hazard identification and rectification, emergency drills, safety consultation, and online training, achieving participation by all employees. Upon completion of the activities, the Company conducted comprehensive evaluation and recognition, forming a closed-loop management model of "Publicity–Education–Practice–Improvement", which effectively strengthened safety awareness among all employees and enhanced overall risk prevention and control capability.






**Case** Fire Safety Publicity Month — "Fire Safety for All, Life Above All"

In November 2025, under the theme of "Fire Safety for All, Life Above All", the Company organized a one-month "Fire Safety Publicity Month" campaign. Taking into account the characteristics of autumn fire risks, the Company comprehensively carried out self-inspection and self-rectification of fire hazards and special inspections of fire-fighting facilities. At the same time, the campaign provided fire safety education through case analysis, knowledge training, and practical demonstrations, and included interactive activities such as fire-themed games, "Snap-and-Report" fire hazard photos, and employee fire-fighting experience sessions, thereby improving all employees' fire safety awareness and emergency response capabilities.





## Management of Work-related Injuries

To safeguard the legitimate rights and interests of employees with work-related injuries, we standardize the handling procedures for such cases in accordance with *the Emergency Plan and Handling Procedure for Work-related Accidents*, ensure that injured employees receive medical assistance and reasonable compensation, and at the same time strengthen supervision, management, and training to prevent the recurrence of similar work-related accidents.

| Management Items | Key Implementation Points |
|---|---|
| Emergency Response to Incidents | In the event of an occupational injury incident, onsite personnel shall immediately report to management and the EHS Department, mobilize first aid responders and relevant personnel to conduct onsite emergency response, and arrange timely transfer of the injured employee to a medical institution for treatment. |
| Incident Investigation | The EHS Department organizes incident investigations, prepares incident reports, analyzes root causes, and implements corrective and preventive measures. |
| Work-related Injury I dentification | File records with the competent authorities and apply for work-related injury identification in accordance with applicable regulations. |
| Medical Expense Coverage | Eligible medical expenses incurred by employees during the treatment of work-related injuries shall be borne by the Company in accordance with the prescribed standards. |
| Disability Benefits for Work-related Injuries | During the work stoppage with pay period, employees are entitled to their original salary and benefits and, based on the assessment results, are legally entitled to the corresponding disability benefits. |
| Incident Improvement | Conduct internal communication and warning education based on incident cases and promote the implementation of preventive measures by relevant departments. |

### Key Performance

| Indicator | Unit | 2025 |
|---|---|---|
| Number of New Cases of Occupational Disease among Employees | Persons | 0 |
| Number of Employees Injured at Work | Persons | 18 |
| Number of Workdays Lost due to Work-related Injuries | Days | 641 |
| Number of Fatalities due to Work-related Injuries | Persons | 0 |
| Number of Occupational Health and Work Safety Training Sessions Conducted | Times | 117 |
| Cumulative Number of Participants in Occupational Health and Work Safety Training | Person-times | 106,172 |
| Cumulative Duration of Occupational Health and Work Safety Training | Hours | 49,233.50 |
| Number of Safety Emergency Drills Conducted | Times | 39 |
| Cumulative Number of Participants in Safety Emergency Drills | Person-times | 5,976 |
| Investment in Occupational Health and Safety Protection Measures | RMB 10,000 | 482.79 |
| Investment in Work-related Injury Insurance | RMB | 2,004,008.77 |
| Coverage Rate of Work-related Injury Insurance | % | 100 |
| Investment in Work Safety Liability Insurance | RMB | 39,178.86 |
| Coverage Rate of Work Safety Liability Insurance | % | 16.98 |

# Community Engagement and Social Contribution

ZRP adheres to the principle of "Originating from Society and Giving Back to Society". While pursuing its own development, the Company proactively fulfills its corporate social responsibility, leveraging charitable donations and community co-building to share the fruits of development with a broader range of groups and to contribute to a harmonious and caring society.

## Charitable Donation

### Supporting Local Public Welfare Initiatives

The Company has, for many consecutive years, participated in the "Torch Development Zone Charity Ten-thousand People Walk" organized by Zhongshan Red Cross Society, and in 2025, made a targeted donation of RMB 200,000 to support public welfare programs such as education assistance and community services.

| | |
|---|---|
| Torch Development Zone No. 1 Primary School Teaching and Learning Awards and Assistance Fund | RMB 150,000 |
| Elderly Activity Center of Torch Development Zone Zhangjiabian Natural Village | RMB 30,000 |
| Dongli Kindergarten, Haibin Community (Village), Torch Development Zone | RMB 20,000 |




### Supporting Community Ecological Development

In response to the "Green and Beautiful Guangdong" Initiative, the Company donated RMB 3,000 to support its paired community in carrying out "Hundreds of Thousands of Villages Project", with the funds earmarked for community landscaping and improvements to the local living environment.




## Community Co-building

The Company actively responded to the "High-quality Development Project for Hundreds of Counties, Thousands of Towns, and Tens of Thousands of Villages" Initiative and proactively integrated into the local "Government-Village-Enterprise-Village Pairing Assistance" Mechanism. In 2025, the Company focused on addressing practical livelihood needs and invested more than RMB 86,000 in the repair and upgrade of community infrastructure, benefiting 5,295 community residents and tangibly contributing to enhanced community services and improved quality of life.

**Residential Compound Perimeter Wall Repair**

We demolished and rebuilt aged perimeter walls with tilting risks along certain sections of the street and repaired peeling wall surfaces, effectively eliminating safety hazards and ensuring the safety of residents' travel.



Before Renovation | After Renovation

**Kindergarten Restroom Upgrade and Renovation**

We upgraded restrooms with aging facilities to improve sanitary conditions on campus and enhance the user experience of teachers and students.



Before Renovation | After Renovation

**Residential Compound Basketball Court Resurfacing**

We carried out comprehensive repairs on the damaged court to provide a safer and more comfortable sports venue for community residents.



Before Renovation | After Renovation

## Key Honors

| Award Title | Issuing Organization |
|---|---|
| Corporate Contribution Award of the "Hundreds of Thousands of Villages Project" | Zhongshan Torch Hi-tech Industrial Development Zone Administrative Committee |
| Uphold Virtue, Value Education, Nurture Talents, Revitalize the Nation | Zhongshan Torch Hi-tech Industrial Development Zone No. 1 Primary School |
| Outstanding Social Responsibility Enterprise Award | Zhongshan Chief Information Officer Association |






## Key Performance

In 2025, the Company's total investment in social contribution was RMB **289,135**.

# Key Performance Indicators

## Environmental Performance

| Indicator | Unit | 2025 |
|---|---|---|
| **Environmental Compliance** | | |
| Occurrence of Major Sudden Environmental Incidents | Cases | 0 |
| Number of Incidents in Violation of Environmental Laws and/or Regulations | Cases | 0 |
| Penalty Amount for Incidents in Violation of Environmental Laws and/or Regulations | RMB | 0 |
| Environmental Inspection Compliance Rate | % | 100 |
| Number of Emergency Drills Conducted for Sudden Environmental Incidents | Times | 21 |
| Number of Training Sessions Conducted on Environmental Protection and Environmental Compliance | Times | 67 |
| Cumulative Number of Participants in Training on Environmental Protection and Environmental Compliance | Person-times | 9,652 |
| Cumulative Duration of Training on Environmental Protection and Environmental Compliance | Hours | 9,763 |
| Environmental Protection Investment | RMB 10,000 | 569.95 |
| **Climate Change Response** | | |
| Scope 1 Greenhouse Gas Emissions | Ton of Carbon Dioxide Equivalent | 4,013.94 |
| Scope 2 Greenhouse Gas Emissions | Ton of Carbon Dioxide Equivalent | 51,112.39 |
| Number of Training Sessions Conducted on Energy Saving and Carbon Reduction | Times | 16 |
| Cumulative Number of Participants in Training on Energy Saving and Carbon Reduction | Person-times | 5,345 |
| Cumulative Duration of Training on Energy Saving and Carbon Reduction | Hours | 5,798 |
| **Energy Utilization** | | |
| Gasoline | Ton | 156.42 |
| Diesel Oil | Ton | 113.85 |
| Natural Gas | Cubic Meter | 180,880.00 |
| Solar Energy | kWh | 8,157,052.92 |
| Purchased Electricity | kWh | 96,329,420.48 |
| Sold Electricity | kWh | 35,461.00 |
| **Water Resource Utilization** | | |
| Water Intake | Ton | 406,413.84 |
| Industrial Water Consumption | Ton | 215,087.00 |
| Domestic Water Consumption | Ton | 191,326.84 |

Note: The Environment data covers domestic manufacturing entities included in the consolidation scope, excluding ZRP Zhejiang and OCD Huaibei newly consolidated in 2025, as well as ZRP Wuhan with a relatively small business proportion.

| Indicator | Unit | 2025 |
|---|---|---|
| **Pollutant Discharge and Waste Treatment** | | |
| Wastewater Compliance Discharge Rate | % | 100 |
| Exhaust Gas Compliance Discharge Rate | % | 100 |
| Hazardous Waste | Ton | 756.85 |
| General Waste | Ton | 35,165.19 |

## Social Performance

| Indicator | Unit | 2025 |
|---|---|---|
| **Employee Composition** | | |
| Total Employees | Persons | 4,108 |
| Number of Ethnic Minority Employees in China | Persons | 230 |
| **By Gender** | | |
| Number of Male Employees | Persons | 2,673 |
| Number of Female Employees | Persons | 1,435 |
| **By Age** | | |
| Number of Employees under 30 | Persons | 1,047 |
| Number of Employees Aged 30 to 50 | Persons | 2,665 |
| Number of Employees over 50 | Persons | 396 |
| **By Educational Background** | | |
| Number of Employees with a Master's Degree or Above | Persons | 36 |
| Number of Employees with a Bachelor's Degree | Persons | 479 |
| Number of Employees with a Junior College Diploma | Persons | 922 |
| Number of Employees with a High School Diploma or Below | Persons | 2,671 |
| **By Function** | | |
| Number of Production Personnel | Persons | 3,128 |
| Number of Sales Personnel | Persons | 222 |
| Number of Technical Personnel | Persons | 483 |
| Number of Finance Personnel | Persons | 43 |
| Number of Administrative Personnel | Persons | 232 |

| Indicator | Unit | 2025 |
|---|---|---|
| **Employee Rights Protection** | | |
| Employment Contract Coverage Rate | % | 100 |
| Number of Employee Representative Meetings or Other Democratic Communication Meetings Held | Times | 9 |
| Employee Proposals/Suggestions Received | Items | 4,254 |
| Employee Proposals/Suggestions Implemented | Items | 3,704 |
| Resolution Rate of Employee Appeals/Reports | % | 100 |
| Coverage Rate of Employee Engagement Surveys for Newly Acquired Domestic Subsidiaries in Non-annual Periods | % | 100 |
| Average Engagement Score | Point | 87+ |
| **Employee Training and Development** | | |
| Total Annual Training Investment | RMB 10,000 | 27.25 |
| Number of Employee Training Sessions | Times | 326 |
| Total Employee Training Hours | Hours | 23,170 |
| Employee Training Coverage Rate | % | 100 |
| **Employee Benefits and Care** | | |
| Number of Participants in Employee Activities | Person-times | 28,830 |
| Employee Participation Coverage Rate | % | 100 |
| Number of Employees in Need Receiving Assistance | Persons | 11 |
| Funds Invested to Support Employees in Need | RMB | 53,120 |
| **Occupational Health and Safety** | | |
| Major Infectious Disease Incidents | Cases | 0 |
| Number of New Cases of Occupational Disease among Employees | Persons | 0 |
| Number of Employees Injured at Work | Persons | 18 |
| Number of Workdays Lost due to Work-related Injuries | Days | 641 |
| Number of Fatalities due to Work-related Injuries | Persons | 0 |
| Number of Occupational Health and Work Safety Training Sessions Conducted | Times | 117 |
| Cumulative Number of Participants in Occupational Health and Work Safety Training | Person-times | 106,172 |
| Cumulative Duration of Occupational Health and Work Safety Training | Hours | 49,233.50 |
| Number of Safety Emergency Drills Conducted | Times | 39 |
| Cumulative Number of Participants in Safety Emergency Drills | Person-times | 5,976 |
| Investment in Occupational Health and Safety Protection Measures | RMB 10,000 | 482.79 |
| Investment in Work-related Injury Insurance | RMB | 2,004,008.77 |
| Coverage Rate of Work-related Injury Insurance | % | 100 |
| Investment in Work Safety Liability Insurance | RMB | 39,178.86 |
| Coverage Rate of Work Safety Liability Insurance | % | 16.98 |
| **Supply Chain Security** | | |
| Total Number of Suppliers | Entities | 1,056 |
| Including: Number of Suppliers in Mainland China | Entities | 1,055 |
| Including: Number of Overseas Suppliers | Entities | 1 |
| Number of Trainings Conducted for Suppliers | Times | 196 |
| Cumulative Duration of Training Sessions for Suppliers | Hours | 224 |
| Number of Suppliers Having Signed ESG Clauses | Entities | 1,056 |
| Number of Suppliers with ESG-related Certifications and Recognitions | Entities | 681 |
| Number of Internal Training Sessions for Procurement Personnel | Times | 37 |
| Cumulative Number of Participants in Internal Training for Procurement Personnel | Person-times | 450 |
| Cumulative Duration of Internal Training for Procurement Personnel | Hours | 586 |
| **Customer Service and Privacy Protection** | | |
| Valid Customer Satisfaction Questionnaires Collected | Files | 358 |
| Customer Satisfaction | % | 96.1 |
| Major Quality Complaint Incidents | Cases | 0 |
| Customer Complaint Resolution Rate | % | 100 |
| Customer Privacy Leakage Incidents | Cases | 0 |
| **Responsible Marketing** | | |
| Cumulative Number of Participants in Marketing Training | Person-times | 336 |
| Proportion of Relevant Personnel Covered by Marketing Training | % | 80 |

| Indicator | Unit | 2025 |
|---|---|---|
| **Innovation-driven** | | |
| Number of Invention Patents Obtained during the Year | Items | 12 |
| Number of Utility Model Patents Obtained during the Yea | Items | 32 |
| Number of Design Patents Obtained during the Year | Items | 2 |
| Cumulative Number of Invention Patents Held | Items | 50 |
| Cumulative Number of Utility Model Patents Held | Items | 394 |
| Cumulative Number of Design Patents Held | Items | 27 |
| Amount of R&D Investmen | RMB 10,000 | 12,772.63 |
| Ratio of R&D Investment to Main Business Revenue | % | 4.13 |
| **Intellectual Property Protection** | | |
| Number of Intellectual Property Protection Training Sessions Held | Times | 5 |
| Coverage Rate of Employees Who Have Signed an Intellectual Property Confidentiality Agreement or an Employment Contract Containing IP Protection Clause | % | 100 |
| **Product Safety and Quality** | | |
| Product Conformity Rate | % | 99.7 |
| Number of Product Recall Incidents | Cases | 0 |
| Coverage Rate of Quality Management-related Training | % | 100 |
| Average Hours Per Capita of Quality Management-related Training | Hours/Person | 2.30 |
| Number of Major Liability Incidents Related to Product Safety and Quality | Cases | 0 |
| **Social Contribution** | | |
| Total Community Investment | RMB | 289,135 |
| Including: Charitable Donations | RMB | 203,000 |

## Corporate Governance Performance

| Indicator | Unit | 2025 |
|---|---|---|
| **Corporate Governance** | | |
| Number of Directors | Persons | 9 |
| Number of Independent Directors | Persons | 3 |
| Number of Female Directors | Persons | 2 |
| Number of Shareholders' Meetings Held | Times | 2 |
| Number of Meetings of the Board of Directors Held | Times | 7 |
| Number of Meetings of the Strategy Committee under the Board of Directors Held | Times | 1 |
| Number of Meetings of the Nomination Committee under the Board of Directors Held | Times | 2 |
| Number of Meetings of the Remuneration and Assessment Committee under the Board of Directors Held | Times | 1 |
| Number of Meetings of the Audit Committee under the Board of Directors Held | Times | 5 |
| Number of Performance Briefings held | Times | 2 |
| Number of Investor Inquiries Answered via Interactive Platforms | Times | 31 |
| Response Rate to Inquiries on Interactive Platforms | % | 100 |
| Total Number of Announcements Disclosed | Files | 64 |
| **Risk Management** | | |
| Number of Internal Audits Conducted | Times | 7 |
| Number of Risk Control Trainings Conducted | Times | 1 |
| **Information Security and Data Protection** | | |
| Data Security Incidents Occurred | Cases | 0 |
| Total Investment in Information Security Protection | RMB 10,000 | 30 |
| Cumulative Number of Participants in Information Security Training Sessions | Person-times | 500 |
| Average Training Hours Per Person for Information Security | Hours/Person | 9 |
| Employee Information Security Commitment Signing Rate | % | 100 |
| **Business Ethics** | | |
| Employee Integrity Agreement Signing Rate | % | 100 |
| Coverage Rate of Suppliers Having Signed Integrity Agreements or Contracts Containing Integrity Clauses | % | 100 |
| Number of Incidents Resulting in Litigation or Major Administrative Penalties due to Unfair Competition | Cases | 0 |
| Number of Incidents Resulting in Litigation or Major Administrative Penalties due to Commercial Bribery, Embezzlement, or Corruption | Cases | 0 |

# ESG Content Index

**Self-Regulatory Guidelines No.17 for Companies Listed on Shenzhen Stock Exchange —Sustainability Report (For Trial Implementation)**

| Dimension | Topic | Corresponding Articles | Report Chapter Index |
|---|---|---|---|
| Environment | Climate Change Response | Article 21 to Article 28 | Climate Change Response |
| | Pollutant Emissions | Article 30 | Pollutant and Waste Management |
| | Waste Treatment | Article 31 | |
| | Ecosystem and biodiversity protection | Article 32 | Ecological Protection |
| | Environmental Compliance Management | Article 33 | Environmental Compliance |
| | Energy Utilization | Article 35 | Climate Change Response |
| | Water Resource Utilization | Article 36 | Water Management |
| | Circular Economy | Article 37 | Circular Economy |
| Society | Rural Revitalization | Article 39 | Community Engagement and Social Contribution |
| | Social Contribution | Article 40 | |
| | Innovation-driven | Article 42 | Innovation Leadership |
| | Technology Ethics | Article 43 | Not applicable |
| | Supply Chain Security | Article 45 | Supply Chain Collaboration |
| | Fair Treatment of SMEs | Article 46 | |
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| | Data Security and Customer Privacy Protection | Article 48 | Customer Service |
| | Employees | Article 50 | Protecting Employee Rights and Interests |
| | | | Enhancing Compensation and Benefits |
| | | | Supporting Employee Development and Growth |
| | | | Protecting Occupational Health and Safety |
| Governance Related to Sustainable Development | Due Diligence | Article 52 | Not applicable |
| | Stakeholder Engagement | Article 53 | Sustainability Management |
| | Anti-bribery and Anti-corruption | Article 55 | Business Ethics |
| | Anti-unfair Competition | Article 56 | |

# Feedback Form

Thank you for reading *the 2025 Sustainability Report of ZRP Printing Group Co., Ltd*. To better address your information needs and those of other stakeholders, and to continuously enhance the Company's sustainability management and information disclosure practices, we welcome your valuable comments and suggestions.