

Year 2024

Environmental, Social, and Governance (ESG) Report

Xiamen Guangpu Electronics Co., Ltd.

**Illuminate the world with lighting
Explore the future with IoT technologies**



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**GOPRO
WeChat Account**

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Creating the Technology with Caring for Society



CONTENTS

About This Report

Address by
Chairman of the Board

About GOPRO

1.1 Company Profile	05
1.2 Business Layout	07
1.3 Global Presence	08
1.4 Milestones in 2024	09
1.5 Pursuing Light for Three Decades, Re-charting a New Blueprint	11

2 ESG Management to Consolidate Sustainable Development

2.1 ESG Policies and Strategies of GOPRO	15
2.2 Communication with Stakeholders	16
2.3 Materiality Assessment	17

3 Standardized Governance to Promote Stable Operations

3.1 Corporate Standardized Governance	19
3.2 Investor Rights Protection	21
3.3 Development of Risk Management	22
3.4 Integrity and Compliance Operations	25

4 Harmonious Ecology to Awaken Green Coexistence

4.1 Response to Climate Change	27
4.2 Greenhouse Gas Emissions	29
4.3 Green Operation Practices	30
4.4 Emphasis on Environmental Governance	39

5 Innovation-Driven Strategy to Empower Customer Development

5.1 Innovation-Driven Development	47
5.2 Protection of Intellectual Property Rights	51
5.3 Pursuit of Excellence in Quality	52
5.4 Project Construction for New Products	54
5.5 Optimizing Customer Services	55
5.6 Strictly Safeguarding Information Security	56

6 People-oriented, Sharing Responsibility for Development

6.1 Safeguarding Employee Rights and Interests	59
6.2 Accompanying Employees in Their Growth	62
6.3 Focusing on Employee Care	67
6.4 Paying Attention to Employee Health	68

7 Giving Back to Society, Staying True to Corporate Original Aspiration

7.1 Developing Green Supply Chain	75
7.2 Promoting Industry Development	79
7.3 Actively Engaging in Public Charity	82

Key Performance Highlights for 2024

Indicator Index

Feedback from Readers

About This Report

This report is the Environmental, Social, and Governance (ESG) report published by Xiamen Guangpu Electronics Co., Ltd. for stakeholders. The report provides detailed disclosure of the Company's practices and performance in the areas of economic, environmental, social, and corporate governance responsibilities for the year 2024. It aims to effectively communicate with stakeholders, systematically address their expectations and demands, and continuously promote sustainable development.

› Period

For the period from January 1, 2024 to December 31, 2024, certain aspects of the Report are moderately extended to surrounding years to enhance comparability and foresight.

› Report Appellation

Company/Subsidiary Names	Abbreviations in the Report Body
Xiamen Guangpu Electronics Co., Ltd.	Guangpu Holdings, GOPRO, the Company, we
Xiamen Aipusheng Electronic Technology Co., Ltd.	Aipusheng Electronic
Pizhou Aipusheng Electronic Technology Co., Ltd.	Pizhou Aipusheng
Chongqing JunMei Aesthetic Medicine Hospital Co., Ltd.	Junmei Hospital
Guangpu (Malaysia) Co., Ltd.	Guangpu Malaysia
Guangpu Holdings and its subsidiaries	Guangpu Group, the Group

› Reporting Boundary

This report discloses information and typical cases of Guangpu Holdings and its subsidiaries in corporate governance and fulfillment of economic, social, and environmental responsibilities.

› Information Sources

- The disclosed information in this report is sourced from official documents, statistical reports, and financial reports within Guangpu Holdings.
- The data presented in this report is sourced from original operational data within Guangpu Holdings, publicly available government data, annual financial data, internal relevant statistical statements, third-party questionnaires, and third-party interviews.
- Financial data in this report is presented in RMB. In case of inconsistencies with financial reports, the financial reports take precedence.

› Compilation Basis

- UN 2030 Sustainable Development Goals (SDGs)
- *Sustainability Reporting Standards* by Global Sustainability Standards Board (GRI Standards)
- *Guidelines on Corporate Social Responsibility Reporting for Chinese Enterprises* by Chinese Academy of Social Sciences (CASS-ESG 5.0)
- *Guidance on Social Responsibility Reporting* by China National Institute of Standardization (GB/T 36001-2015)
- *ISO 26000: Guidance on Social Responsibility (2010)* by International Organization for Standardization
- *Guidelines for Self-discipline Supervision of Listed Companies No. 2—Standard Operations of Listed Companies on GEM* by Shenzhen Stock Exchange

› Report Access

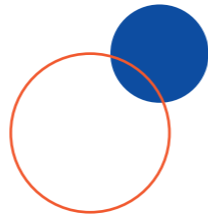
This report is available in electronic format for reading. You can access the electronic version of the report by visiting the company's official website at <https://www.goproled.com> or the China Securities Regulatory Commission-designated GEM Information Disclosure website, CNINFO network, at <http://www.cninfo.com.cn>.

› Contact Details

For any questions or suggestions regarding this report, please feel free to contact us.

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Address by Chairman of the Board

GOPRO[®]

Respected shareholders, customers, partners, and friends who are interested in Guangpu Holdings:

Greetings to all!

Three decades of perseverance have brought GOPRO to its prime, and now, with soaring ambition, we embark on a new chapter.

In 2024, the global economic landscape is filled with uncertainties, and industrial supply chains are undergoing accelerated restructuring. The trend of domestic substitution is gaining pace. Upholding our corporate vision of "Illuminating the World with Lighting, Exploring the Future with IoT Technologies", we have deeply integrated ESG strategies into our business operations, firmly advancing the development approach of "promoting environmental protection and green low-carbon development through green supply chain management". In June 2024, our active "Digital Energy & Carbon Management System", powered by semiconductor optical integrated sensing technology, was listed in Xiamen's Green and Low-Carbon Technologies and Products Catalog. By November, we obtained third-party certifications for Green Management System, Green Supply Chain Management System, Green Design of Products Management System, and Green Packaging. In January 2025, we were honored as "National Green Factory" by Ministry of Industry and Information Technology of PRC.

Facing challenges, we embrace innovation as the solution, fortify our foundation with resilience, and build upon a sense of responsibility. In our ESG practices and business development, we abide by the core values of "Innovation, Altruism, Integrity, Wellness, and Universal Love", creating value and achieving win-win outcomes.

Innovation as Our Soul: Driving Core Technological Breakthroughs

Innovation is in GOPRO's DNA. At the age of thirty, we emerge from our cocoon with renewed vigor. In 2024, we allocated 8% of our revenue to research and development and filed 82 patent applications. In this year, with the goal of "dual-carbon (carbon peaking and carbon neutrality)" as our guide, we utilize semiconductor technology as the foundation for our R&D and innovation initiatives, driving breakthroughs and extending our innovation genes to new businesses such as the intelligent digital energy and carbon management system.

We strategically focus on the semiconductor optical integrated sensor business, achieving significant breakthroughs in advanced packaging and testing technology for semiconductor optical integrated sensors. Our products are applied in high-growth, rapidly iterating fields such as robotics, drones, low-altitude flight, intelligent driving, and wearable devices. With semiconductor technology at the core, we have established a complete business cycle of "semiconductor optical integrated sensor packaging and testing - intelligent sensing module - intelligent terminal products - scenario solutions". This enables us to empower optoelectronic application products with intelligent capabilities. We have introduced an active AI-based managed digital energy and carbon management system. In parking lot scenarios, this system achieves an overall energy-saving rate of over 90%, contributing to the achievement of our goal of carbon peaking and carbon neutrality. These accomplishments represent not only the inheritance of our "Innovation" genes but also the embodiment of our brand concept "Creating the Technology with Caring for Society".

Altruism as Our Foundation: Building a Win-Win Development Ecosystem

We cherish customer trust as our most valued treasure; we uphold employee well-being as our foundation; we honor partner collaboration as our cornerstone; and we prioritize shareholder returns with the highest regard. Regarding customers as our lifeline, we steadfastly advance our global business expansion while making efforts to provide customers with tailored services, overcome technical challenges, and precisely meet customers' needs. We value employees as our most precious asset, committed to fostering a healthy workplace, enhancing employee care, and strengthening employee functional training. Our family-friendly policies, such as maternity subsidies and paid volunteer leave, benefit over 1,300 employee households. Remarkably, we proudly nurtured a "National Model Worker" honoree. We treat suppliers as our partners in the industry, upholding a philosophy of mutual growth and sharing the industry development benefits with them. We recognize shareholders as our solid support, prioritizing investor interest protection and demonstrating our commitment to returning to shareholders through concrete actions—distributing RMB 113.8929 million in dividends across two payouts in 2024.

Integrity as Our Measure: Building a Transparent and Efficient Management System

We regard integrity as the foundation of our enterprise and endeavor to integrate the value of "Integrity" into the core of our Company. In 2024, we further enhanced our governance mechanism by completing the Board of Directors' renewal and introducing new independent directors, as well as establishing various specialized committees. We pursue excellence in customer service and product quality, maintaining a defective rate in our main products at the PPM level, with an annual customer return rate close to zero. We

communicate openly and honestly with investors, providing well-founded and truthful responses to their concerns. We continuously improve our compliance and risk control system, covering the entire value chain, to ensure the integrity and solid operation of our enterprise. Guided by integrity, we steer our company towards stable and sustainable growth.

Wellness as Our Priority: Creating a Healthy Ecosystem throughout the Whole Chain

We recognize that wellness is fundamental to sustainable development and have deeply integrated this concept into three key dimensions: organizational management, product innovation, and social responsibility, thereby building a "people-product-workplace" interconnected health protection network. We are committed to developing a "Healthy Light Environment" technology matrix, with our products earning EU photobiological safety certification. Through intelligent light formulas that regulate biological clocks and antibacterial lighting systems, we provide light health solutions for education, healthcare, agriculture, and other scenarios. We actively fulfill our environmental health responsibilities, obtaining green management system certification and being recognized as a national "Green Factory". Our digital carbon management system business further contributes to carbon reduction and ecological health. Moreover, we prioritize our employees' physical, mental, and occupational well-being through team-building activities to accompany employees in their growth, along with various professional training programs and a robust occupational health and safety management system. Ultimately, extending our commitment to wellness beyond our organization, we annually conduct the "Creating the Technology with Caring for Society" initiative, donating light-health products and special funds to fulfill our social responsibilities through tangible actions.

Universal Love as Our Beacon: Illuminating the Path of Responsibility

As a public enterprise, we remain deeply grateful. From southern Fujian to the world, Guangpu Holdings has never forgotten its duty to give back to society. Our corporate responsibility focuses on education empowerment, grassroots welfare, emergency relief, and other sectors. Through smart equipment donations, we support the modernization of grassroots governance; through dedicated funds, we invigorate campus cultural innovation; and through educational research support, we promote equitable and high-quality education, precisely aligning with national strategies for education power, cultural confidence, and grassroots governance. With these efforts, we aim to establish a sustainable philanthropic closed loop that leverages technological empowerment, demand-driven solutions, and ecological collaboration. We believe that a company's value lies not only in profit generation but also in driving social progress and realizing the "universal love" with technology.

The past is prologue; the future beckons. Standing at this new starting point, we are more certain than ever that only through technological innovation to address uncertainties, a global vision to seize new opportunities, and a commitment to responsibility to earn long-term trust can we build a century-old enterprise. Let us join hands and illuminate the future through the power of light.

Chairman: Lin Guobiao
April 21, 2025

1 About GOPRO

- 1.1 Company Profile
- 1.2 Business Layout
- 1.3 Global Presence
- 1.4 Milestones in 2024
- 1.5 Pursuing Light for Three Decades, Re-charting a New Blueprint





1.1 Company Profile

Xiamen Guangpu Electronics Co., Ltd. (GOPRO) was established in Xiamen in 1994 and went public on the Shenzhen Stock Exchange's ChiNext board in 2017 (Stock Code: 300632). As a technology-driven national high-tech enterprise, the Company has built a strategic framework combining "technological depth and global expansion" based on three decades of expertise in semiconductor optical technology. The Company began with semiconductor integrated circuit packaging and has evolved into a diversified group operation spanning optical integrated sensors, optical applications, and new materials driven by the Company's core semiconductor optical sensing technology and empowered through the synergistic integration of "technology-driven + application collaboration".

In 2024, while maintaining stable growth in its optical application business, the Company strategically prioritized semiconductor optical integrated sensor packaging and testing, smart sensor modules, and innovative sensor applications. Focusing on import substitution and autonomous controllability, the Company continues to make breakthroughs in key areas such as advanced packaging. By targeting high-growth sectors with rapid technological iterations, including robotics, drones, wearable devices, and low-altitude aviation, GOPRO deeply integrates core technologies such as "optical sensing + flexible materials + optical design + IoT communications + AIoT algorithms". Leveraging sensor technology, GOPRO empowers optical application products and digital intelligent carbon management services with sensor technology, enhancing product and business intelligence. This enables GOPRO to establish a closed-loop industrial chain spanning "optical integrated sensor packaging & testing—smart sensing modules—intelligent terminal products—scenario-based solutions". The Company will continue transforming technological potential into market momentum, steadily advancing toward the strategic goal of becoming a global leader in the optical integrated sensor packaging and testing segment.

▶ **Mission**
Building a Healthy and Smart Ecosystem

▶ **Corporate Vision**
Illuminate the World with Lighting
Explore the Future with IoT Technologies

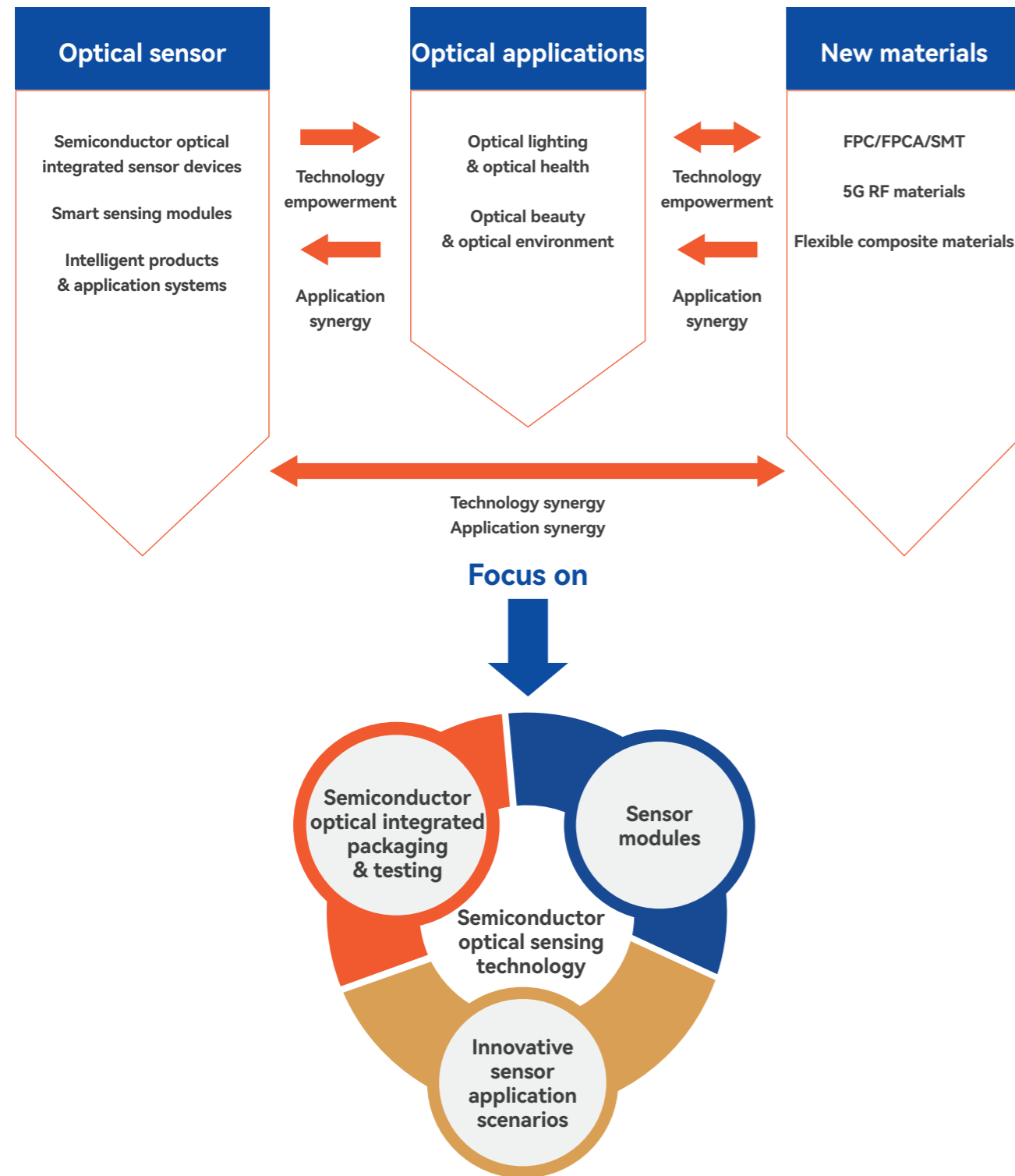


▶ **Brand Concept**
Creating the Technology with
Caring for Society

▶ **Business Philosophy**
Precision Crafting, Meticulous Planning,
Lean Management
Breakthrough Creation, Innovative
Exploration, Highquality Development

▶ **Team Concept**
Know Yourself, Make Others Happy,
Pull Together and Win-win

1.2 Business Layout



1.3 Global Presence

24 branches

8 R&D and manufacturing bases



Milestones in 2024

Global Showcase

- GOPRO expanded globally, showcasing new energy and lighting products at international exhibitions in Frankfurt, London, the U.S., Hong Kong (China), and the UAE. Covering architectural lighting, smart energy, and EV charging, GOPRO strengthened its brand influence through global presence, demonstrating technological prowess and market expansion capabilities



Green Intelligent Research

- Pursuing green development of energy and carbon management, GOPRO established a Southeast Regional Lab and earned Energy Management System certification. Its "Digital Low-Carbon Lighting" was listed in green catalogs, leveraging technological innovation to support the carbon neutrality goal and build a sustainable development ecosystem.



Material Breakthroughs

- At the CIFIT, GOPRO's "5G Transparent Antenna" technology gained CCTV coverage, accelerating material R&D and industrial applications to support high-end manufacturing.



Brand Leadership

- Featured in Xiamen's "Specialized, Refined, Differential, and Innovative" enterprise exhibition, GOPRO amplified manufacturing brand influence through clustered promotions, enhancing its discourse power in the industry, highlighting technical strength and regional economic contribution.



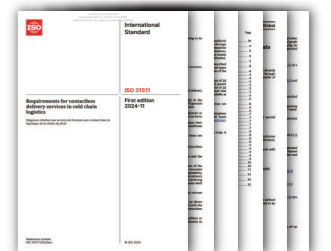
Global Interconnection

- Hosting delegates from 29 nations under the "Friends of Global Development Initiative", GOPRO fostered dialogues on new industrialization and sustainability, promoting international industrial cooperation through technological dialogue to demonstrate the global vision and responsibility of the Company.



Standard Setting

- Leading and participating in the formulation of international standards, national standards, and group standards, GOPRO has promoted the standardized development of the industry through standardization construction and enhanced its say in international rules.



Education Empowerment

- Empowering education with semiconductor optical applications, GOPRO actively participated in the China Educational Equipment Exhibition and Urban Education Summit, supporting education modernization with intelligent education solutions. It was recognized as a "Double Top 100" enterprise in the lighting industry, demonstrating its mission and social responsibility of empowering education with technology.



Intelligent Senser

- GOPRO showcased its semiconductor optical integrated sensors at the Optoelectronic Expo and launched the "Living Light" intelligent sensing technology, focusing on smart healthcare, AI, autonomous driving, and the low-altitude economy, driving industrial upgrades through innovation and strengthening core competitiveness.



Cooperation with HarmonyOS

- GOPRO partnered with Huawei Cloud to launch the "HarmonyOS Smart Health Solution", combining strengths to build an IoT ecosystem, promoting scenario-based health tech applications through open cooperation, and leading industry digital transformation.



Expansion in Hong Kong

- Guangpu (Hong Kong) Co., Ltd. officially opened, establishing an international business platform to accelerate global resource integration and market penetration, providing strong support for overseas operations.



Green Certification

- GOPRO obtained eight authoritative certifications, including green management system, green environmental enterprise, green supply chain, and others. With the certifications covering the full chain across production, product, and energy, GOPRO implemented high ESG standards to become an industry green benchmark.



Technology Public Welfare

- GOPRO's "Creating the Technology with Caring for Society" initiative focused on education, grassroots communities, and emergency response. Through donating smart devices and supporting special funds, GOPRO strove to build a sustainable "tech-empowering + ecosystem synergy" public welfare mode, thereby delivering corporate social value.





Pursuing Light for Three Decades Re-charting a New Blueprint

— 1994-2024: Three Decades of Luminous Transformation

Over the past three decades, GOPRO has undergone a remarkable transformation. GOPRO has grown from a semiconductor startup in Xiamen to a globally recognized "Intelligent Manufacturing from China" with operations spanning over 50 countries. Guided by independent innovation, GOPRO has forged its "light" as a cutting-edge tool, while fostering collaborative ecosystems to weave the fabric of "smart" manufacturing. Seizing both opportunities and challenges of the times, the Company aligns with national strategies and societal needs, extending optical sensing technology into intelligent products and digital carbon management, injecting robust momentum into sustainable development and empowering global users to embrace a healthier, smarter future.

› GOPRO's Global Evolution in Three Chapters

Chapter One: The Origin of Light Pursuit (1994-2004)

In a corner of Xiamen, a semiconductor star was born. Armed with semiconductor optical technology, GOPRO broke through domestic market barriers, completing the critical leap from laboratory research to industrial application. A decade of honing its craft laid the foundation for "China's original optical technology", planting the first spark for its global journey.



Chapter Two: The Dawn of Breakthrough (2005-2024)

Driven by an innovation-led strategy, GOPRO ignited its growth engine:

Technological depth: Optical Sensing + Flexible Materials + Optical Design + IoT Communications + AIoT Algorithms + ...

Standard ascendancy: Transitioning from a "technology follower" to an "international rule-maker" by leading global standard-setting initiatives.

Ecosystem expansion: Balancing localized expertise with global outreach, establishing a presence in over 50 countries and regions.

Chapter Three: The Voyage of Leadership (2025 and Beyond)

Anchored in national strategy, GOPRO now focuses on semiconductor optical integrated sensor business, embarking on its second evolution:

- ◆ **Ecosystem synergy:** A Globalization 2.0 strategy, merging semiconductor optical sensing, optical applications, and new materials for endogenous and exogenous ecological aggregation.
- ◆ **Strategic focus:** Centering on "import substitution and autonomous controllability" to build a fully self-reliant industrial chain closed loop from "semiconductor optical integrated sensor packaging & testing to intelligent sensing modules, intelligent end-products, and scenario-based solutions.
- ◆ **Energy revolution:** Advancing digital intelligent energy and carbon management to support China's "dual-carbon" goal, driving green transformation and sustainable development.

Leading Semiconductor Intelligent Innovation Strength Forges the Path Forward

Over the past three decades, GOPRO has achieved fruitful results and remarkable accomplishments. From breakthroughs in optoelectronic sensing to constructing a global industrial ecosystem, GOPRO has consistently championed innovation-driven growth. In product technology, it has carved new frontiers with technologies, evolving from a follower to a National Science and Technology Progress First Prize winner. In industry standards, it has risen from technical prowess to global rule-making influence. In industrial collaboration, it has progressed from local expertise to worldwide shared prosperity. From catching up to leading, from local to global, GOPRO exemplifies the worldwide value of "China-original optical sensing technology", offering the "GOPRO Solution" for global industrial intelligence transition, continuing to script an extraordinary legacy for Chinese tech enterprises.

Stock code
300632

Enterprise scale
1300+ employees
including ~**300** R&D personnel

Global presence
24 branches, **8** major R&D bases

Business coverage
across **50+**
countries and regions

International product
certification certificates
1800+↑

Industry standard
Contributing to **30+** international/
national/industry/provincial/group standards

Market position
Products available in **1,000+** mainstream U.S. retail chains
Flat panel luminaires maintained **> 40%**
North American market share for 3 consecutive years

› Technological breakthrough

Achieved domestic substitution Mastered stacked packaging technology, overcoming "chokepoint" restrictions

Filled domestic technology gaps Independently developed 5G transparent antenna material with internationally advanced performance



【First Prize of National Science and Technology Progress】



【Global SSL Award of Industry Development Outstanding Contribution (IDOC)】

Shaping a Sustainable Future—Green, Low-Carbon, and Harmonious Ecology

In the historical context of China's "dual-carbon" goal, GOPRO is driving a threefold transformation with strategic resolve. It continuously strengthens cutting-edge technology applications and green industrial deployment while refining modern corporate governance, ushering a new chapter in continuous innovation, green transition, and high-quality development.

Industrial collaborative innovation under ESG framework

By upgrading its modern governance system, GOPRO has integrated green and low-carbon principles into its core decision-making. Through collaborative innovation platforms that unite industry, academia, research, and application, the Company has established a comprehensive framework covering green planning, green operations, and green supply chains. This fosters tight upstream-downstream coordination and synergistic effects, creating an industrial ecological community with spillover benefits.



From energy-efficient products to a energy & carbon management ecosystem

Anchored in the national dual-carbon strategy, GOPRO has innovatively developed a "Digital Intelligent Energy & Carbon Management" technology matrix, achieving closed-loop energy & carbon management through intelligent sensor networks. This system not only delivers breakthroughs in localized energy savings but also optimizes carbon allocation across industrial chains via algorithmic modeling, enabling a three-stage leap characterized by "product efficiency-systemic carbon reduction-ecological empowerment".



A new paradigm for energy & carbon management with circular economy closed loop

Pioneering a green, low-carbon intelligent manufacturing model, GOPRO has set a benchmark for "Green Factories". Guided by its three-dimensional strategy of "technology-driven carbon drop-consolidation by governance-ecological value creation", the Company has deeply embedded sustainability into its industrial DNA. This not only redefines the value-creation logic for optical sensing enterprises but also provides a replicable model for transforming "Made in China" into "High-End Green Manufacturing", achieving a harmonious balance between economic benefits and ecological value.



2 ESG Management to Consolidate Sustainable Development

- 2.1 ESG Policies and Strategies of GOPRO
- 2.2 Communication with Stakeholders
- 2.3 Materiality Assessment



ESG Management to Consolidate Sustainable Development

GOPRO has deeply integrated the concept of sustainable development into its long-term strategic decision-making, systematically deploying and effectively advancing ESG management through establishing comprehensive ESG governance system, anchoring core ESG strategies, and deepening stakeholder collaboration. With these efforts, the Company continuously enhances its ESG governance capabilities, promoting deep alignment between ESG governance with strategic objectives to drive coordinated progress in economic, social, and environmental dimensions, thereby collectively forging a sustainable future.

2.1 ESG Policies and Strategies of GOPRO

GOPRO focuses on the internal and external impacts of ESG development. Aligning corporate strategy, industry characteristics, and global sustainability goals, the Company has established an ESG strategy system centered on "harmonious ecology", "innovative breakthrough", "lean management", and "green & low-carbon practices", embedding ESG principles throughout its entire business chain and decision-making processes.

	<p>Harmonious ecology Upholding integrity and altruism as core values, GOPRO prioritizes employee growth and value realization while actively engaging in philanthropic initiatives to give back to society and foster a harmonious and mutually beneficial industrial ecology together with employees.</p>
	<p>Innovative breakthrough Focusing on national strategies and societal needs, GOPRO is committed to overcoming bottlenecks in critical technology fields. By establishing industry-academia-research-application collaboration platforms, the Company breaks through technical barriers, delivering forward-looking solutions for global clients and achieving high-quality development.</p>
	<p>Lean management GOPRO has built a compliance system covering the entire industry chain to strengthen risk prevention, intelligent manufacturing upgrades, and ecological co-construction. Through digital and intelligent management, the Company enhances resource efficiency and promotes collaborative success across all parties.</p>
	<p>Green & low-carbon practices Implementing low-carbon strategies across the entire industrial chain, GOPRO conducts carbon footprint management, energy conservation, emissions reduction, and resource optimization, championing the principles of "digital economy and green economy".</p>

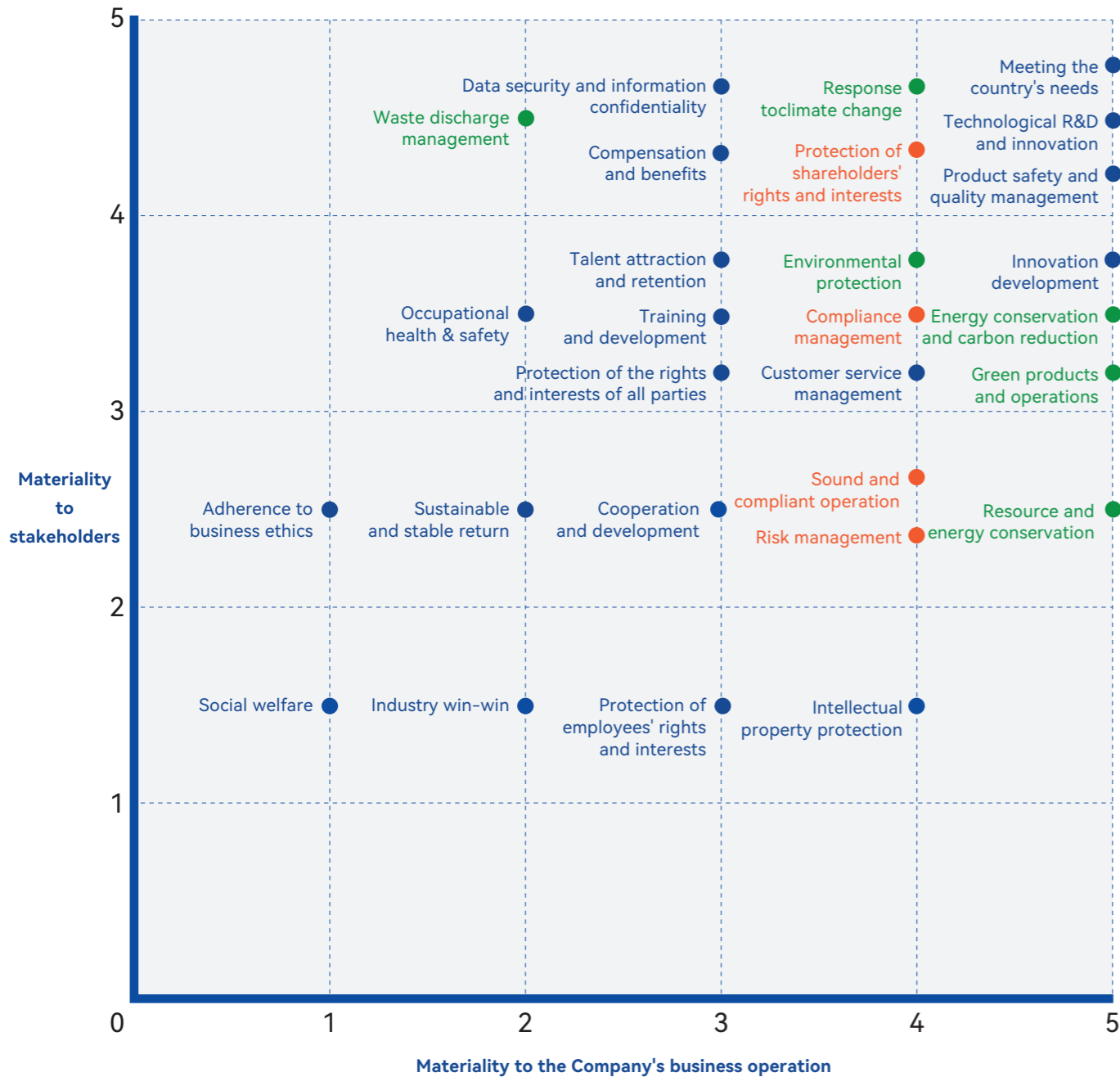
2.2 Communication with Stakeholders

GOPRO actively identifies key material issues by analyzing critical factors influencing its sustainable development and understanding stakeholder concerns, thus responding to the expectations of stakeholders. Through ongoing two-way communication with stakeholders, the Company gains deep insights into their expectations to ensure responsive actions and continuous improvement on material topics. By integrating sustainability principles into corporate culture and development strategies, GOPRO injects positive momentum to foster the Company's sustainable development.

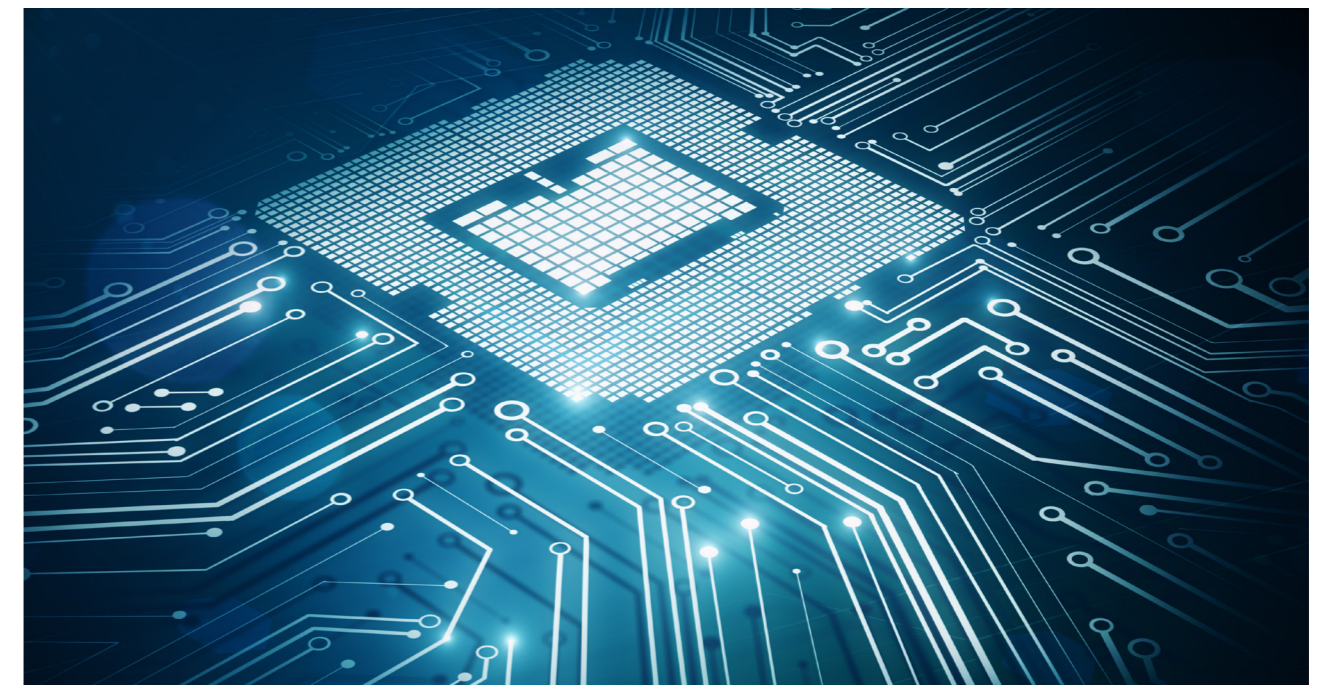
Stakeholders	Issues of concern	Feedback channels
Shareholders and investors	Sound and compliant operation Sustainable and stable return Protection of shareholders' rights and interests Adherence to business ethics Technological R&D and innovation Intellectual property protection	Periodic reports General Meeting of Shareholders Investor research Performance presentation Interim announcements Working meetings
Government & regulatory authorities	Risk management Compliance management Meeting the country's needs Response to climate change Resource and energy conservation Waste discharge management	Disclosure of information Report and communication Site inspection Online supervision Official correspondence Public welfare activities
Customers	Product safety and quality management Customer service management R&D and innovation Data security and information confidentiality Green products and operations Rights protection of all parties	Full product lifecycle quality management Customer satisfaction survey Customer feedback and handling Daily communication Information Security Management Green factory development
Employees	Compensation and benefits Protection of employees' rights and interests Training and development Occupational health & safety Talent attraction and retention	Onboarding talks Regular training Democratic communication Labor union activities Leadership mailbox
Partners	Supply chain sustainable management Business ethics Cooperation and development	Supplier evaluation Supplier training Communication and feedback
Industry	Innovation development Industry win-win	Industry position Industry contribution
Community & public	Social welfare Energy conservation and carbon reduction Innovation development Environmental protection	Public welfare activities Material donations Technology empowerment Environmental management

2.3 Materiality Assessment

Guided by the key concerns of stakeholders, the Company conducted a comprehensive identification of ESG-related topics through policy and industry benchmarking, in-depth interviews with internal and external stakeholders, and consultations with domain experts. This rigorous process culminated in the development of a materiality matrix that prioritizes the most significant material issues for the current reporting period.



Issues with high materiality	Issues with medium materiality	Issues with low materiality
<ul style="list-style-type: none"> • Meeting the country's needs • Technological R&D and innovation • Product safety and quality management • Response to climate change • Protection of shareholders' rights and interests • Innovation development • Energy conservation and carbon reduction • Environmental protection • Green products and operations • Compliance management • Customer service management • Data security and information confidentiality • Compensation and benefits • Resource and energy conservation 	<ul style="list-style-type: none"> • Talent attraction and retention • Training and development • Protection of the rights and interests of all parties • Waste discharge management • Sound and compliant operation • Risk management • Occupational health & safety • Cooperation and development • Intellectual property protection • Sustainable and stable return • Protection of employees' rights and interests 	<ul style="list-style-type: none"> • Industry win-win • Adherence to business ethics • Social welfare



3 Standardized Governance to Promote Stable Operations

- 3.1 Corporate Standardized Governance
- 3.2 Investor Rights Protection
- 3.3 Development of Risk Management
- 3.4 Integrity and Compliance Operations



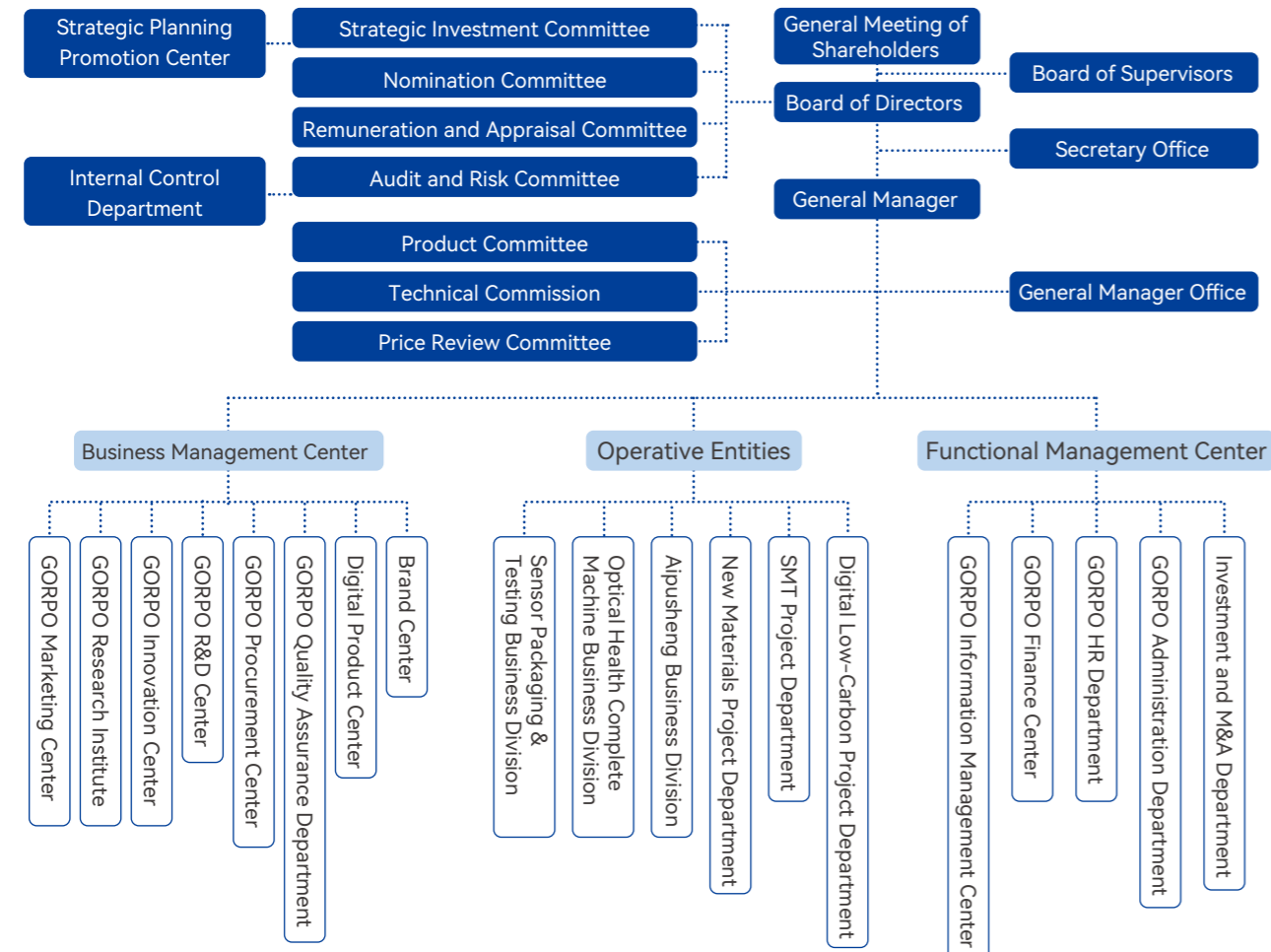
Standardized Governance to Promote Stable Operations

3.1 Corporate Standardized Governance

The Company strictly complies with the requirements of laws and regulations including the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Code of Governance for Listed Companies*, and the *Shenzhen Stock Exchange ChiNext Listing Rules*. The Company has established a comprehensive corporate governance structure comprising the General Meeting of Shareholders, Board of Directors, Board of Supervisors, and operating management team, forming a well-defined governance mechanism with clear division of responsibilities and coordinated operations.

The Board of Directors has established specialized committees including the Audit Committee, Nomination Committee, Compensation and Evaluation Committee, and Strategy Committee, each performing its designated functions to ensure the Company's long-term stable development. In terms of institutional framework, the Company has formulated a series of regulations and normative documents such as the *Articles of Association*, *Rules of Procedure for the General Meeting of Shareholders*, and *Rules of Procedure for Board of Directors* in accordance with relevant laws and regulations. These documents clearly define the authority and responsibilities of relevant organizations, ensuring efficient, scientific, and transparent management.

Organization Structure of Xiamen GOPRO



General Meeting of Shareholders

Key Performance in 2024

During the reporting period, the Company convened **3** shareholders' meetings, deliberating and approving **19** proposals

As the supreme authority of the Company, the General Meeting of Shareholders operates in strict compliance with the *Rules for General Meeting of Shareholders of Listed Companies*, *Articles of Association*, and internal *Rules of Procedure for the General Meeting of Shareholders*. Each meeting is convened with legal counsel whole-process notarization, implements separate vote counting for minority investors, and ensures equitable treatment of all shareholders to guarantee full exercise of shareholder rights.

Board of Directors

The Board of Directors serves as the strategic decision-making body for corporate operations, accountable to the General Meeting of Shareholders. Leveraging directors' professional expertise, it conducts thorough discussion and communication on all proposals, identifies operational/investment risks and opportunities for management, and provides actionable recommendations.

The Board of Directors of the Company consists of 7 directors, including 3 independent directors (43%), and 1 female director (14%). During the reporting period, the Company formulated and revised systems such as the *Investor Relations Management System*, *Public Opinion Management System*, *Working Rules for Special Meetings of Independent Directors*, and *Working Rules for the Audit Committee of the Board of Directors*, further improving corporate governance and enhancing the level of standardized operation of the Company.

Key Performance in 2024

The Company convened **8** Board of Directors' meetings, deliberating and approving **48** resolutions, with an average attendance rate of **100%**

- 1** Strategic Committee meeting was held
- 2** Nomination Committee meetings were held
- 7** Audit Committee meetings were held
- 1** Remuneration and Appraisal Committee meeting was held

Board of Supervisors

Key Performance in 2024

During the reporting period, the Company held a total of **8** Board of Supervisors' meetings, deliberating and approving **27** proposals

The Board of Supervisors features a standing supervisory body of the Company. It supervises the performance of duties by directors and senior executives in accordance with the law, reviews the regular reports prepared by the Company and puts forward written review opinions, and safeguards the legitimate rights and interests of the Company and all shareholders.

The Board of Supervisors of the Company consists of 3 supervisors wherein one is the supervisor of employee representative.

3.2 Investor Rights Protection

Disclosure of information

Key Performance in 2024



During the reporting period, the Company publicly disclosed **150** announcements

In strict compliance with relevant laws and regulations including the *Securities Law of the People's Republic of China*, the *Shenzhen Stock Exchange ChiNext Listing Rules*, and the *Guidelines for Investor Relations Management of Listed Companies*, the Company has established comprehensive systems such as the *Information Disclosure Management*

System, *Insider Information Registration Management System*, and *Annual Report Information Disclosure Material Error Accountability System*. Additionally, during the reporting period, the Company formulated the *Investor Relations Management System* and *Public Opinion Management System*, creating an efficient and transparent mechanism to safeguard investor rights and interests, with particular attention to protecting the rights and interests of minority investors.

Investor relations

The company has established a comprehensive, multi-channel investor communication platform and conducts flexible and diverse investor engagement activities. During the reporting period, the Company addressed inquiries from institutions, media, and investors regarding shareholder numbers, operational status, business development plans, product development progress, and market capitalization management through the Shenzhen Stock Exchange's Interactive E-platform and investor hotline, responding to a total of 97 questions on the Interactive E-platform. Through earnings briefings, online collective investor reception day events, and on-site investor research meetings, the Company maintained interactive communication with shareholders, media, and investors, enhancing their understanding and recognition of the Company.

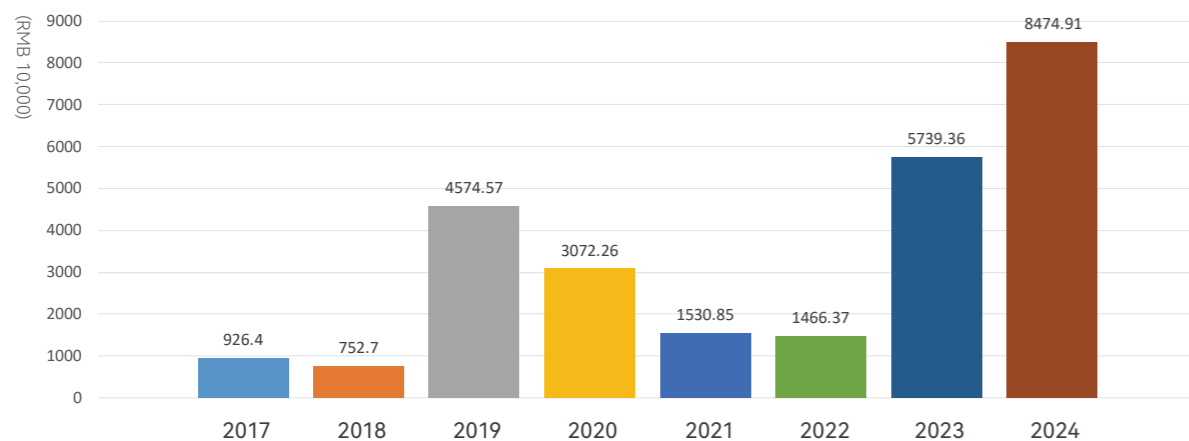
The Company treats all investors equally, safeguarding their rights to information, participation, and dividends in accordance with the law to protect their legitimate rights and interests, thereby fostering a positive capital market image.

Investor Returns

The Company values long-term and sustainable returns for investors. Since its listing, the Company has consistently implemented proactive and stable cash dividend policies, allowing investors to share in the Company's growth.

During the reporting period, the Company distributed cash dividends twice, totaling RMB **113.8929 million**, demonstrating its commitment to rewarding investors through concrete actions.

Since its listing, the Company has consistently distributed dividends to investors



3.3 Development of Risk Management

The Company regards operational stability as the cornerstone of development and deeply recognizes the critical importance of responsible governance in achieving sustainable development. GOPRO is fully committed to strengthening its internal control system and continuously enhancing risk management mechanisms. In daily operations, the Company steadfastly adheres to the principles of integrity and compliance, establishing a comprehensive and efficient sustainability framework that ensures operational compliance and effectiveness. This approach holistically improves sustainable management capabilities, creating long-term, stable value while enabling the Company to navigate complex and dynamic market environments with resilience.

3.3.1 Risk Management and Internal Control

GOPRO places high priority on risk management, guided by the philosophy of "all-employee participation, full-process control, and full coverage". This risk-aware mindset permeates all aspects of production and operations, setting up a robust risk management structure.

Aligned with business and strategic objectives, the Company has established an independent internal control department and developed the Internal Control System and Internal Control Manual. These documents clearly define internal control processes, standards, and departmental responsibilities, embedding control mechanisms into daily operations while continuously refining management and control measures. Additionally, the Company conducts regular risk analysis and assessments to strengthen management and control of identified and potential risks, progressively elevating its risk management capabilities. This systematic approach provides fundamental safeguards for stable operations and sustainable development of the Company.

In accordance with the articles of association of the Company's Risk Management Committee, combined with internal and external practices and regulatory norms, GOPRO has established an internal control and risk management framework as follows:





Decision-Making Level

Board of Directors:

- Formulate overall strategies for internal control and risk management aligned with long-term corporate development plans
- Allocate resources for system construction and risk management initiatives
- Make flexible strategic adjustments to ensure stable operations and sustainable development

Audit Committee of the Board of Directors:

- Provide guidance for GOPRO's internal audit activities to ensure compliance with industry standards and regulatory requirements; Oversee the operation of internal audit bodies to maintain independence and objectivity

Internal Control Department:

- Conduct comprehensive reviews covering finance, compliance, and operations to verify authenticity and regulatory adherence
- Identify operational risks, internal control deficiencies, and non-compliant practices, with continuous tracking of remediation progress



Implementation Level

Risk Management Department:

- Systematically identify various corporate risks and determine the risk priority
- Establish risk monitoring indicator systems for real-time risk tracking
- Develop and execute risk management strategies with corresponding response plans

Business Departments:

- Effectively implement risk response measures while collecting and reporting on their effectiveness, along with risk information
- Enforce corporate internal control policies to ensure compliant business operations

3.3.2 Risk Culture Development

GOPRO systematically advances the development of risk culture, thoroughly integrating risk awareness into every operational detail. The Company disseminates risk case studies and achievements through internal publications and bulletin boards, while conducting specialized training sessions and engaging external consultants to optimize the internal control system. Strategic risk-sharing forums are organized to enhance employees' understanding of job-related risks, fostering company-wide participation and creating a robust risk-aware culture.

Engaging external consulting institutions to comprehensively review and improve the internal control system

During the reporting period, the Company engaged external professional institutions to comprehensively review and improve the internal control system, thereby improving operational efficiency and risk prevention capabilities. Leveraging their extensive expertise, the consulting firm conducted in-depth analyses of critical areas including internal control structures and budget management. Through close collaboration with various departments of GOPRO, they evaluated existing policies and procedures, providing optimization suggestions based on industry experience.



The consulting firm and the GOPRO's personnel are conducting in-dept exchanges

3.4 Integrity and Compliance Operations

The Company steadfastly adheres to the business principle of "integrity as the foundation", emphasizing compliance management and business ethics. From product development to market promotion, every operational process is meticulously standardized, with continuous refinement of internal management systems to ensure strict adherence to legal and regulatory requirements. The Company aims to forge a path for stable and sustainable development with integrity.

Compliance management

GOPRO strictly adheres to compliance operation principles by establishing comprehensive compliance management systems and efficient mechanisms. These cover work safety compliance, product quality compliance, environmental protection compliance, import/export compliance, intellectual property compliance, data security compliance, and labor employment compliance. The Company has built a holistic compliance framework that provides full coverage of business operations and internal management.

Compliance management system

Work safety compliance

- Establish a safety responsibility system, clarify the person in charge of work safety, and form a complete responsibility mechanism
- Effectively strengthen work safety protection, set up safety warning signs, and conduct regular inspections and maintenance
- Develop emergency plans, conduct drills, and maintain emergency supplies

Product quality compliance

- Implement full-process quality control, establish production record archives, and strictly comply with national standards and customer requirements
- Obtain third-party certifications and make continuous improvements to pass the ISO quality management system certification

Environmental protection compliance

- Recycle pollutants, and hand over hazardous waste to professional institutions for disposal
- Apply green production processes to optimize energy structure and reduce carbon emissions

Intellectual property compliance

- Improve IP protection system to prevent infringement risks
- Enhance R&D confidentiality and employee training and conduct regular IP law education

Intellectual property compliance

- Follow competition regulations and business ethics in operating regions
- Oppose unfair competition practices and monitor trade regulation changes and develop response strategies

Data security compliance

- Implement classified and hierarchic data management with access control and apply encrypted storage and transmission
- Strengthen technical protections and risk controls

Labor employment compliance

- Standardize employment contracts and compensation benefits
- Ensure occupational health and safety for employees

Business ethics

GOPRO places paramount importance on business ethics and corporate conduct. The Company has revised its Code of Business Ethics and Conduct and enhanced anti-corruption policies to standardize employee and partner behaviors, thereby fostering a culture of integrity. With zero tolerance for corruption, GOPRO has established management measure and restraint mechanisms to prevent misconduct. All parties are required to promptly report suspected violations, and whistleblowing is encouraged for any breaches of business ethics or legal regulations. This commitment to ethical governance strengthens corporate integrity and drives sustainable development.

Business conduct and ethical norms

GOPRO maintains zero tolerance for unethical business conduct. It has established management measure and restraint mechanisms to prevent misconduct. All parties are required to promptly report suspected violations, and whistleblowing is encouraged for any breaches of business ethics or legal regulations. This commitment to ethical governance strengthens corporate integrity and drives sustainable development.

Implementing moral compliance training

GOPRO conducts regular anti-corruption and anti-commercial bribery training programs for employees. Through case studies and regulatory interpretation sessions, these initiatives enhance staff awareness of the detrimental impacts of corrupt and commercial bribe practices while strengthening their ability to identify and resist such misconduct.

- **Promotion of relevant policies:** Interpret relevant compliance policies to strengthen employees' awareness and practical capabilities in safeguarding confidential information.
- **Analysis of common cases:** Examine real-world incidents of legal and regulatory violations, with a focus on dissecting representative cases to highlight commercial crimes.
- **Risk prevention mechanism:** Detail the potential hazards and consequences of non-compliant behaviors, while promoting internal reporting channels and robust protection mechanisms for informants.

Robust whistleblowing and investigation mechanism

GOPRO has established a robust whistleblowing and investigation mechanism, providing multiple reporting channels and standardized investigation procedures to ensure timely resolution of issues and maintain compliant business operations.

Email: gopro@xm-gp.com

Hotline: **400-612-3198**



4 Harmonious Ecology to Awaken Green Coexistence

- 4.1 Response to Climate Change
- 4.2 Greenhouse Gas Emissions
- 4.3 Green Operation Practices
- 4.4 Emphasis on Environmental Governance



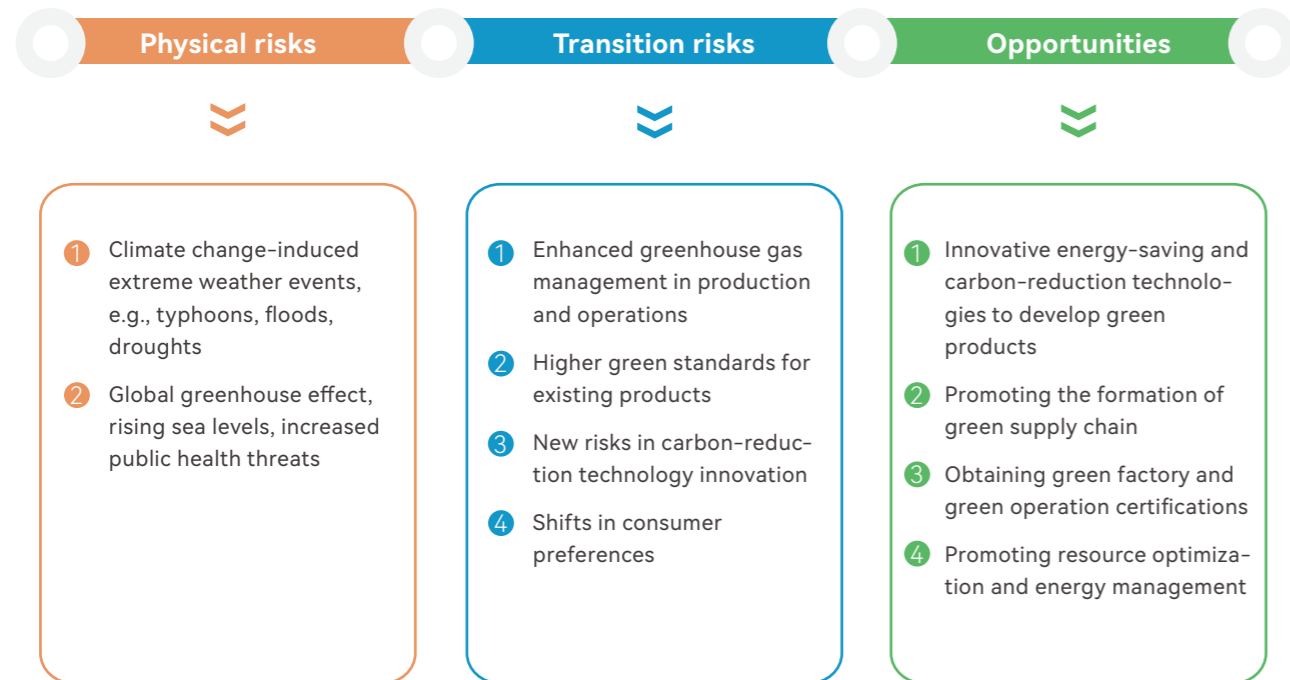
Harmonious Ecology to Awaken Green Coexistence

For years, GOPRO has maintained high vigilance regarding the environmental impact of its production activities. The Company actively responds to China's "dual-carbon" goal by thoroughly integrating green and low-carbon development concepts into its production and operational management. Seizing the opportunities presented by green transformation, GOPRO has strengthened its environmental management system, and continuously improved resource utilization efficiency. It is committed to building an environmentally friendly and resource-efficient enterprise, joining hands with global partners to protect our harmonious ecological home.

4.1 Response to Climate Change

The global climate is undergoing significant warming. Since the mid-20th century, the average global temperature has been rising at a rate of 0.15°C per decade. By the mid-21st century, the adverse impacts and risks of climate change are projected to intensify further. The *Paris Agreement* emphasizes the principle of "common but differentiated responsibilities" among nations. In alignment with the vision of a global community with a shared future, China has released the *National Climate Change Adaptation Strategy 2035* and actively committed to carbon neutrality goals. As the threats of global climate change become increasingly evident, GOPRO remains steadfast in its actions toward carbon neutrality and environmental protection.

Identification of Climate Change Risks and Opportunities



Analysis and Mitigation Measures for Climate Change Risks

Risk type	Climate risk name	Potential economic impact	GOPRO's countermeasures
Physical risks	Extreme weather caused by climate change	<ul style="list-style-type: none"> • Extreme weather events may damage operational centers, factory infrastructure, and production equipment, resulting in asset losses; • Extreme weather impacts production and transportation processes within supply chains, causing resource shortages and increased operational costs. • Extreme weather affects employee work activities, reducing operational efficiency. 	<ul style="list-style-type: none"> • Establish robust risk identification and environmental emergency response plans, improve mitigation strategies, strengthen response mechanisms and emergency supplies reserves to ensure smooth production operations.
	Global greenhouse effect, rising sea levels, increased public health threats	<ul style="list-style-type: none"> • Rising global temperatures may impact product lifespan, performance, and warehouse location selection. • Public health events caused by climate change may disrupt normal production operations. 	

Transition risks	Enhanced greenhouse gas management in production and operations	<ul style="list-style-type: none"> • China's carbon peak and carbon neutrality requirements for industrial sectors will drive corporate green and low-carbon transformation. • International markets will strengthen controls on product carbon footprints and "carbon tariffs". 	<ul style="list-style-type: none"> • Increase investment in green technologies, enhance carbon footprint and energy management. • Boost R&D investment in green and low-carbon technologies, strengthen corporate energy and carbon emission management.
	Higher green standards for existing products	National and local laws, regulations, and emerging policies impose stricter product requirements and controls, increasing costs.	Dynamically monitor domestic and international laws and regulations to ensure compliance improvements.
	New risks in carbon-reduction technology innovation	Carbon emission controls require adoption of new technologies to meet low-carbon standards, raising short-term operational costs.	Expand R&D investment to upgrade technical capabilities and implement low-carbon production operations.
	Shifts in consumer preferences	Customers increasingly prefer low-carbon products—failure to meet sustainability requirements in energy conservation may lead to customer attrition and revenue decline.	Develop green energy and carbon management products to help customers achieve energy conservation and emission reduction.

4.2 Greenhouse Gas Emissions

GOPRO actively responds to China's dual-carbon policy by conducting annual greenhouse gas emissions inventories across all factories, production bases, and operational centers. The Company systematically analyzes emissions from energy consumption, production processes, and transportation activities to establish a data foundation for targeted emission reduction strategies. In terms of internal management and operation, GOPRO continuously enhances employees' dual-carbon awareness and capabilities while implementing energy-saving and carbon-reduction projects in order to decrease greenhouse gas emissions.

Initiatives for Greenhouse Gas Emission Reduction

Initiative	Action	Desired Result
Energy structure optimization	<ul style="list-style-type: none"> Install distributed photovoltaic equipment on factory roofs, industrial park roofs, and unused spaces. Enter into long-term cooperation agreements with green power suppliers to progressively increase the proportion of renewable energy procurement. 	<ul style="list-style-type: none"> Annually decrease greenhouse gas emissions resulting from purchased electricity. Reduce carbon emissions associated with conventional thermal power usage.
Increasing energy efficiency	<ul style="list-style-type: none"> Conduct comprehensive upgrades of existing lighting systems by replacing conventional lighting fixtures with "high-efficiency, long-life" LED luminaires. Implement energy-saving renovations for power-intensive equipment including air conditioning and production peripherals, and install photovoltaic storage systems and intelligent control systems. 	<ul style="list-style-type: none"> Lower carbon emissions from energy-intensive equipment including lighting, air conditioning, and production peripherals while improving renewable energy utilization rates.
Improving production processes	<ul style="list-style-type: none"> Evaluate and optimize current production processes to reduce energy consumption throughout production operations. 	<ul style="list-style-type: none"> Decrease product energy consumption without compromising production quality or efficiency.
Initiative	Action	Desired Result
Waste management	<ul style="list-style-type: none"> Enhance waste classification, collection and recycling to improve the recovery rate of recyclable materials. Process hazardous waste professionally to ensure treatment complies with environmental standards. 	<ul style="list-style-type: none"> Reduce greenhouse gas emissions from waste landfilling/incineration and lower waste treatment costs. Avoid additional greenhouse gas emissions from improper hazardous waste disposal.
Optimization of transportation and logistics	<ul style="list-style-type: none"> Optimize raw material and product transportation routes using intelligent logistics dispatch systems. Encourage adoption of new energy vehicles for intra-factory transportation and distribution, progressively increasing their proportion. 	<ul style="list-style-type: none"> Decrease direct carbon emissions in transportation and reduce associated greenhouse gas emissions.
Raising employee awareness	<ul style="list-style-type: none"> Conduct regular energy conservation and emission reduction training to educate employees on greenhouse gas reduction knowledge and corporate emission targets. Establish an energy conservation incentive mechanism to reward employees proposing effective suggestions or making outstanding contributions. 	<ul style="list-style-type: none"> Raise employee awareness of energy conservation to cultivate energy-saving habits in daily work and reduce office area energy consumption. Motivate employees to actively participate in corporate greenhouse gas reduction initiatives.

4.3 Green Operation Practices

GOPRO adheres to the concept of green operations, establishing a comprehensive energy management system and successfully obtaining eight authoritative certifications, including green management system, green supply chain, and green environmental enterprise. By leveraging semiconductor optical integrated sensing technology to empower energy-efficient, low-carbon intelligent products and a digital intelligent carbon management platform, GOPRO integrates energy conservation and emission reduction throughout the entire production and operation process. This approach enhances both economic benefits and social-environmental benefits, promoting the Company's sustainable development while driving the green transformation of the industrial chain.

4.3.1 Green Planning: Full Lifecycle Driving Low-Carbon Innovation

GOPRO focuses on long-term development, making influential appearance in sustainable development industries to build green competitiveness. The Company integrates green product design, low-carbon intelligent manufacturing, and recycling into a full chain. Through lifecycle management to create a closed-loop ecosystem, it establishes an environmentally friendly system to fulfill its commitment to green development.

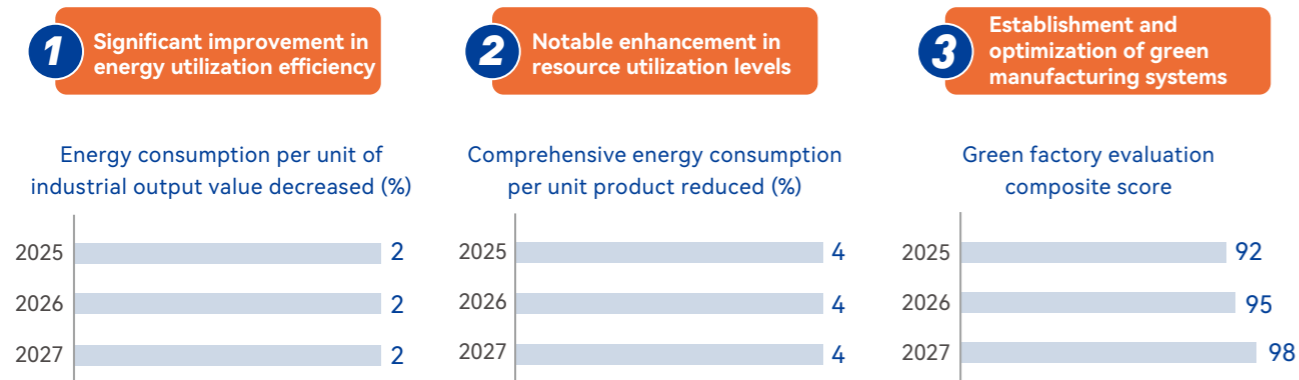
GOPRO strengthens its sustainable development foundation with a "full-chain green certification" strategy, creating an ecological standard system that encompasses green supply chains and green management systems. This framework drives green transformation from design to supply chain through a "technology-industry-certification" approach, systematically supporting green development goals.



4.3.2 Green Factory: Intelligent Manufacturing Upgrade Establishing Industry Benchmark

GOPRO implements the strategic deployment of Made in China 2025 by developing green factories tailored to its production characteristics. The company has formulated the Medium-to-Long Term Green Factory Construction Plan (2023-2027) to comprehensively integrate sustainable development throughout its manufacturing processes. In 2024, GOPRO officially obtained "Green Factory" certification, with its operational capabilities evaluated as AAAAA-grade per the *Technical Specifications for Green Factory Certification*.

Green Factory Development Goals



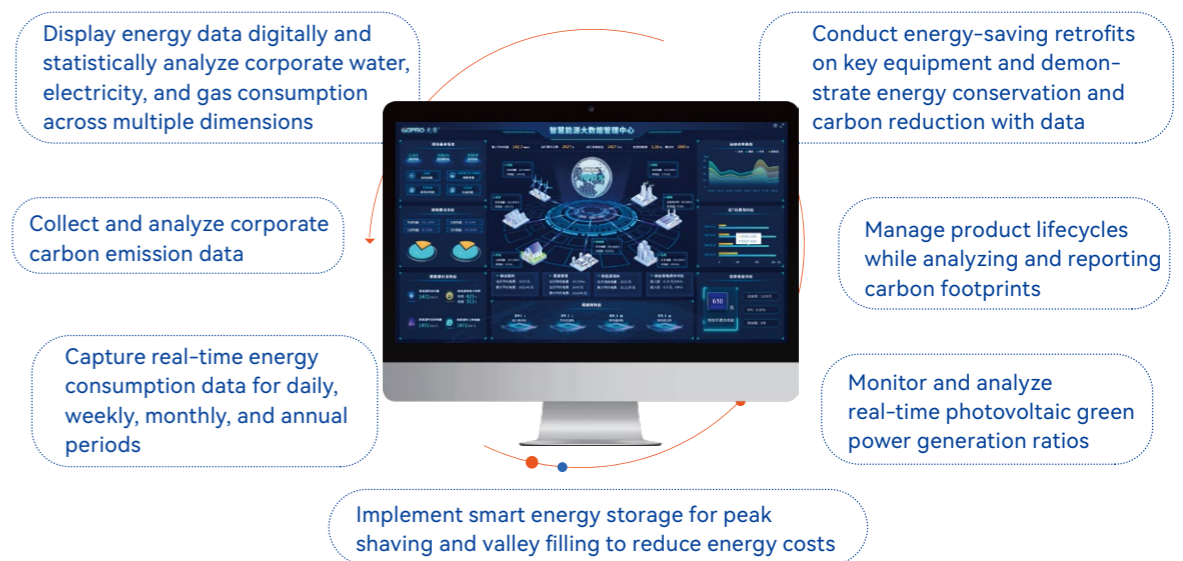
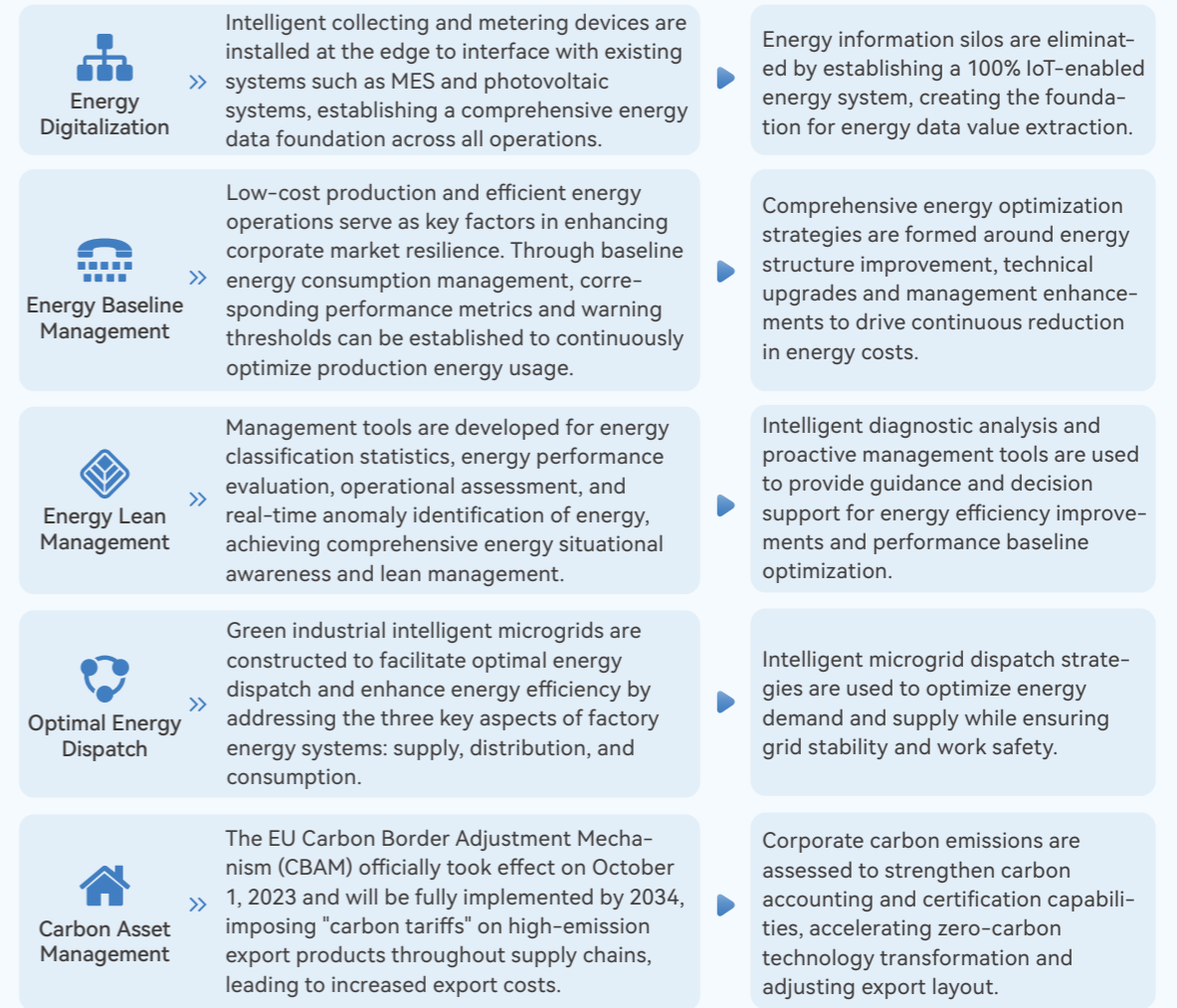
Medium-to-Long Term Green Development Key Indicators

GOPRO builds green factory and strengthens the management of resources and energy

In developing our green factory, GOPRO has significantly strengthened resource and energy management. The facility complies with all national regulations and standards in construction. Interior decoration materials meet strict hazardous substance requirements, while the factory features a reinforced concrete frame structure utilizing locally sourced, low-embodied-energy building materials with high durability and environmental performance, constructed as a multi-story facility. The factory features covered pedestrian walkways providing shade and rain protection. The permeable surface area accounts for 37.8% of the total outdoor space, exceeding the 30% standard requirement. The factory has installed rooftop photovoltaic power stations and solar street-lights, with renewable energy sources constituting over 10% of the building's total energy consumption. Water-saving fixtures have been implemented throughout the factory, effectively conserving water resources and preventing wastage.

The Company conducts comprehensive awareness campaigns and training programs on resource conservation for all employees, actively promoting daily practices in emission reduction, water conservation, and electricity saving. These initiatives effectively enhance staff's environmental awareness and energy-saving consciousness, ensuring the systematic and efficient implementation of energy conservation and emission reduction measures throughout the Company. This establishes a solid foundation for the sustainable development of the green factory.

Corporate Energy and Carbon Management System



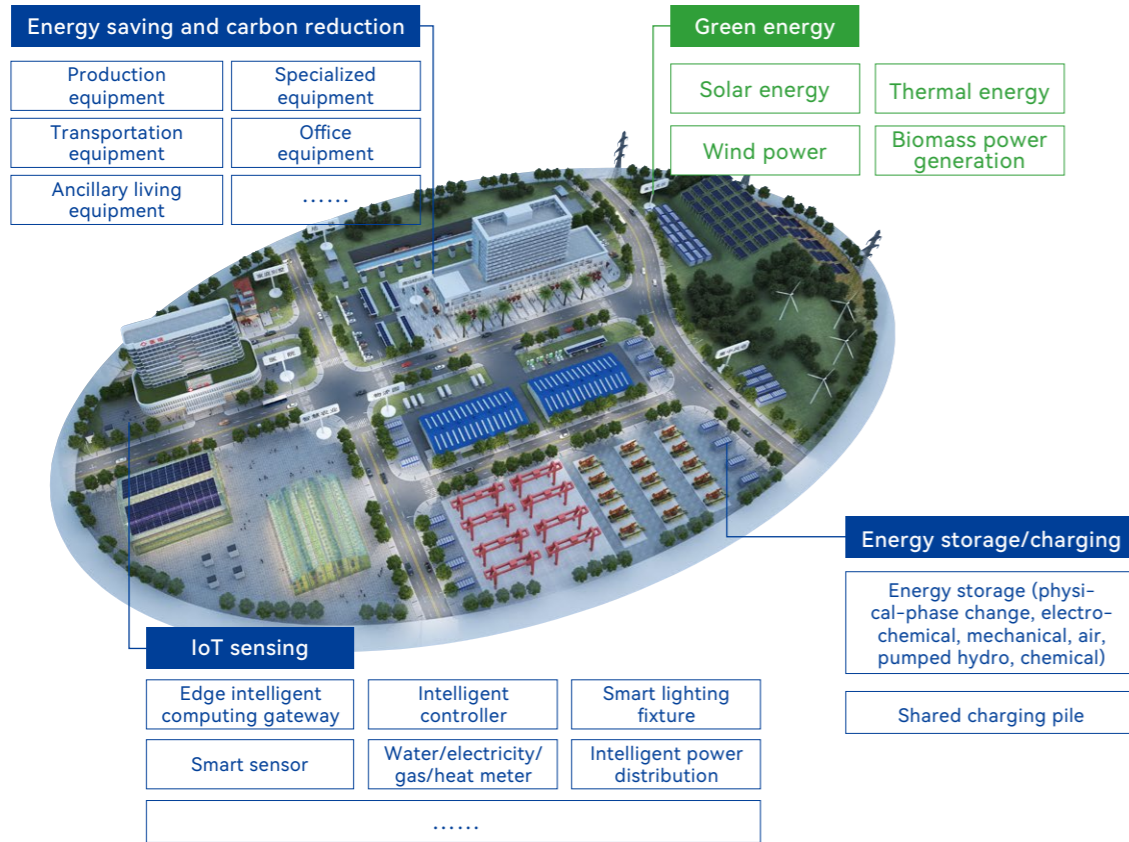
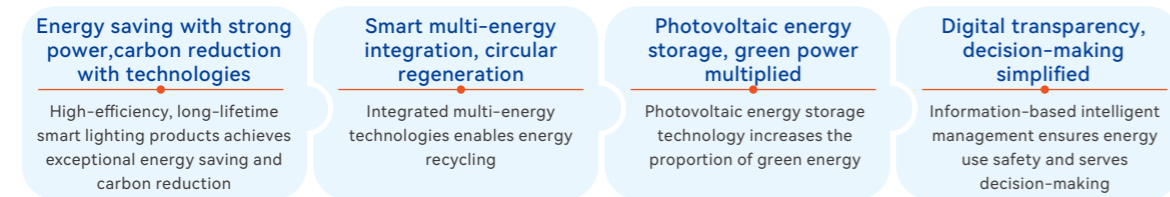
➤ 4.3.3 Green Products: Low-Carbon Technology Empowering Ecological Symbiosis

GOPRO has established a closed-loop carbon reduction system spanning from R&D to application, with green products serving as a critical component.

Aligned with China's national priorities in digital and green economies, the Company leverages its "core semiconductor optical sensor technology" and the transformation of its "National Science and Technology Progress First Prize" achievements to develop products and application scenarios such as "smart products + digital intelligent energy and carbon management platforms". Through technological innovation and scenario-based applications, GOPRO extends its low-carbon philosophy into smart cities, smart industries, and smart commerce, translating sustainability into quantifiable and appreciable environmental and economic benefits to drive sustainable development.

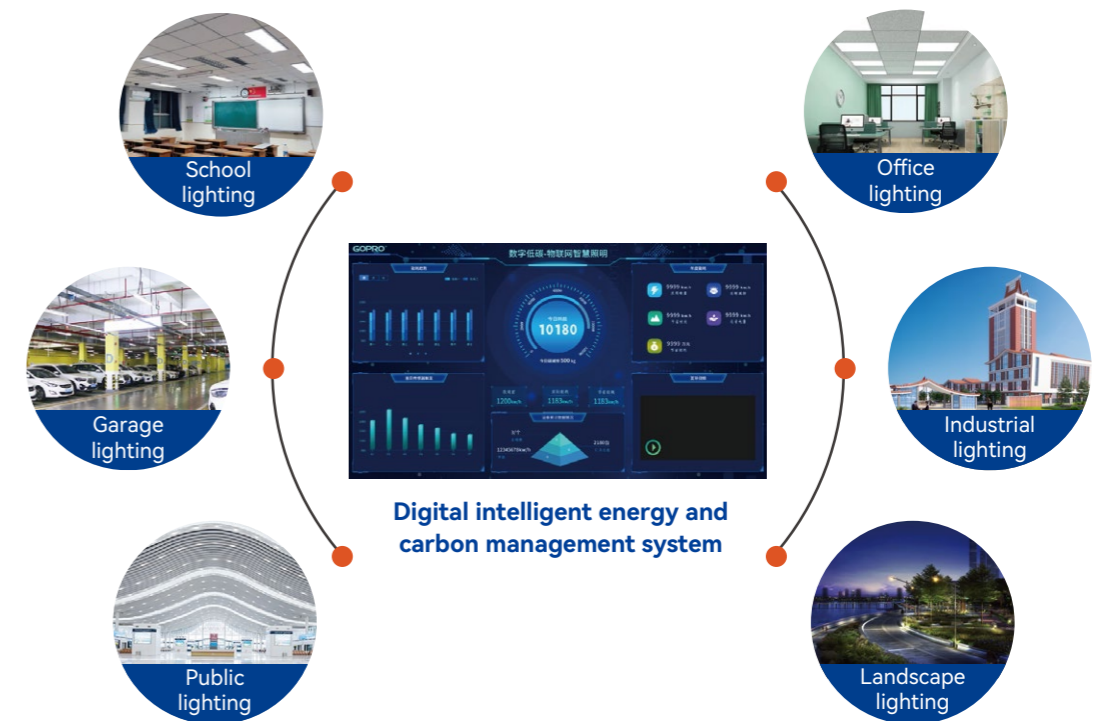
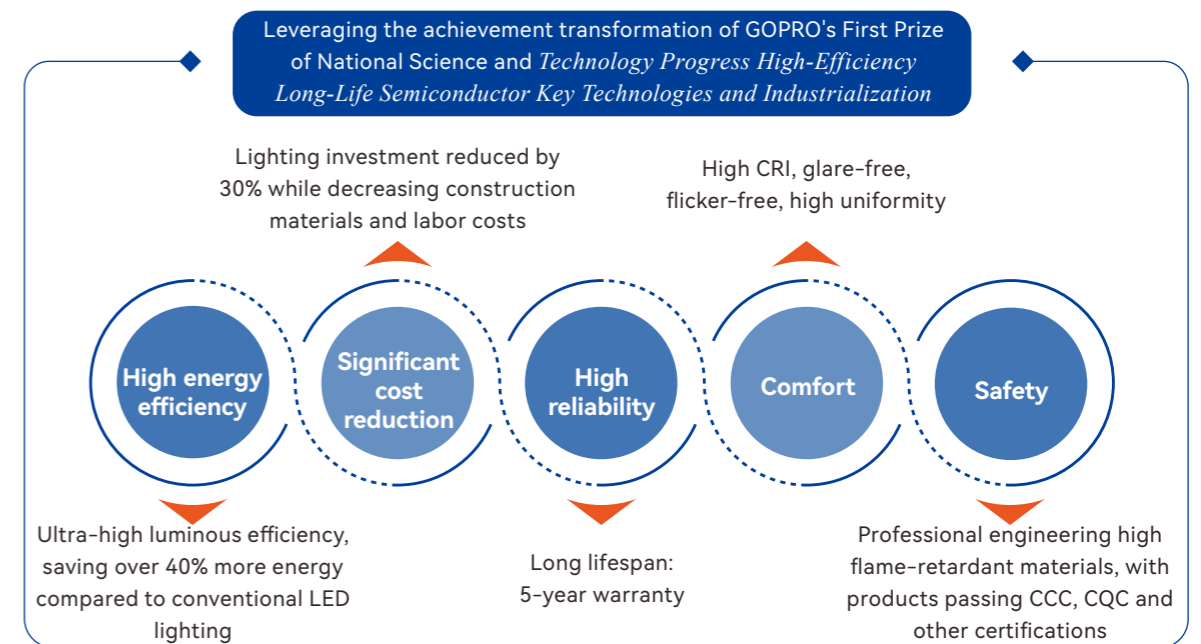
Digital Intelligent Energy and Carbon Management Solution
[Empowering Your Energy Saving, Carbon Reduction, and Green Transformation]

By integrating IoT and AI big data algorithm technology, this solution enables intelligent energy management, carbon management, and integrated flexible adjustment of microgrid across diverse scenarios, empowering customers to achieve precise "energy conservation, carbon reduction, cost decreasing and benefit increasing", thereby contributing to China's "dual-carbon" goal.



Green Lighting Solutions

GOPRO delivers comprehensive green lighting solutions for diverse scenarios through intelligent product upgrades, integrating high-efficiency LED light sources, IoT technologies, intelligent sensing control systems, and cloud platform management.




Healthy Campus Solutions


As a leader in semiconductor optical applications, GOPRO has leveraged its core strengths in lighting technology to develop the Education Lighting Initiative. This comprehensive solution integrates eye-friendly lighting and air purification, creating a smart and eco-friendly educational environment. The Company has pioneered China's first quad-functional eye-care lamp, combining influenza prevention, disinfection, formaldehyde removal, and vision protection to deliver all-round classroom wellness. Additionally, it promotes low-carbon classrooms through its 26W classroom eye-care lamps, designed for visual comfort with flicker-free and blue-light-free features, which reduces energy consumption by 30% compared to standard models, potentially saving approximately 1 billion kWh of electricity annually nationwide. Complementing these innovations, the Company has developed a healthy and smart campus management platform that enables real-time data monitoring and remote maintenance, facilitating seamless communication between schools and families.

- Nationwide presence** Covering more than **100** cities/regions
- Comprehensive national coverage** Across **29** provinces/municipalities
- Serving** Over **180** clients


Green Low-Carbon Campus




[Photovoltaic]




[Energy Storage]



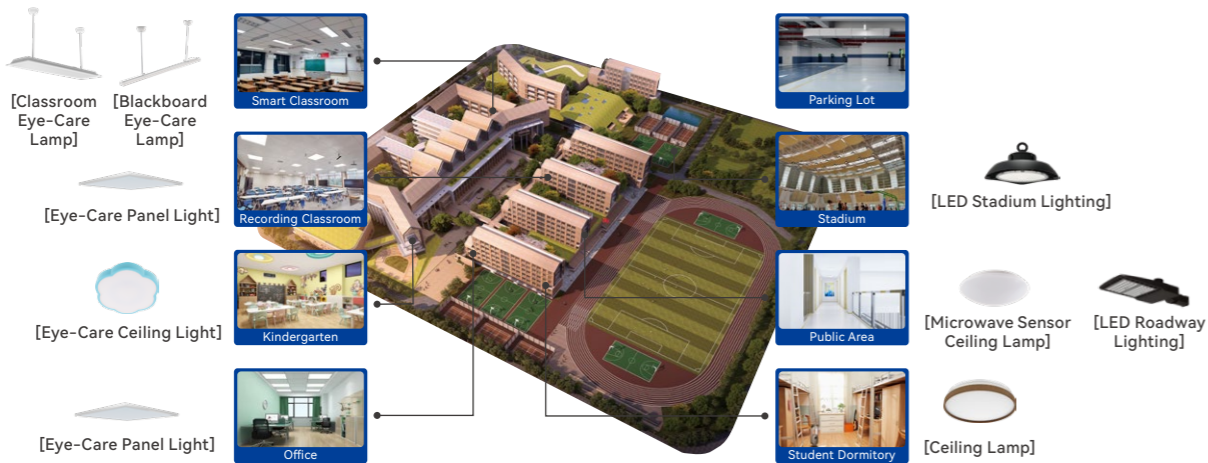
[Charging Pile]



[Campus Digital Low-Carbon Energy Management Platform]



[GOPRO Healthy and Smart Campus Management Platform]



Carbon emission data can be integrated with global certification systems for real-time monitoring.

The **4.4 million classrooms** across the country can save **1.04544 billion kWh** of electricity every year.

Smart Landscape Lighting Solution

This solution delivers comprehensive nighttime illumination and landscape lighting across entire campuses from academic buildings and libraries to gymnasiums, dormitories, dining halls, and surrounding areas. By significantly reducing energy consumption and carbon emissions, it creates visually appealing and ecologically harmonious nighttime environments for educational institutions. The system supports sustainable campus development by harmonizing aesthetic enhancement with environmental responsibility, collectively fostering a green campus culture while elevating the institution's overall quality and appeal.



Intelligent IoT Lighting Solutions for Parking Garages

East Underground Parking of South Square, Railway Station



Pre-retrofit lighting power: **36** W/fixture
 Post-retrofit comprehensive power: **1.26** W/fixture

Energy saving efficiency **96.50%**

Xiamen Municipal Convention & Exhibition West Underground Parking



Pre-retrofit lighting power: **36** W/fixture
 Post-retrofit comprehensive power: **1.81** W/fixture

Energy saving efficiency **94.97%**

Ferry Coastal Underground Parking



Pre-retrofit lighting power: **36** W/fixture
 Post-retrofit comprehensive power: **1.67** W/fixture

Energy saving efficiency **95.36%**

Xiamen Nanputuo Underground Parking



Pre-retrofit lighting power: **36** W/fixture
 Post-retrofit comprehensive power: **2.23** W/fixture

Energy saving efficiency **93.81%**

4.3.4 Green Office: Company-Wide Carbon Reduction Driving Sustainable Operations

GOPRO is committed to advancing green office practices, deeply integrating sustainability principles into all aspects of daily operations. Through refined green office initiatives, the Company has achieved direct benefits including reduced energy/resource consumption, lower operational costs, and a greener, more efficient workplace, all contributing to corporate sustainable development.

Green Office Initiatives

Energy-efficient product upgrades



- GOPRO has phased out high-energy-consuming equipment and promoted green products, through initiatives such as energy-efficient lighting upgrades, installation of sensor-based water-saving faucets, and optimization of air conditioning and air compressor systems. These measures have effectively achieved water and electricity conservation, emission reductions, and operational cost savings.

Resource efficient and circular utilization



- GOPRO actively promotes paperless operations while improving paper recycling efficiency.
- A strict green procurement policy has been implemented to reduce disposable office supplies. Through meticulous management of office materials and evaluation of reusability, partial consumables recycling has been achieved, reducing both procurement costs and waste generation.

Employee eco-awareness cultivation



- Comprehensive employee training programs have been conducted, supplemented by energy/water conservation signage and awareness campaigns, to enhance environmental consciousness across the workforce.
- Standardized green office guidelines have been established to guide employees to develop good habits. These guidelines include maintaining air conditioning temperatures at no lower than 26°C in summer and no higher than 20°C in winter, and requiring air conditioning shutdown 30 minutes before leaving offices.

4.4 Emphasis on Environmental Governance

GOPRO consistently regards environmental protection as a critical corporate responsibility, strictly complying with laws and regulations such as the Air Pollution Prevention and Control Law, Solid Waste Pollution Prevention and Control Law, and Water Pollution Prevention and Control Law. In its production and operations, the Company actively advances a comprehensive waste management system, implementing scientifically rigorous treatment solutions for exhaust gases, wastewater, and solid/hazardous waste. It emphasizes management compliant with environmental regulations and fosters a culture of green production, creating a green and sustainable environment.



The Company has obtained the PA12 environmental protection grade A in the BSCI Social Responsibility Supervision Certificate

4.4.1 Exhaust Gas Management

The Group has established the Exhaust Gas Management Regulations to properly handle the minimal exhaust gases generated during production, ensuring effective removal of volatile organic compounds (VOCs), dust, and other pollutants to meet emission standards and mitigate environmental impact.

Types of Exhaust Gases



Minimal tin fumes from soldering during maintenance, which are treated through exhaust collection devices before compliant discharge



Minor non-methane hydrocarbon emissions from processes such as product baking, blow molding, and laser cutting, which undergo activated carbon filtration through exhaust collection devices before compliant discharge



Minimal dust from powder mixing workshops, which undergoes bag dust filtration through exhaust collection devices before compliant discharge

Control Measures of Exhaust Gases



All exhaust gases must be drawn in through suction ports, processed via collection devices to meet standards, and then discharged into atmosphere through rooftop exhaust ducts



Operators must verify that exhaust fans are functioning properly before work begins, reporting any abnormalities immediately once identified



Regular monitoring of chemical fume emissions must be conducted, and corresponding emergency measures must be activated if abnormal emissions are detected

Key Performance in 2024

During the reporting period, the Company's total exhaust gas emissions reached **427.0617** million cubic meters

Volatile organic compounds (VOCs) emissions measured **111.89** kilograms

Comply with national emission standards

4.4.2 Wastewater

The Group has formulated the Wastewater Management System to carry out harmless treatment of domestic and production wastewater, ensuring compliant and reduced wastewater discharge.

Wastewater Type	Wastewater Source	Main harmful Component
Restroom wastewater	Department restrooms	Organic matter
Chiller tank periodic drainage	Circulating water	Minor impurities
Reservoir cleaning wastewater discharge	Pure water production	Containing cleaning agents
Air compressor oil-containing wastewater	Operation of air compressors	Little engine oils
Cleaning sewage discharge	Cleaning operations	Containing cleaning agents
Cooling tower cleaning discharge	Cleaning and disinfection	Containing cleaning agents
Product cleaning drainage	Cleaning operations	Product cleaning drainage
Production wastewater	Production operations	Containing heavy metals

• Production wastewater

The Group has constructed its own production wastewater treatment station to treat all production wastewater. Laboratory technicians regularly record the Production Sewage System Inspection Records monthly. Production wastewater is collected in separate sumps through classified pipelines and treated with different processes before compliant discharge. The wastewater discharge outlet is equipped with online water quality monitoring devices and video surveillance devices for real-time monitoring of water quality, with devices connected to environmental protection regulatory authorities at all levels.



Wastewater Online Monitoring Facilities

• Domestic Wastewater

The Group conducts monthly inspections of the domestic water pipeline network and septic tank drainage facilities. Laboratory technicians perform visual assessments of water clarity and color, while using pH test strips to monitor pH levels (with a compliance range of 6-9). All findings are documented in the Domestic Wastewater System Inspection Records. In cases of pipeline leaks or abnormal septic tank drainage, immediate corrective actions are taken. For domestic wastewater, the Group has installed flow meters to track water consumption and has developed corresponding water reduction plans to minimize wastewater discharge.



Wastewater Online Monitoring Facilities

Wastewater Control Measures

Treatment Measures for Production Wastewater

- Conduct advanced purification of production wastewater to enable secondary recycling, or treat it to meet standards for use in factory greening irrigation and road sprinkling
- Professionally treat wastewater to remove heavy metals, organic matter, and other pollutants, ensuring compliant discharge while monitoring to prevent environmental contamination

Control of Oil-Containing Wastewater from Air Compressors

- Collect oil-containing wastewater in designated containers, minimizing leakage during collection. Storage areas must be equipped with leak-proof, impermeable, rainproof, and fire prevention facilities
- Regularly transfer oil-containing wastewater to qualified disposal vendors and maintain records of treatment activities

Control of Other Wastewater

- Collect and discharge into the Company's domestic sewage pipeline network, treat it through septic tanks before monitored to meet discharge standards, then discharge the wastewater into the municipal sewage network

Key Performance in 2024

During the reporting period, the Group's total wastewater discharge amounted to **80,500** cubic meters

Chemical Oxygen Demand (COD): **8,602.09 kg**

Ammonia Nitrogen: **1,949.94 kg**

Total Suspended Solids (TSS): **4,670.14 kg**

4.4.3 Solid Waste

The Group has established the Waste Management Regulations to classify waste into three categories: recyclable, non-recyclable, and harmful/hazardous waste. This classification system enables unified treatment, maximizes recycling and rational utilization, preventing environmental pollution from waste, thereby safeguarding human health.

Waste Classified Treatment



The Group strictly controls hazardous waste by assigning dedicated personnel to manage, transport, and dispose of such materials. A Hazardous Waste Emergency Response Plan has been established to standardize waste handling procedures, enhance risk identification capabilities, and prevent hazardous waste incidents.

Hazardous Waste Treatment Process



Safe hazardous waste transfer and transportation

Apply to Ecological Environment Bureau for transfer/disposal before transportation	Disposal timing determined based on weather conditions	Use transportation vehicles meeting safety requirements	Transport personnel must wear proper protective gear and handle materials securely	Conduct necessary ventilation and cleaning of vehicles/tools with no residue remaining
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Key Performance in 2024

During the reporting period, the Group generated a total of **700.73** tons of industrial solid waste

The solid waste recycling rate reached **85.78%** Total recycled/reused solid waste reached **601.10** tons

Total hazardous waste amounted to **380.59** tons

The Group conducts regular annual testing for waste emissions (air/water/solid), noise levels, and workplace hazard factors to minimize operational environmental impacts and ensure compliance with national environmental laws and regulations. During the reporting period, the Group maintained a perfect compliance record with zero environmental violations.

Case Third-Party Environmental Tests All Showed Compliance

During the reporting period, the Company commissioned a third-party environmental monitoring agency to conduct emission indicator tests, which examined organized emissions, unorganized emissions, wastewater, and noise. All test results met compliance standards and satisfied national and regional laws and regulations. The Company adjusted and optimized environmental protection measures based on test results to actively fulfill its environmental responsibilities.



Test Report on the Company's Exhaust Gas, Wastewater and Noise

Case Training for Standardized Environmental Protection Work

In June 2024, in alignment with the Company's annual environmental objectives, the Company organized a standardized management training program of environmental protection work for relevant departments. The training covered key areas including: dissemination of environmental laws and regulations; explanation of applicable industry standards, emission standards, and technical specifications; as well as standardized operational training for internal environmental practices regarding wastewater, exhaust gas, hazardous waste, and noise. This training effectively enhanced departments' understanding of environmental legal requirements and specifications, ensuring the smooth implementation of the Company's environmental protection work.



Training for Standardized Environmental Protection Work

4.4.4 Emergency Management

In compliance with internal policies and national regulatory requirements, the Group has established emergency response systems including the Natural Disaster Emergency Response Plan and Chemical Leakage Emergency Drill Plan. It has also established an emergency rescue organization to conduct regular emergency drills and implement an initiative combining environmental protection monitoring and hidden hazard control, thereby ensuring that pollutants are discharged up to standard.

Natural Disaster Emergency Prevention Measures

- Strengthen education on the hazards of natural disasters to enhance self-protection awareness among employees and factory staff
- Improve the reporting network for natural disaster incidents to achieve early prevention, reporting, and response
- Establish a rapid response and emergency handling mechanism to take timely measures, ensuring no compromise to the safety of personnel and property in the unit and factory due to natural disasters

Emergency Work Principles



- Disseminate knowledge on natural disaster incidents and their prevention measures
- Strengthen routine inspections and implement effective preventive and control measures upon identifying risks
- Strictly comply with relevant national laws and regulations
- Hold violators legally accountable
- Establish a Natural Disaster Emergency Response Leadership Team responsible for prevention, command, coordination, and handling
- Establish an early warning rapid response mechanism to ensure swift, timely and efficient handling of natural disaster incidents
- Enhance reserves of human, material, and financial resources to boost emergency response capabilities

• Chemical Management

The Group has formulated the Chemical Management Regulations to strictly implement proper chemical management, ensuring effective control over the procurement, transportation, storage, use, and disposal of hazardous chemicals. This prevents environmental pollution caused by improper chemical management, safeguards personal and property safety, and prevents accidents.

Chemical Leakage Emergency Drill

In October 2024, subsidiary Aipusheng Electronic conducted a simulated hazardous chemical leakage drill, recreating a scenario where chemical waste liquid leaked from a hazardous material storage warehouse. On-site operators immediately responded to the emergency by isolating the contaminated area. Emergency response personnel worn chemical protective gear and successfully collected and sealed the leaked chemicals, eliminating environmental impact. Following the drill, the Company organized safety training on chemical emergency response, combining case reviews with theoretical instruction. This helped employees thoroughly master standardized procedures and key operational points for chemical leakage emergencies, effectively enhancing their practical capabilities in handling sudden environmental safety incidents. The training also strengthened staff awareness of ecological environmental protection and reinforced the Company's environmental safety safeguards.



Hazardous Waste Leakage Emergency Drill

In July 2024, subsidiary Aipusheng Electronic conducted a simulated hazardous waste leakage drill, simulating a scenario where an employee accidentally spilled a small amount of waste liquid during transportation. On-site operators immediately responded by isolating the contaminated area. Emergency response personnel worn chemical protective gear to contain the spill, and thoroughly decontaminated the site to mitigate all environmental impacts. Following the drill, Aipusheng Electronic organized safety training and debriefing sessions on hazardous waste emergency response procedures. These initiatives enhanced employees' practical capabilities in handling hazardous waste and environmental safety incidents while further strengthening their environmental awareness.



5 Innovation-driven Strategy to Empower Customer Development

- 5.1 Innovation-Driven Development
- 5.2 Protection of Intellectual Property Rights
- 5.3 Pursuit of Excellence in Quality
- 5.4 Project Construction for New Products
- 5.5 Optimizing Customer Services
- 5.6 Strictly Safeguarding Information Security



Innovation-Driven Strategy to Empower Customer Development

5.1 Innovation-Driven Development—Leading a Sustainable Future with Technology

GOPRO has always adhered to the core principle of "Innovation-Driven Strategy to Empower Customers". Through continuous technological R&D and industry standard leadership, the Company has built a green, intelligent, and efficient product system, driving industry advancement and social value creation.



R&D System: Building a Full-Chain Innovation Ecosystem

GOPRO has established a four-tier R&D system, covering the entire chain from fundamental research to commercial application, ensuring technological foresight and market adaptability while continuously enhancing core competitiveness:



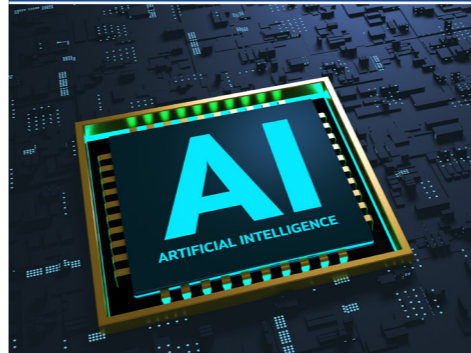
Data

- R&D team included approximately **300 members**, accounting for over **20%** of total employees;
- R&D investment reached **RMB 64.1329 million**, representing **8%** of total operating revenue;
- Products have obtained **1,800+** international certifications and **100+** domestic CCC and Class II disinfection equipment certifications.

Core Technologies: Empowering Products with Intelligence and Greenization

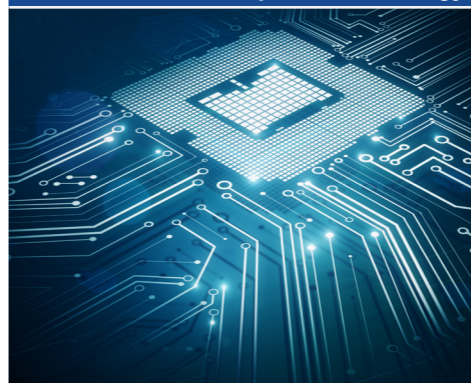
Centered on semiconductor optical sensor technology, GOPRO leverages platform-based R&D and cross-domain integration to establish five core technological barriers, empowering products with intelligence, greenization, and differentiated competitiveness.

1. Semiconductor Sensing Technology



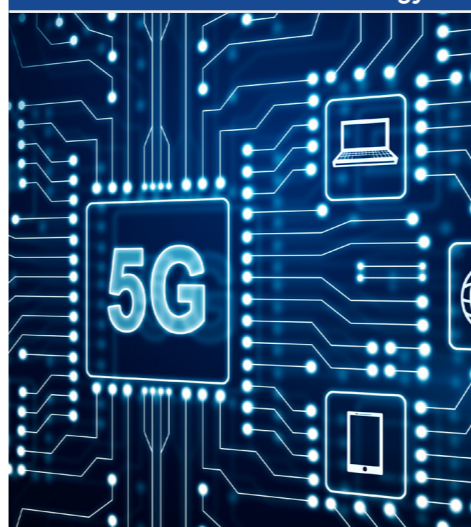
- **Technology advantages:**
The technological challenge of stacked packaging has been overcome, the "bottleneck" constraint has been resolved, domestic substitution has been achieved, and the domestic high ground in semiconductor optical integrated sensor technology has been secured;
- **Application value:**
The technology is widely used in robotics, drones, intelligent driving, smartphones, wearable devices, and other fields, promoting intelligent development;
- **ESG contribution:**
This technology ensures safety and health through precise sensing and real-time monitoring, while enabling environmental protection and carbon reduction.

2. Semiconductor Optical Technology



- **Technology advantages:**
The First Prize of National Science and Technology Progress was earned for the products' high luminous efficiency, long lifespan, low energy consumption, and intelligence;
- **Application value:**
The technology has been expanded into optical lighting, optical health, optical beauty, optical environment, and other optical application fields, with continuous upgrades and iterations to broaden the scope of application;
- **ESG contribution:**
The technology contributes to reduced environmental pollution and energy conservation with lower carbon emissions, while the digital intelligent energy and carbon management system platform, integrated with secondary energy-saving semiconductor lighting technology, facilitates partners' green transition.

3. Flexible Material Technology



- **Technology advantages:**
The key technology of flexible copper-clad laminate materials for 5G transparent antennas has been successfully developed, meeting the requirements of high frequency, transparency, and fine-line etching for 5G transparent antennas, with performance parameters reaching internationally advanced levels and filling a domestic industry gap;
- **Application value:**
This technology demonstrates adaptability to complex structures while reducing equipment footprint and enhancing reliability, making it widely applicable across diverse fields including robotics, drones, autonomous driving, smartphones, wearable devices, consumer electronics, 5G communications, new energy sectors, among others;
- **ESG contribution:**
This technology enables reduced usage of conventional rigid materials, thereby minimizing waste generation; supports recyclability to facilitate resource circularity; and significantly decreases energy consumption during operation, effectively reducing carbon emissions.



4. IoT Communication Technology

- **Technology advantages:**
This technology features extensive connectivity, low power consumption, and wide coverage, enabling large-scale device interconnection as well as data exchange and communication among devices to build intelligent network systems;
- **Application value:**
This technology is widely applied in smart homes, smart cities, environmental monitoring, energy management, safety management, and other scenarios, providing robust support for sustainable social development;
- **ESG contribution:**
It reduces energy consumption and carbon emissions through intelligent monitoring and optimized energy use, minimizes toxic substance emissions, and promotes resource recycling.



5. AIoT Artificial Intelligence Technology

- **Technology advantages:**
The independently developed smart IoT platform enables device interoperability among devices and data-driven decision-making;
- **Application value:**
The technology supports customer digital transformation, e.g., the "GOPRO Health and Smart Campus Management Platform" enables precise disinfection and energy consumption management in educational institutions;
- **ESG contribution:**
It can reduce operational costs through digital intelligence management, enhance public safety and resource utilization efficiency, and promote environmental protection and sustainable development.

» **Social Responsibility: Give Back to Society with Technology**

GOPRO fulfills its corporate social responsibility by leveraging technological innovations to address societal needs:

- **Public health:** GOPRO's disinfection equipment products serve healthcare, education, transportation and other sectors, safeguarding public health;
- **Education benefits:** Intelligent education lighting solutions benefit multiple primary and secondary schools nationwide, protecting students' vision health;
- **Green manufacturing:** GOPRO has established green factories certified with 8 authoritative standards including green energy management systems, consistently reducing production energy consumption and carbon emissions.

GOPRO will persistently advance its dual-drive strategy of "technology + scenario" to deeply integrate technological innovation with sustainable development goals, delivering green and intelligent solutions for global clients while **maximizing carbon peaking and carbon neutrality objectives and societal value creation.**

Certificates of Honor (Partial)

- ★ Global SSL Award of Industry Development Outstanding Contribution (IDOC)
- ★ First Prize of National Science and Technology Progress
- ★ National High-tech Enterprises
- ★ National Key New Product Award
- ★ Excellent Enterprise of the National Science and Technology Ministry Innovation Fund
- ★ The Largest Infrared Sensor Packaging and Testing Enterprise in China
- ★ MIIT's 2021 IoT Integrated Application Innovation Demonstration Project
- ★ Specialized, Fine, New, and Unique "Small Giant" Enterprise of the Ministry of Industry and Information Technology of China
- ★ Member Unit of the Semiconductor Standardization Working Committee of the Ministry of Industry and Information Technology of China
- ★ Official Disinfection Product and Service Supplier for the Hangzhou Asian Games
- ★ China (International) IoT Leading Brand Award
- ★ China (International) IoT Industry Award for Innovation
- ★ Member of China LORA Application Alliance
- ★ Member of the 5G Industrial Technology Alliance
- ★ Executive Director Unit of the National Semiconductor Lighting Engineering Research and Industrial Alliance
- ★ Member Council of the Optoelectronics Branch of China Optoelectronics Industry Association
- ★ Top 10 Smart Application Brands in China's Lighting Industry
- ★ Top 10 Education Lighting Brands in China's Lighting Industry
- ★ First Prize of Fujian Provincial Science and Technology Progress
- ★ Fujian Provincial LED Packaging Enterprise Engineering Technology Research Center
- ★ Expert Unit of Fujian Provincial Semiconductor Lighting Standards Committee
- ★ Chair Unit of Fujian Provincial Optoelectronics Industry Association
- ★ First Prize of Xiamen City Science and Technology Progress
- ★ Leading Backbone Enterprise of Xiamen City
- ★ High-quality Brand Enterprise of Xiamen City

5.2 Protecting Intellectual Property—Building a Technology Moat Through Innovation

GOPRO adheres to the principle of "promoting corporate upgrading through original technologies and safeguarding industry-leading advantages with intellectual property protection". The Company has established a full-lifecycle intellectual property management system, continuously enhancing its core competitiveness through institutional innovation and technological empowerment, thereby providing a solid foundation for sustainable development.

Systematic Management

The Company has implemented over 10 specialized systems, including the Intellectual Property Management Manual and Intellectual Property Reward and Punishment System, covering the entire process of patent applications, risk avoidance, and dispute resolution. This forms a closed-loop system of "creation-protection-utilization":

Incentivizing innovation:

A patent reward fund has been established to encourage employees' technological originality;

Risk prevention:

The Intellectual Property Protection and Risk Avoidance Control Procedures mitigate infringement and leakage risks, ensuring the security of technological assets;

Industry benchmark:

During the reporting period, the Company obtained intellectual property management system certification, demonstrating its standardized management and industry-leading position.

Data

Patent applications this year: **82** (including **27** invention patents)

Patents granted: **56** (including **5** invention patents)

Intellectual property management system

The Company invested RMB 64.1329 million in R&D, accounting for 8% of total operating revenue. During the reporting period, to advance key technology reserves such as advanced packaging and testing for semiconductor optical integrated sensors, the Company increased investments in team building, product development, and patent portfolio expansion.



Case Intellectual property training

The Company regularly conducts specialized intellectual property training programs to systematically enhance employees' IP management capabilities and strengthen the protection and management efficiency of the Company's intellectual property assets. The training covers modules such as patent search techniques, text analysis methods, and legal interpretation practices. Upon completion of the courses, instructors employ a comprehensive evaluation approach combining written and oral examinations to assess trainees' knowledge mastery. This training system not only accurately evaluates employees' professional expertise in intellectual property but also contributes to refining the Company's full-process IP management mechanisms, thereby enhancing its core competitiveness in technological innovation and the transformation of intellectual property achievements.



5.3 Pursuit of Excellence in Quality—Ten Major Quality Management Systems

On the path to pursuing exceptional quality, GOPRO has obtained ten major quality management system certifications including ISO 9001, IATF 16949, and QC 080000. To ensure product quality consistently meets the highest standards, the Company has established a series of systems that standardize processes to guarantee consistency and reliability in both products and services.

Ten Major Certification Systems



Data

During the reporting period, the Company established a target material qualification rate of **98.5%**, with actual achievement reaching **98.54%**

The target first-time product inspection pass rate was set at **100%**, with actual achievement reaching **100%**

The target first-time factory inspection pass rate was set at **100%**, with actual compliance achieving **100%**

Case Quality training

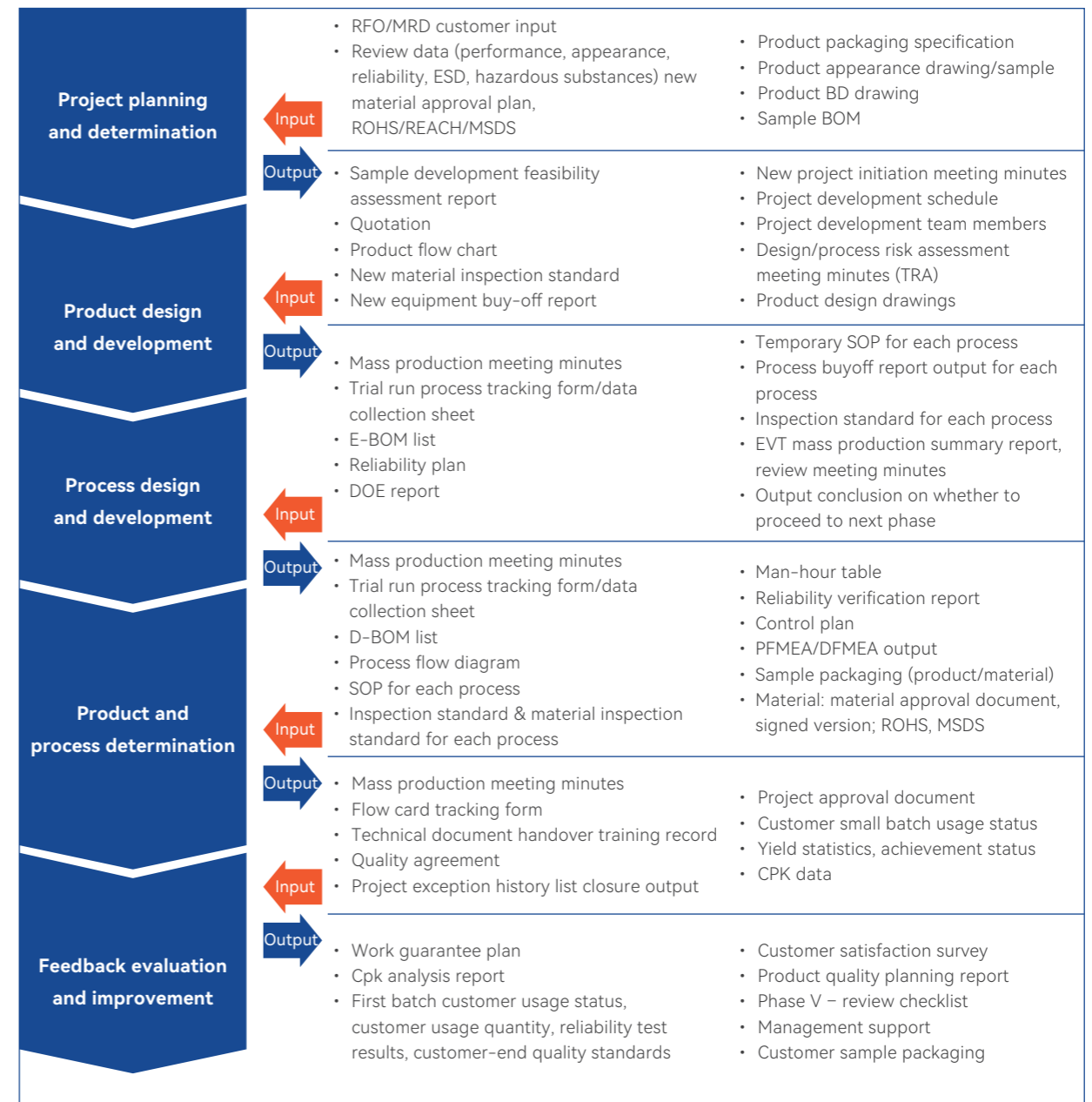
- Basic quality awareness training:**
 Educate all employees on fundamental quality concepts and principles, emphasizing that each individual is an indispensable link in the quality assurance chain.
- Professional skills training:**
 Provide job-specific technical training, including methodologies like 8D and 5WHY for solving practical work challenges.
- Continuous improvement training:**
 Encourage employees to explore improvement opportunities while providing necessary tools and support to engage everyone in the Company's ongoing improvement process.
- Case study and sharing:**
 Regularly organize case study meetings to share both successful cases and lessons learned from failures, fostering knowledge exchange and collective progress among teams.



5.4 New Product Development —Building Core Competitiveness Through Craftsmanship

GOPRO has planned and organized the construction of project management system for new products, successfully fulfilling all phase-specific requirements for sensor business (integrated/device/module) development, while implementing the Project Management Process Analysis system to proactively mitigate development phase gaps of new products and supervise the process in the design and development stage to ensure smooth operation, ultimately earning high ratings from customers. During the reporting period, the Company forged long-term partnerships with industry-leading customers.

Following APQP management requirements, each development phase delivers detailed input/output projects



New project output data requirements of each phase

5.5 Optimizing Customer Service —Winning Market Reputation Through Experience

GOPRO has established a series of standardized management processes and obtained the Product After-Sales Service Evaluation System certification. The Company sets customer service objectives to enhance service quality, earning high recognition from customers through professional capabilities and exceptional service, ultimately becoming a long-term trusted partner for multiple industry-leading customers.

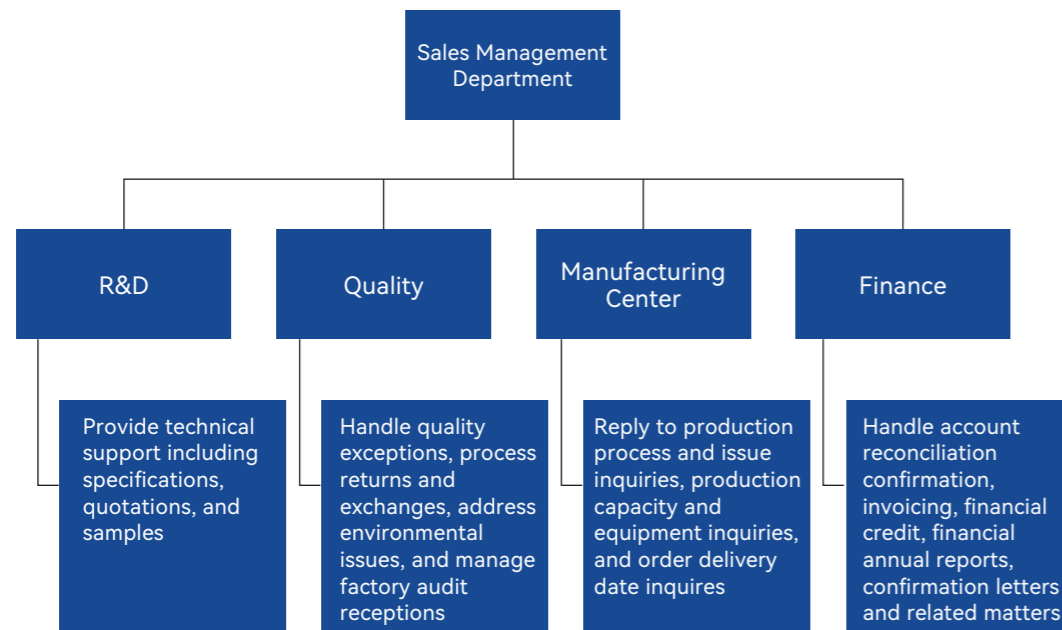


Product after-sales service evaluation system



Company measures to improve service quality

Data During the reporting period, the Company set a customer complaint target of **1%**, with the actual average complaint rate reaching **0.16%**, successfully achieving the complaint reduction goal; meanwhile, the average satisfaction score among the top 10 sales-volume customers reached **95.1** points.



Note: Customer Service Organizational Structure and Department Responsibilities

5.6 Ensuring Information Security—Safeguarding Corporate Foundations with Robust Defenses

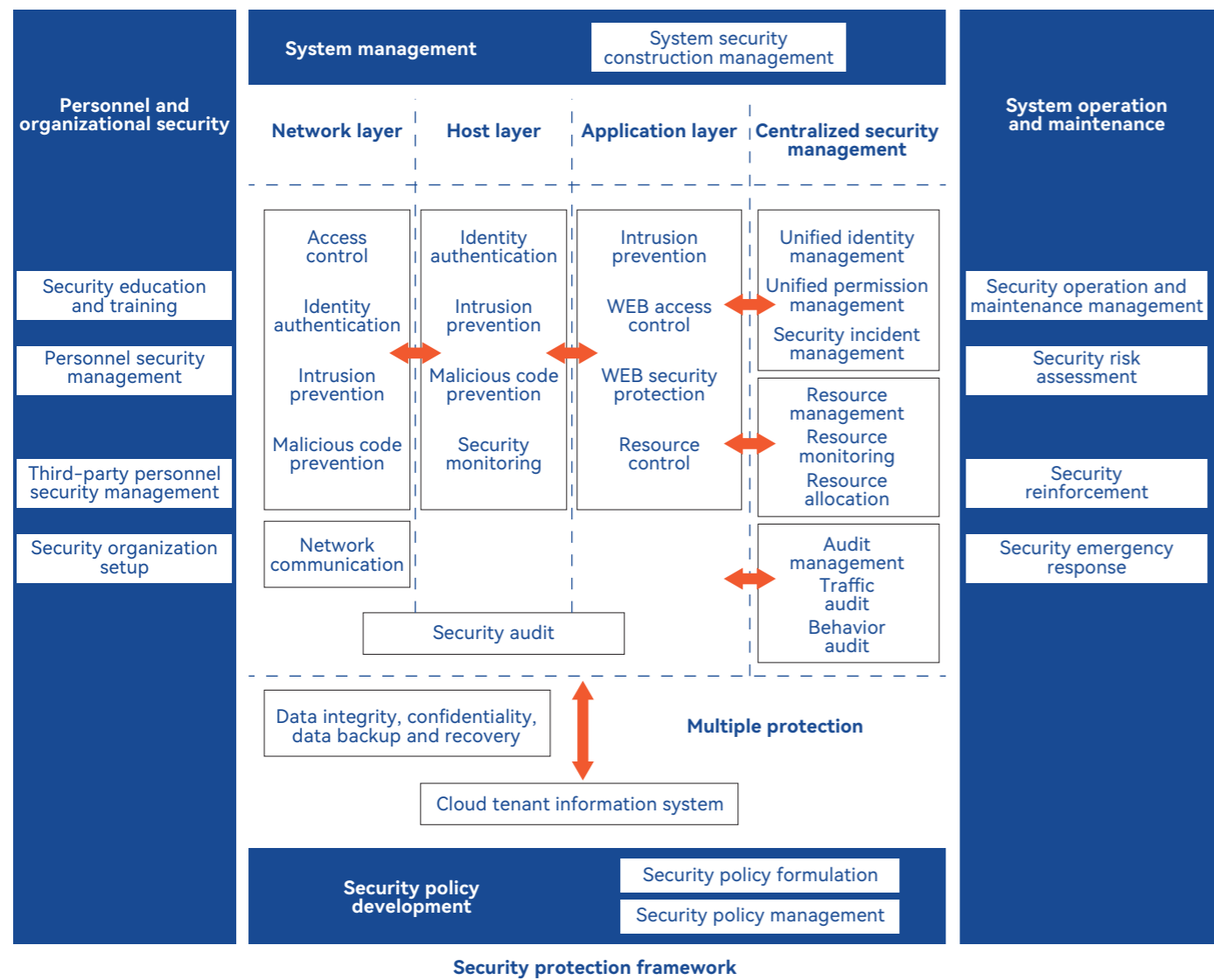
GOPRO has established comprehensive information security management systems including the IT Security Management Regulations, Document and Record Control Procedures, and Confidentiality Control Measures, rigorously safeguarding business secrets through measures such as document encryption and hierarchical access management.

Data During the reporting period, the Company conducted **12** information security training sessions.



Case Information Security Training

The Company's information security training program covers all dimensions, including: introduction to information security policies and procedures, awareness of security threats and risks, implementation of effective measures to protect corporate information assets, and others. Through these training sessions, the Company aims to enhance employees' information security awareness, mitigate information security risks, and ensure the confidentiality and integrity of corporate information assets.



Case Information Security Emergency Drills

In 2024, the Company's IT department conducted four quarterly information security emergency drills, simulating various contingencies including network equipment failures, server malfunctions, application software breakdowns, computer room power outages, virus protection failures, computer room fires, among others. During the drills, IT engineering supervisors promptly issued directives for various failure scenarios, dispatched information security personnel to the scene, and implemented corresponding preventive measures. These drills continuously improved emergency response capabilities and efficiency of all departments, while identifying gaps in existing plans, thus enabling refinement of contingency plans.



6 People-oriented, Sharing Responsibility for Development

- 6.1 Safeguarding Employee Rights and Interests
- 6.2 Accompanying Employees in Their Growth
- 6.3 Focusing on Employee Care
- 6.4 Paying Attention to Employee Health



People-oriented, Sharing Responsibility for Development

6.1 Safeguarding Employee Rights and Interests

6.1.1 Equal Employment and Talents

GOPRO strictly complies with labor regulations including the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China, and the Provisions on Prohibition of Child Labor, systematically improving its employment compliance management system.

The Company has established a "system + execution + supervision" tripartite mechanism to comprehensively ensure compliance throughout the employment process. In system level, we have upgraded five specialized management systems, including the Recruitment Management System and Labor Contract Management Regulations, covering core scenarios such as expatriate employee management, post-retirement reemployment, and welfare benefits, forming a systematic framework for equal employment. In management level, we strictly implement non-discrimination principles throughout the talent lifecycle, explicitly prohibiting unfair treatment based on gender, race, religion, age, or other differentiating factors across 12 key HR processes, including recruitment, compensation, and promotion. In supervision level, we have established dual channels of compliance audit and employee appeal, ensuring the effective implementation of equal employment principles through regular system reviews and employee satisfaction surveys.

With transparent management mechanisms and a scientific talent development system, the Company provides a solid foundation for building a high-quality talent pipeline, continuously enhancing sustainable development momentum.

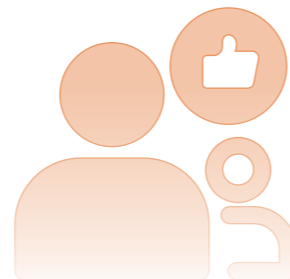
Reporting Period 2024

Total employees of GOPRO
1,356

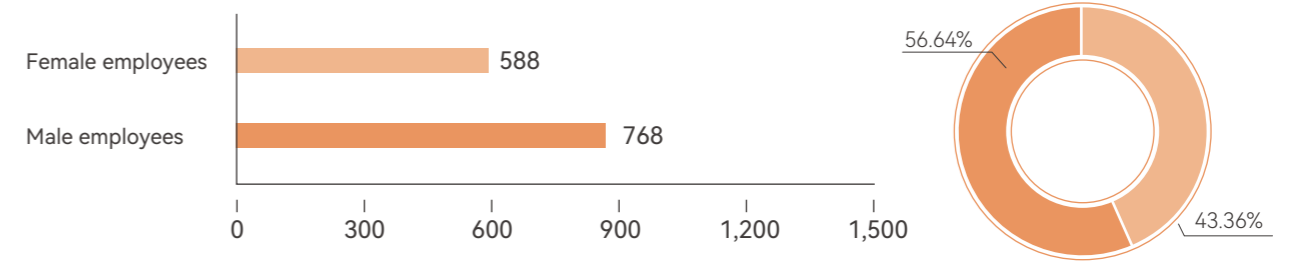
Labor contract signing rate
100%

Male employees
768

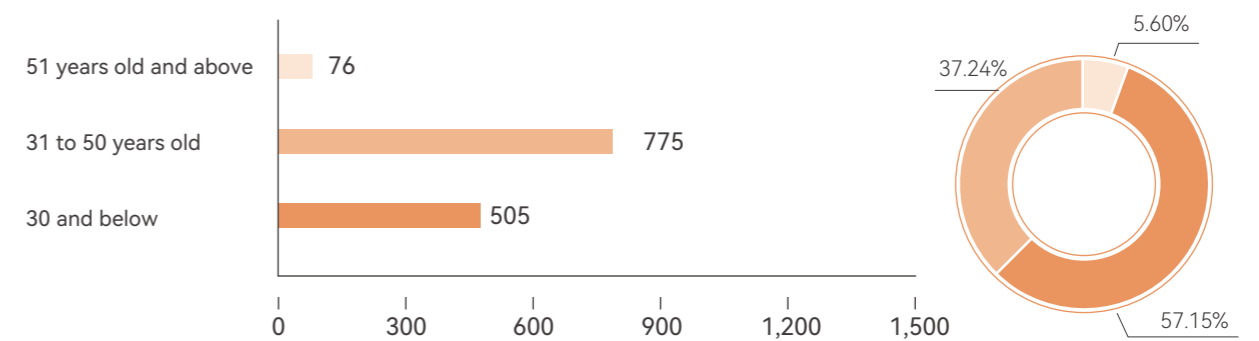
Female employees
588



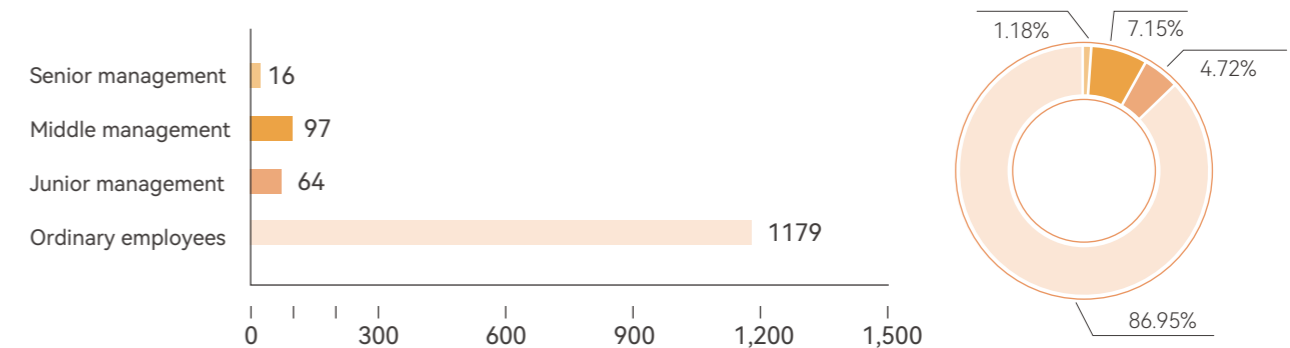
By gender



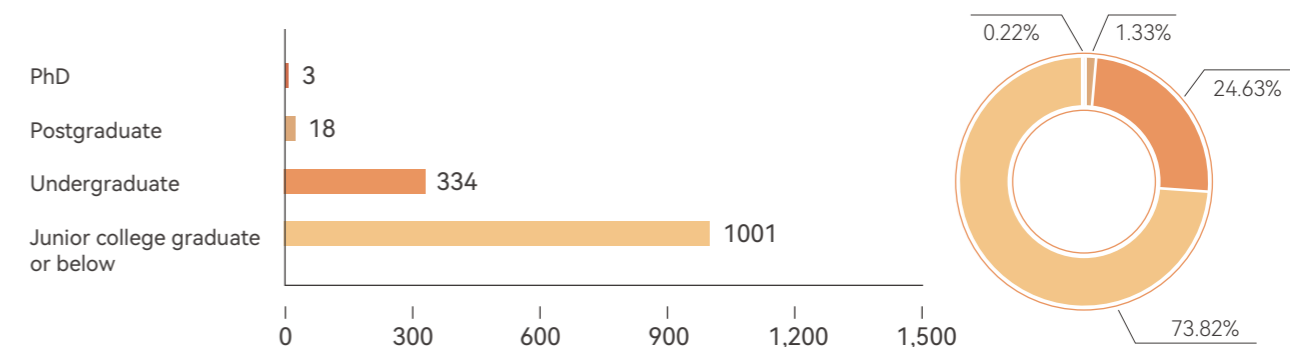
By age



By level



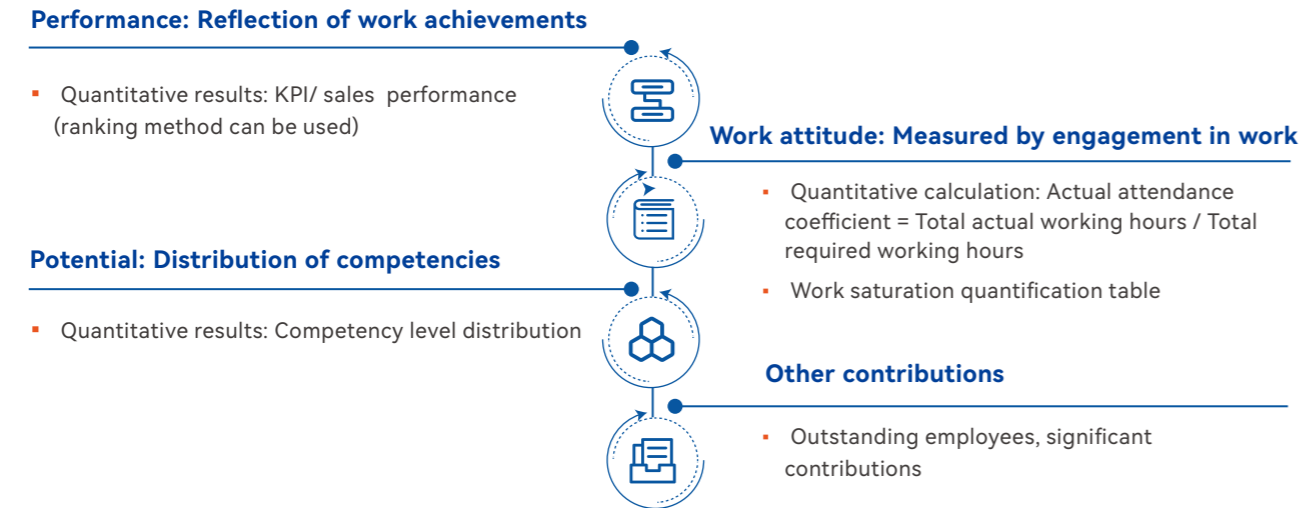
By education level



6.1.2 Compensation and Benefits

Amid increasing external competition for talent, the Company has introduced systems such as the Reward and Punishment System and Compensation Guidelines, establishing a scientific and reasonable employee compensation and benefits system. By refining incentive mechanisms, the Company ensures that employee contributions are matched with rewards while fostering creativity.

Additionally, the Company adjusts compensation levels based on annual operating conditions and employee performance evaluation results, ensuring competitive and fair remuneration that aligns with market standards.



The Company offers benefits exceeding statutory requirements. In addition to mandatory benefits such as social insurances, housing provident fund, and statutory paid leave, the Company offers a range of supplementary benefits, including commercial accident insurance, annual health check-ups for special positions, meal allowances, employee dormitories, birthday gifts, team-building activities, paid training, annual awards, and holiday benefits. By combining statutory and supplementary benefits, the Company ensures comprehensive protection of employee rights.

The company implements a dual incentive mechanism consisting of monthly immediate rewards and annual performance incentives. In terms of benefits system development, the Company prioritizes the management of employee benefits, ensuring that benefits policies cover all employees. It has established a compensation system comprising compensation structure, annual compensation adjustment mechanisms, performance bonuses, and restricted stock, alongside a benefits system that includes social insurances, housing provident fund, commercial insurance, and other subsidies. Through systematic incentives and safeguards, the Company fosters a harmonious and fulfilling work environment, allowing employees to genuinely experience the care and warmth of the organization.



2024 GOPRO Annual Awards Ceremony

6.1.3 Safeguarding Employee Rights and Interests

To accelerate the implementation of standardized management, the Company has developed the *Employee Handbook* based on laws and regulations, social ethical standards, and internal policies, clearly defining employee conduct guidelines and rights protection clauses. Additionally, the Company has established a labor union to safeguard employee rights and provide diversified benefits. The *Employee Consultation and Complaint Management Measures* have been implemented to broaden democratic management and communication channels. Employees can submit feedback or suggestions to the HR Department or the management through channels such as suggestion boxes and digital platforms, ensuring smooth communication.

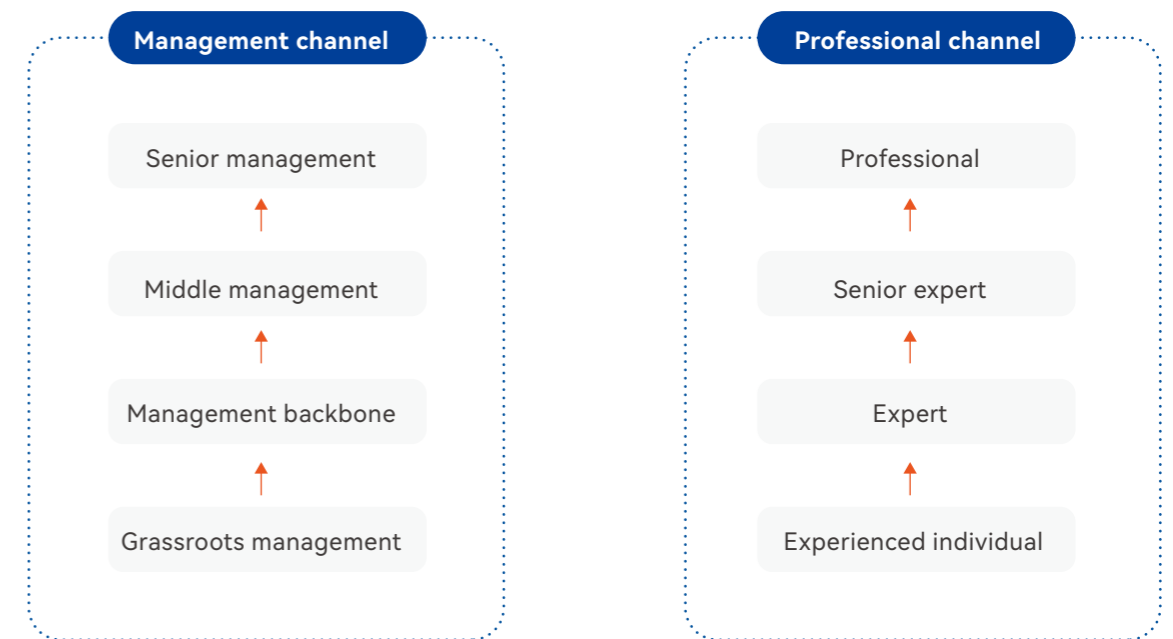
6.2 Accompanying Employees in Their Growth

Talent is the foundation of corporate development and the driving force behind sustained innovation. GOPRO continuously enhances career development paths, improves employee training systems, and enriches learning resources to maximize employee growth and progress, thereby driving greater achievements for the Company.

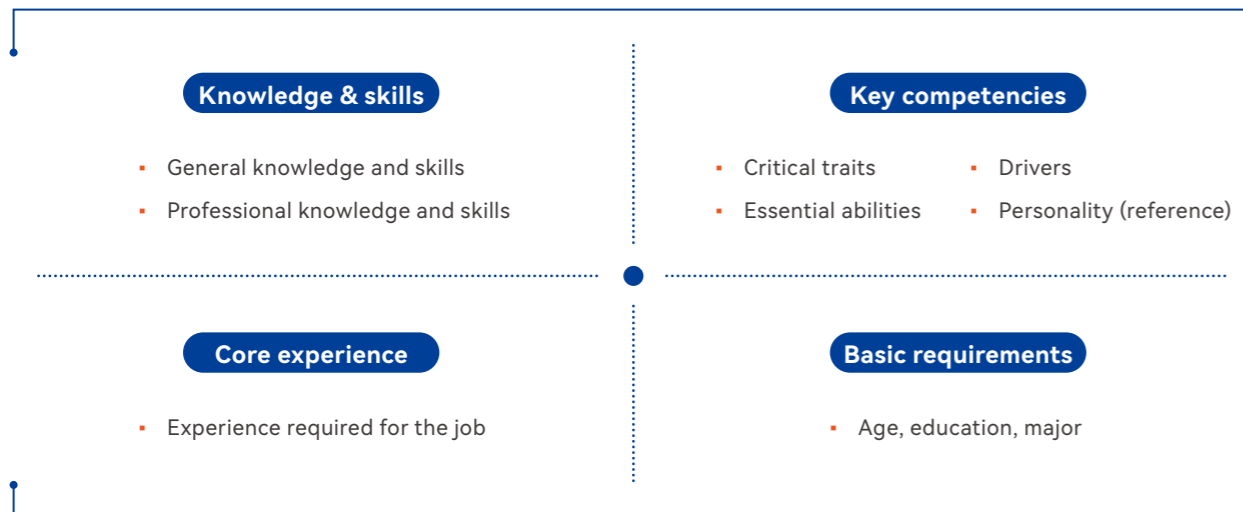
6.2.1 Career Development

The Company places high importance on talent development, establishing a dual-channel career advancement system ("management + professional") and implementing a "five occupational categories" classification with clear job qualifications, providing employees with transparent and standardized promotion paths. It also builds training platforms, designs tailored education and training programs for different employee categories, and offers learning resources to enhance professional competencies and strengthen the talent pool. Furthermore, the Company provides additional subsidies for high-skilled talent, boosting employee loyalty and satisfaction while retaining top performers.

"Management + Professional" Dual-channel Career Development Path



Job Qualifications



Su Zhenyi from GOPRO Honored as "National Model Worker and Advanced Worker"

On its sustainable development journey, GOPRO has consistently upheld a philosophy of mutual empowerment between the enterprise and its employees, striving for synchronized growth and value enhancement.

Su Zhenyi : From Frontline Operator to National Model Worker

In 2005, Su Zhenyi joined GOPRO as an operator in the Sensor Packaging Production Department. Leveraging the company's technological platform and innovation ecosystem, he achieved a remarkable leap from an entry-level position to being honored as a "National Model Worker and Advanced Worker". His journey stands as a testament to the Company's win-win model of "nurturing talent to strengthen the enterprise".

Corporate Platform Empowers Individual Growth, Talent Drives Industrial Upgrading

As an outstanding employee in GOPRO's Sensor Packaging and Testing Business Department, Su Zhenyi dedicated nearly two decades to the production frontline, aligning personal growth with corporate development and social responsibilities. Throughout his career, he has made exceptional contributions in technological breakthroughs, lean management, and talent cultivation, actively propelling intelligent transformation and industrial upgrading.

Inspired by his spirit, the Company will strengthen talent pipeline development, cultivating more "Su Zhenyi-style" advanced workers to build an autonomous and controllable industrial hub in semiconductor optical integrated sensors and create greater societal value.



6.2.2 Training System

The Company continuously improves its employee training system and has established the Education and Training Management Measures to standardize training processes and enhance effectiveness. This helps employees understand and align with corporate culture, values, and development strategies. Through structured training programs, the Company elevates employees' knowledge, strengthens their competency in fulfilling responsibilities, improves work performance, and refines attitudes and methods, fostering a positive work environment. By integrating employees' career growth with the Company's development, the training system adapts to the demands of change and innovation, achieving shared progress for both the Company and its workforce.

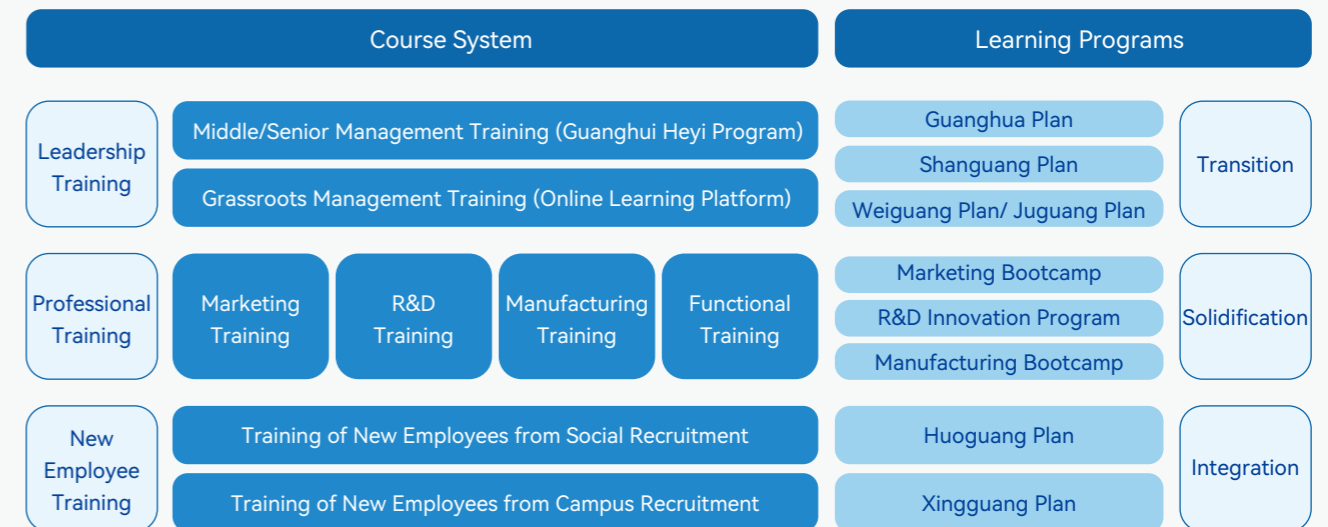
Key Performance in 2024

During the reporting period, total employee training duration reached **12,462** hours, with an average of **9.2** hours per employee

Total senior management training duration reached **420** hours, with an average of **26.25** hours per person

1,497 employees participated in training assessments and **1,447** of them passed, indicating a pass rate of **97%**

Learning Shapes the Future



The Company manages employees through the concept of "certificates reflect skills, and only those with certificates can take up their posts". We have issued the *Employee On-duty Management Regulations*, formulated training schedules, and provided employees with multi-directional and multi-dimensional training courses to improve their work attitude, knowledge level, technical ability, and personal qualities, thereby improving their knowledge and skills, and thus ensuring the Company's needs for talents.

<p>Job professional skills training</p> <ul style="list-style-type: none"> • Introduction, production process and usage statistics, process control • Measurement system analysis • Operation specification training, equipment management knowledge training • 	<p>System management</p> <ul style="list-style-type: none"> • Green management system/ green supply chain management system • Green environmental protection enterprise/ green design product management system • System management knowledge/ environmental factor identification/ hazard source identification • Quality management system improvement and changes that may affect the management system • Document control standard procedures
<p>Document control standard procedures</p> <ul style="list-style-type: none"> • Seven QC tools • 6S on-site management and visual training of job responsibilities for team leaders • Efficient execution training • Management ability improvement • Innovative thinking and decision-making • Lean production 	<p>Others</p> <ul style="list-style-type: none"> • ESD related information training • Information security training • Basic knowledge training of the first-level management manual

Education and training

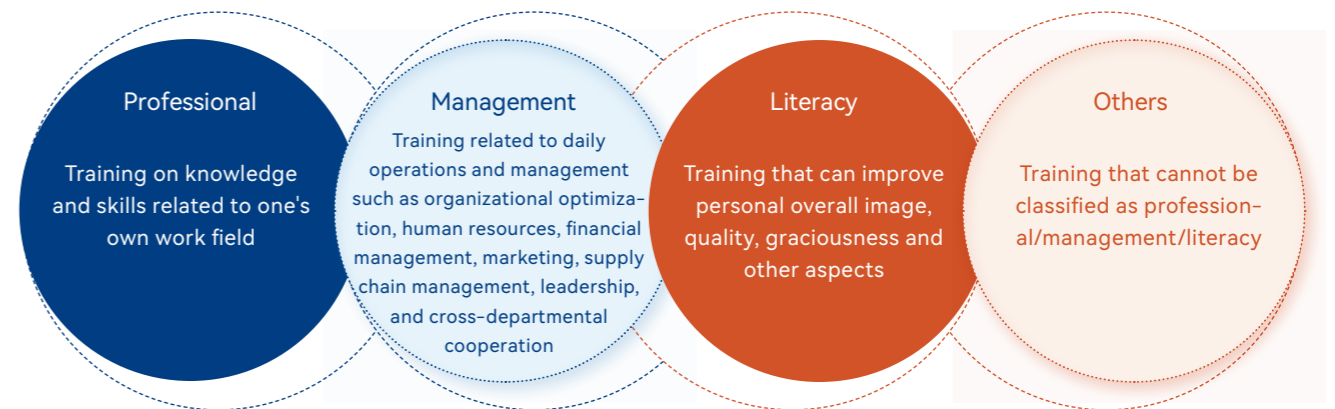
Internal Training - Entire Process of Project Management Operation

In order to create a learning organization atmosphere and improve the quality of employees, the Company enriches employee learning resources by establishing an internal trainer team, creating an online learning platform, and promoting school-enterprise cooperation.



Internal Trainer System

In order to strengthen internal training and improve the timeliness and effectiveness of business training, the Company has established a sound internal trainer management system and created a team of internal trainers with complete categories, reasonable structure, strong professional skills and sufficient number, so as to standardize and systematize internal training work, reduce training costs and cultivate a relatively stable team of internal trainers. Trainers are set up based on courses, which are divided into management, professional, literacy and others, a total of 4 categories.



Internal Training Classification

Online Learning Platform

The Company has developed an online learning platform to enable employees to learn professional knowledge anytime and anywhere. During the reporting period, the online learning platform released a total of 24 courses, with 1,361 registered users. The peak number of concurrent online learners reached 619. Additionally, 28 learning programs were established, achieving a 100% completion rate for assigned tasks.



6.3 Focusing on Employee Care

The Company fully recognizes the importance of employees' physical and mental health. Through birthday parties, holiday benefits, sports clubs, and other diverse activities, it promotes teamwork, enriches employees' leisure time, and fosters a sense of belonging. Additionally, the Company emphasizes humanistic care, focusing on gender equality, support for retired employees, and organizing various social events to make employees feel at home, thereby enhancing their happiness and sense of belonging at work.

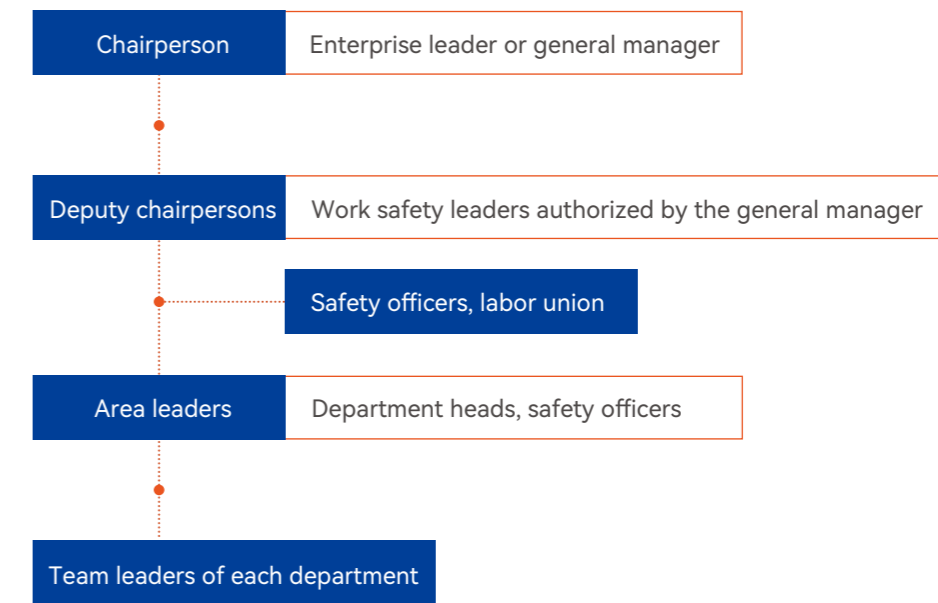


6.4 Paying Attention to Employee Health

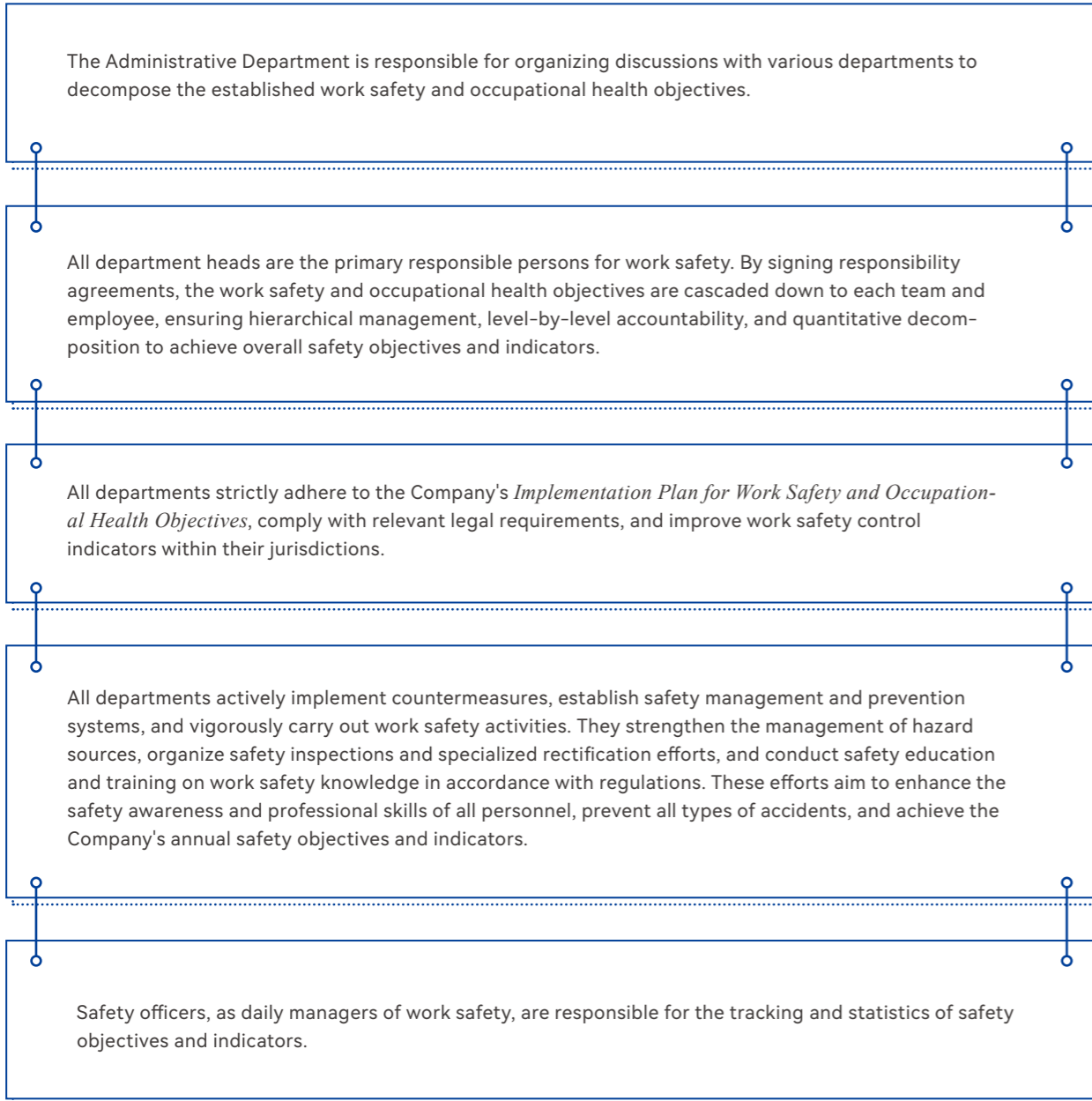
6.4.1 Work Safety System

Adhering to the principle of "work safety is everyone's responsibility", the Company has established a dedicated work safety committee in compliance with the *Work Safety Law* and the *Basic Norms for Work Safety Standardization of Enterprises* to oversee work safety management. To standardize the formulation, decomposition, implementation, inspection, and assessment of work safety and occupational health objectives and ensure the indicators achieve the purpose of work safety, the Company has developed the *Implementation Plan for Work Safety and Occupational Health Objectives and Indicators*. Additionally, the Company strengthens the management of work safety and occupational health responsibility system to ensure the full play of the important role of the system in work safety management.

The work safety committee holds quarterly meetings to make decisions on major safety issues. The committee's office is responsible for implementing these decisions and exercising the Company's safety and health management and supervision functions.



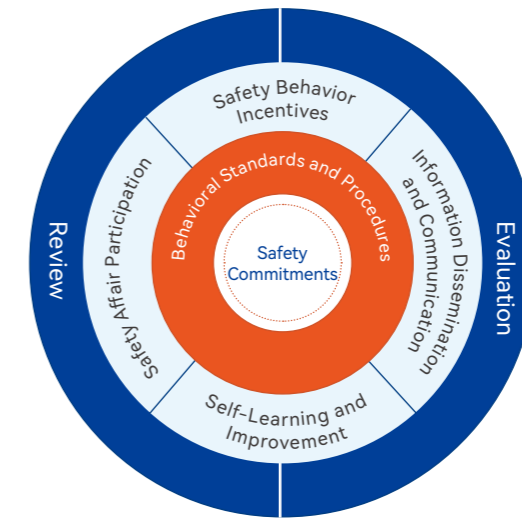
Structure of the Work Safety Committee



Implementation of Work Safety Objectives

6.4.2 Safety Culture Building

To enhance employees' safety awareness and prevent accidents, the Company actively strengthens its safety culture. It considers internal and external cultural characteristics to guide employees' safety attitudes and behaviors, achieving self-regulation beyond legal and regulatory requirements. Through full participation, the Company ensures continuous improvement in work safety.




Overall Model of Safety Culture Building


The full participation and incentive and restraint mechanism for work safety and occupational health is a critical measure for accident prevention and safety development. It is an effective way to establish a long-term work safety mechanism and achieve intrinsic safety. Based on current conditions and safety standardization efforts, the Company has developed full participation and incentive and restraint mechanism, integrating full participation and continuous improvement into daily safety management.

Content of Full Participation Mechanism




- 


Safety Education for All Employees

Strengthen and standardize safety education and training for employees, organize safety-related learning sessions, and improve employee competency to prevent accidents.
- 

Risk Management

Analyze hazards from four aspects: unsafe human behavior, unsafe physical conditions, environmental defects, and management flaws, requiring full participation.
- 

Hazard Identification

Encourage full participation in identifying hazards. Each employee, from main responsible persons to frontline workers, must complete a certain number of inspections monthly. Outstanding individuals or teams are rewarded under the Company's safety reward and punishment system, solidly promoting hazard identification.
- 

Team Activities

Conduct team safety activities, use various forms for team evaluation, and combine material and spiritual rewards to enhance proactive participation in team management, safety awareness, and standardized daily operations, achieving "I will be safe".

Core Elements of Corporate Safety Culture

GOPRO has built a seven-dimensional governance system for corporate safety culture: establishing a hierarchical safety commitment mechanism (corporate strategy - leadership example - company - wide responsibility - supply chain alignment), creating a dual-track behavioral standard system of "system + procedure", implementing a safety performance scoring system with positive and negative incentives and a benchmark-driven leadership mechanism, setting up a digital safety information platform and two-way communication network, building a competency-based "training-practice-iteration" closed-loop system, ensuring continuous evolution through regular evaluations and supervision, and forming an ecological safety governance framework of "standard building - process control - value creation".

Promotion and Safeguards

GOPRO adheres to the long-term principle in safety culture building. The decision-making layer leads the development of strategic plans and phased implementation paths, establishes dynamic optimization mechanisms, and builds a "three-in-one" safeguard system: a systematic framework of "leadership mechanism - dedicated team - special funds - digital platform", forming a safety culture special working group. The focus is on building a safety culture backbone talent pipeline by selecting and training managers and grassroots backbones as internal mentors, creating an empowerment mechanism of "coaching incentives - behavioral demonstration - experience sharing", and driving systematic upgrades in safety cognition and behavior patterns of all employees.

6.4.3 Occupational Health and Safety

The Company attaches great importance to employees' occupational health. In accordance with the *Occupational Disease Prevention and Control Law*, the *Management Measures of Occupational Health Examination*, and other laws and regulations, it conducts pre-employment, on-the-job, and post-employment occupational health examinations for employees.

The Company continuously improves its occupational health and safety management system, enhances occupational health safeguards, and strengthens awareness campaigns to protect employees' health.

During the reporting period, the Company obtained the occupational health management system certification and the occupational hazard detection report, further elevating its occupational health management capabilities.



Occupational health and safety management system

Work Safety Month Training

Work safety and occupational health education remain priorities. During the reporting period, the Company conducted work safety month training sessions and invited experts to deliver safety lectures, reinforcing safety awareness and enhancing employees' self-protection abilities.



➤ 6.4.4 Emergency Response System

GOPRO upholds the management concept of risk prevention and control, systematically building a safety defense line of "dual prevention mechanism + emergency response system":

At the institutional level, we have formulated the *Hazardous Chemicals Lifecycle Control System* and the *Hazardous Waste Management Plan*, implementing standardized control throughout procurement, storage, and usage processes;

At the risk governance level, we have established a specialized emergency response system covering 10 high-risk scenarios, including hazardous chemical leaks, special equipment failures, and public health incidents;

At the execution level, we continuously optimize the hazard identification system through PDCA cycles, deploy intelligent monitoring devices, and utilize an emergency resource dispatch platform to achieve closed-loop management from risk identification and hierarchical control to emergency response. This effectively keeps the accident rate below industry benchmarks, safeguarding employees' lives, property, and operational continuity.

Reporting Period 2024



Total duration of environmental and work safety training: **837** hours

Number of safety drills (fire, toxic gas leaks, etc.): **22**

Fire Safety Training Drill

In April 2024, to strengthen employees' safety awareness, enhance self-protection capabilities, and equip them with skills to respond to sudden fires, the Company invited the Xiang'an Fire Brigade to conduct fire safety drill, including basic fire safety training and live fire extinguishing exercises. The fire safety training drill not only heightened employees' fire safety awareness but also taught them escape methods and the operating steps of general fire extinguishers, further improving their ability to handle emergencies.



For hazard identification, we have formulated the *Hazard Identification and Governance System* and the *Risk Assessment and Control Management System* to intensify efforts. Through hazard governance, we eliminate potential accidents. At the same time, we learn from past experience to find and make up for errors and omissions in safety management and work, prevent them from happening, and ensure work safety. Additionally, we encourage all employees to participate in hazard identification through the Incentive and Restraint System for Hazard Identification and Governance to ensure comprehensive implementation.

Rating 🔍	Actions/ Control Measures to be Taken 📄	Implementation Timeline 📅
Extreme risk	Operation cannot be continued before hazard mitigation measure has been taken. Corrective measures are subject to evaluation.	Immediately
Major risk	Emergency measures can be taken to reduce risk; operation control procedure can be set up for periodical inspection, measurement and evaluation.	Rectify immediately or recently
Medium risk	Objective setup, operating procedure establishment and training and communication strengthening can be considered.	Govern within 1 year
Tolerable risk	Establishment of operating procedures or guidelines can be considered and regular inspection is required.	Govern when there are corresponding conditions and expenditures
Minor or negligible risk	No control measures are needed, but the records shall be kept.	/

Risk Level Determination Criteria and Control Procedures

7 Giving Back to Society, Staying True to Corporate Original Aspiration

- 7.1 Developing Green Supply Chain
- 7.2 Promoting Industry Development
- 7.3 Actively Engaging in Public Charity



Giving Back to Society, Staying True to Corporate Original Aspiration

7.1 Developing Green Supply Chain

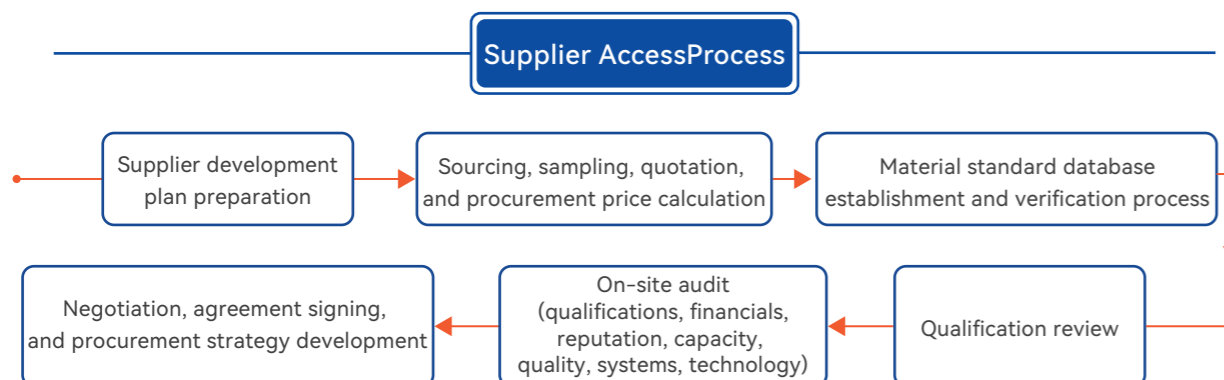
GOPRO recognizes the supply chain as a critical link for stable corporate development and social responsibility fulfillment. In a complex and ever-changing business environment, GOPRO actively builds a resilient supply chain to achieve collaborative progress with suppliers and sustainable development.

The Company has established the Green Supply Chain Management System, Supplier Development Process, and Supplier Performance Evaluation Process. These documents ensure the development of qualified and competitive suppliers based on company needs, while also conducting regular evaluations of existing suppliers. It encourages suppliers to uphold social and environmental responsibilities, advocates for fair competition and transparent procurement, enhances supply chain stability, and fosters high-quality supply chain to achieve win-win development for itself and suppliers.



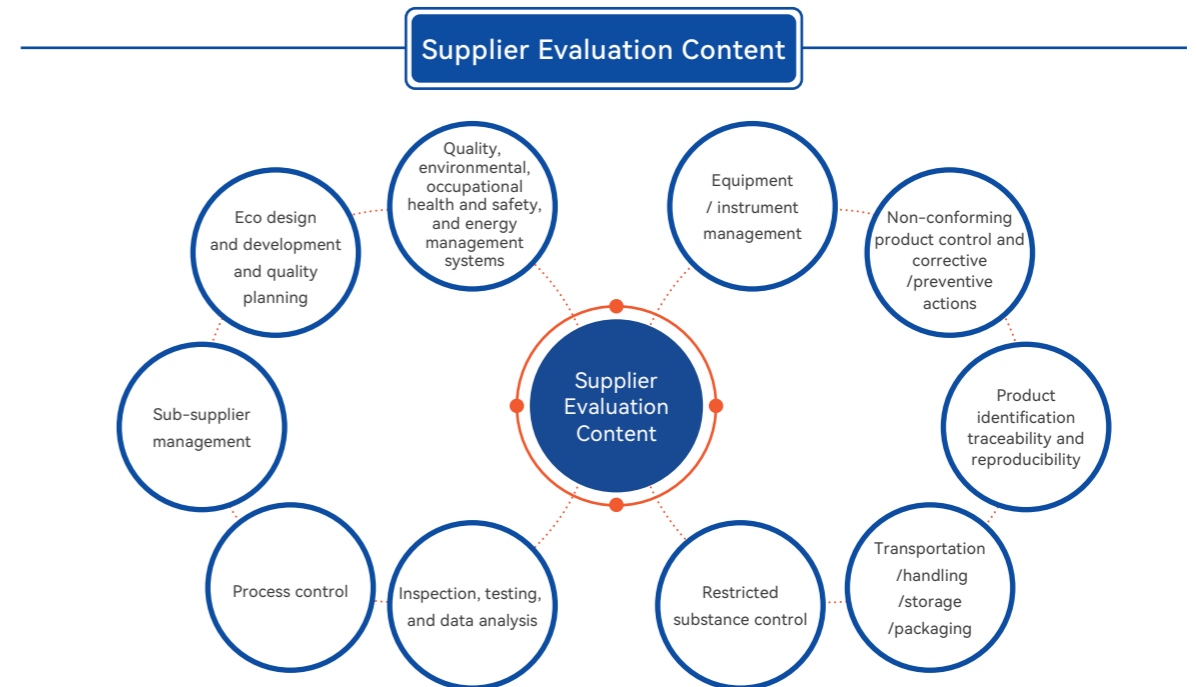
7.1.1 Supplier Evaluation and Access

According to the formulated supplier development plan, the Company seeks suppliers with stable supply capacity and qualified supply quality, conducts sample evaluation, qualification review, on-site audit and other aspects of assessment on potential supplier candidates, and assesses and verifies the suppliers' quality assurance ability, technology application ability, business management ability, social reputation ability, and system management ability. After three successful trial transactions, qualified suppliers are integrated into the Company's supplier database, establishing long-term partnerships and laying a solid foundation for sustained supply.

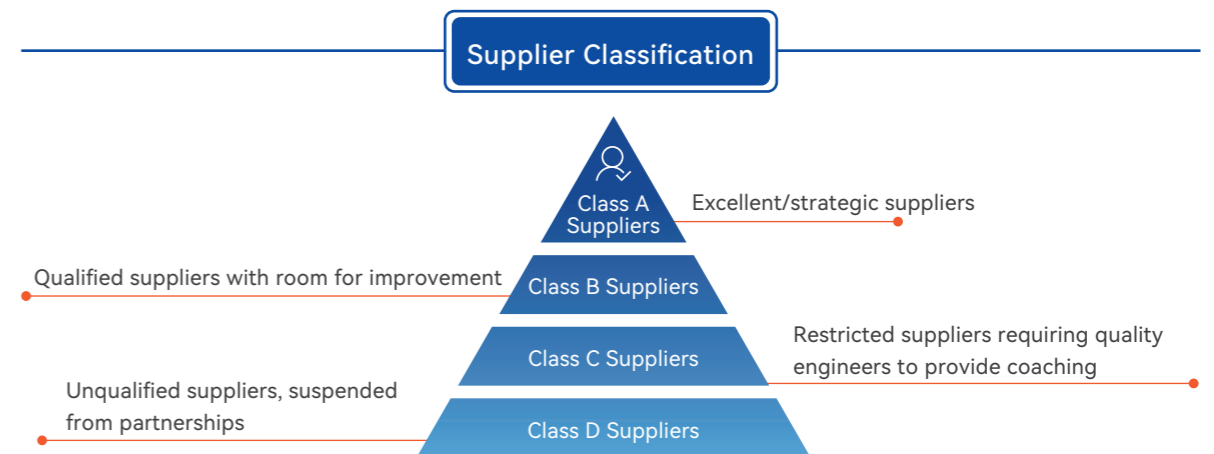


7.1.2 Green Supply Chain Management

The Company regularly evaluates suppliers to determine the continuity of partnerships, combining self-assessments and annual reviews. Evaluations focus on ten key performance aspects, including quality management systems, design and development, and product traceability.



Based on evaluation results, suppliers are categorized into four tiers (A, B, C, D), with tailored procurement strategies. Suppliers requiring improvement receive coaching from the Procurement Department on cost and delivery, and from the Quality Management Department on quality management. Cooperation will be suspended for suppliers failing to improve after two coaching sessions.



Key Performance in 2024

During the reporting period, subsidiary supplier evaluation coverage reached **96%**, with a **100%** qualification rate



7.1.3 Cultivating a Green Supply Chain

GOPRO places high importance on building a green supply chain system, implementing a "green access-capability building-circular symbiosis" sustainable supply chain management system to systematically drive green transformation across the industry chain.

• Strategy System Building

GOPRO establishes a green procurement lifecycle management mechanism, formulates the Green Supply Chain Management System, and sets ESG evaluation standards for supplier access. A dynamic environmental performance evaluation mechanism is implemented for suppliers, providing targeted improvement suggestions and support. This incentivizes suppliers to optimize environmental management and enhance green development, with four green factory benchmark enterprises cultivated.

• Implementation Path

GOPRO actively responds to sustainability initiatives by outlining a clear three-phase carbon reduction roadmap to achieve comprehensive green transformation of the supply chain, creating a closed-loop value system from green procurement to circular regeneration.

Three-Phase Carbon Reduction Roadmap:

- 1 Reduce supply chain carbon emissions by **10%** by 2025, with 80% low-risk suppliers;
- 2 Enable **30%** of suppliers to obtain triple certifications by 2026;
Achieve application of recyclable materials for **80%** products by 2027;
- 3 Establish a green supplier cluster by 2028, with **50%** strategic partners certified as green factories, forming a closed-loop value system from green procurement to circular regeneration.

• Supplier Empowerment Program

GOPRO prioritizes ESG practices in the supply chain, launching a supplier empowerment program based on the "certification integration-technical collaboration-joint improvement" capability enhancement model to elevate green manufacturing and sustainability across the supply chain.

"Certification Integration-Technical Collaboration-Joint Improvement" Capability Enhancement Model:

- 1 Conduct green manufacturing capability diagnostics and prioritize suppliers and materials meeting environmental standards;
- 2 Regularly audit suppliers' green performance and favor products and services with sustainability certifications;
- 3 Engage in regular communication with suppliers to co-develop green improvement plans and enhance their green manufacturing capabilities.

• Closed-Loop Material Management

Recognizing the critical role of material management in environmental protection and resource recycling, GOPRO actively implements the "3R" (reduce, regenerate, recycle) material strategy to build a comprehensive and efficient closed-loop material management system.

"3R" (Reduce, Regenerate, Recycle) Material Strategy:

- 1 Establish material classification and recyclability management systems;
- 2 Develop product recycling plans and encourage supplier participation;
- 3 Build a reverse logistics system and sign renewable material recovery agreements with 20 core suppliers.

7.2 Promoting Industry Development

GOPRO actively fulfills its social responsibilities and participates in industry seminars and exchanges. Leveraging high-quality resources such as industry-university-research-application and industry associations, the Company drives innovation and R&D, contributing to industry progress and technological advancement.

Key Performance in 2024

During the reporting period, the Company participated in the formulation of

1 international standard, 1 national standard, and 2 group standards

2024 Standard Formulation

S/N	Standard description	Standard type	Lead/Participant	Drafting unit
1	Contactless Cold Chain Logistics Delivery Specifications	International standard	Participant	GOPRO
2	Data Quality - Part 63: Data Quality Management: Process Measurement	International standard	Participant	GOPRO
3	Portable Photon Cosmetic Instrument	Group standard	Participant	GOPRO
4	Technical Specification for Visible Photo-catalytic Air Purification Products	Group standard	Participant	GOPRO

Industry Association Participation

Council Member of International SSL Alliance (ISA)
Member of China Solid State Lighting Alliance (CSSLA)
Standing Council Member of Zhongguancun Solid State Lighting Alliance
Member of Solid State Lighting Standard Working Group of MIIT
Vice Chairman of UV LED Committee of China Solid State Lighting Alliance
Member of China Association of Lighting Industry
Chairman of Xiamen Specialized, Refined, Differential, and Innovative Enterprises Development Association
Chairman of Xiamen Alumni Economic Promotion Association
Chairman of Lianqian Chamber of Commerce, Siming District, Xiamen
Standing Council Member of Xiamen High-Tech Development Association
Vice Chairman of Xiamen Technology Innovation Association
Chairman of Xiamen Science and Technology Service Association
Council Member of Fujian Optoelectronics Industry Association
Vice Chairman of Xiamen Optoelectronics & Semiconductor Industry Association

Council Member of Xiamen Red Cross Foundation
Council Member of Xiamen IoT Industry Association
Executive Member of Xiamen Federation of Industry and Commerce
Member of Xiamen Science & Technology Cooperation and Exchange Association
Member of China Sensors and IoT Industry Association
Member of Xiamen Integrated Circuit Industry Association
Member of Xiamen Import & Export Chamber of Commerce

Case

Annual Conference of the Urban Educational Equipment Committee & Exchange Meeting on Promoting High-Quality Development in Primary and Secondary Education

During the conference, Yan Wenqi, Deputy General Manager of the Marketing Center of GOPRO, delivered a keynote speech titled "Healthy Campus: Eye-Protective Lighting and Air Quality Management Solutions". The presentation provided an in-depth exploration of the Company's innovative concepts and practical achievements in the fields of eye-protective lighting and air quality management. Leveraging advanced lighting and air purification technologies, GOPRO creates a healthy and comfortable learning environment, safeguarding students' vision and respiratory health. The event showcased GOPRO's scientific and technological achievements and prestigious accolades in the educational equipment sector, fostering stronger and more stable collaborative relationships with industry stakeholders. These efforts continuously drive technological innovation and industrial upgrading in educational equipment, contributing to the digital transformation of the education sector and the development of healthier campuses.



Case

2024 Xiamen Industry Expo & New Energy and New Materials Industry Exhibition

In May 2024, the Xiamen Industry Expo & New Energy and New Materials Industry Exhibition was grandly held at the Xiamen International Expo Center. The event focused on emerging industries such as industrial automation, electronic information, digital economy, new energy, and smart construction, as well as green and low-carbon industries. It aimed to establish a "Xiamen Model" for digital transformation, supporting the digital upgrade of the industrial sector.

Yang Yuanyong, Project Director of GOPRO, unveiled the "Full-Scenario Digital Low-Carbon Energy Management Solution", outlining effective approaches to achieve energy savings and carbon reduction through technological upgrades, as well as intelligent management to enhance efficiency. This initiative helps enterprises and society reduce costs and improve productivity, driving a comprehensive transition toward green, low-carbon, and sustainable energy models across urban scenarios.



Launch Event for "Full-Scenario Digital Low-Carbon Energy Management Solution"

Case **GOPRO Honored with Double "Top 100" Rankings in the Lighting Industry**

GOPRO has secured two prestigious industry accolades - "Top 100 Chinese Lighting Export Enterprises" and "Top 100 Chinese Lighting Enterprises". Two of GOPRO's LED lighting products also ranked among the top 10 in their respective niche markets. Concurrently, the 10th Great Lighting "Top 100 Rankings" was released, with GOPRO successfully listed in the "2023 Top 100 LED Lighting and Fixture Enterprises in China".



"Top 100 Chinese Lighting Export Enterprises" and "Top 100 Chinese Lighting Enterprises"

Case **Xiamen Alumni Economic Promotion Association & GOPRO Party Building Activity**

In August 2024, the Xiamen Alumni Economic Promotion Association and Xiamen Guangpu Electronics Co., Ltd. jointly organized the "Pioneer Gathering on Minzu Road" party-building collaboration theme day. The participating guests engaged in in-depth discussions on topics such as "Xi Jinping's exposition on developing new quality productive forces", "important resolutions of the Third Plenary Session of the 20th Central Committee of the Communist Party of China", "current opportunities and challenges in the manufacturing industry", "national development strategies", and "domestic and international economic development environment". These exchanges laid a solid communication foundation for subsequent development and further in-depth collaboration among all parties.



Case **The 24th China International Fair for Investment & Trade (CIFIT, also known as the 24th "9.8 Fair")**

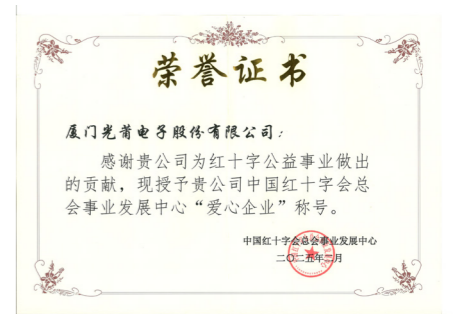
In September 2024, GOPRO participated in the 24th "9.8 Fair", unlocking the "golden key" to win-win cooperation and supporting Xiamen in leveraging the fair's role as an investment platform and open window to achieve high-level development. At the "Dialogue Between Specialized, Refined, Differential, and Innovative Enterprises and Hidden Champions" forum, GOPRO, as a Chinese specialized, refined, differential, and innovative enterprise, conducted a project roadshow. Wang Shaobo, head of GOPRO's New Energy Storage and Charging Business Department, highlighted the Company's strategic layout in the new energy sector and its optical storage and charging product solutions, facilitating precise industrial alignment and collaboration between China and Europe.



GOPRO Conducting Project Roadshow as a Chinese Specialized, Refined, Differential, and Innovative Enterprise

7.3 Actively Engaging in Public Charity

GOPRO actively explores innovative models of public welfare in areas such as livelihood services, grassroots governance, and emergency support. The Company's "Creating the Technology with Caring for Society" initiative focuses on education empowerment, grassroots welfare, emergency relief, and other sectors. Through smart equipment donations, we support the modernization of grassroots governance; through dedicated funds, we invigorate campus cultural innovation; and through educational research support, we promote equitable and high-quality education, precisely aligning with national strategies for education power, cultural confidence, and grassroots governance. With these efforts, we aim to establish a sustainable philanthropic closed loop that leverages technological empowerment, demand-driven solutions, and ecological collaboration. By engaging in these philanthropic practices, GOPRO advances social sustainable development and demonstrates its strategic commitment to "pursuing goodness through action".



Key Performance in 2024

During the reporting period, the Company's total public welfare investment reached **RMB 1.07 million**

Case **Red Cross Charity Donation Initiative**

In 2024, GOPRO partnered with the Beijing Yaoyang Foundation and the Red Cross Society of China to donate essential supplies to the Beijing Children's Welfare Home, the Tuchengzi Town Government in Kangbao County, Zhangjiakou City, Hebei Province, and the Yingshan County Red Cross Disaster Preparedness and Relief Center in Huanggang City, Hubei Province. These efforts bridged the "last mile" in public welfare, addressing child welfare, grassroots community support, and emergency preparedness.

Case **Education Charity Donation**

In August 2024, GOPRO donated RMB 500,000 to Xiamen Wuyuan Experimental School to support financially disadvantaged students, teachers facing hardships, and the school's educational research and practices.

Aligned with China's "education power" initiative, GOPRO focuses on critical links in the education ecosystem, addressing the practical needs of teachers and students to promote equity and quality in education. Through student aid, teacher support, and research empowerment, the Company helps alleviate challenges, stabilize grassroots education teams, and foster the translation of innovative teaching practices into tangible outcomes. By taking concrete actions, it supports the healthy development of education and contributes to the optimization of regional education ecosystems.

Case **RMB 300,000 Special Fund to Support Xiamen University's Campus Culture**

2024 marked the 150th anniversary of the birth of Mr. Tan Kah Kee, a renowned patriotic overseas Chinese leader. To honor his legacy of "dedication to the nation and fostering education", the Entrepreneur Branch of Xiamen University's Alumni Association produced an original theatrical work, Kah Kee Letters · 2963. GOPRO actively responded by donating RMB 300,000 to support the production, as well as the construction and promotion of campus culture at Xiamen University, ensuring the spirit of Tan Kah Kee resonates in the modern era.

Venturing into new frontiers of cultural philanthropy, GOPRO empowers campus aesthetic education through public welfare initiatives. By funding university cultural projects, the Company inspires patriotism and social responsibility among young students while demonstrating its commitment to cultural confidence and the preservation of national heritage.

Key Performance Highlights for 2024

Economic performance

Indicator name	Unit	2024	2023	2022
Gross revenue	RMB (100 million)	8.02	8.94	7.94
Net profit	RMB (100 million)	0.52	0.89	0.52
Total assets	RMB (100 million)	23.89	25.99	25.88
Net assets	RMB (100 million)	17.69	19.26	19.00
Cash dividend per share	RMB /share	0.3	0.2	0.05

Environmental performance

Indicator name	Unit	2024	2023	2022
Environmental protection input	RMB (10,000)	60.80	55.43	59.59
Energy-saving renovation investment	RMB (10,000)	442.05	442.25	186.53
Total electricity consumption	Megawatt-hour	8,384.24	9,087.63	7,199.66
Self-generated and self-consumed renewable electricity	Megawatt-hour	551.67	64.00	0
Annual recycled plastic consumption	Tons	28.8	43.34	38.89
Total exhaust emission	10,000 m ³	42,706.17	44,944.68	35,325.31
Total water consumption	m ³	106,895.00	108,212.00	86,195.00
Recycled/reused water volume	m ³	122,459.00	138,766.00	115,544.00
Wastewater discharged	10,000 m ³	8.05	8.33	7.00
Total industrial solid waste generated	Tons	700.73	777.869	816.456
Solid waste recycling rate	%	85.78	31.50	35.47

Social performance

Indicator name	Unit	2024	2023	2022
Number of employees	Persons	1356	1,440	1,163
R&D personnel	Persons	296	280	293
R&D expenses	RMB (10,000)	6,413.29	6,251.84	5,733.24
Proportion of total R&D expenses in operation revenue	%	8.00	6.99	7.21
Number of new patents granted annually	Items	56	38	43
Number of patents under review	Items	119	59	33
Total customer satisfaction survey questionnaires distributed	Items	20	28	32
Questionnaire response rate	%	100	100	100
Customer satisfaction survey results	%	97.3	95.1	98.3
Customer feedback response time	Days	1	1	1
Customer feedback response rate	%	100	100	100
Social public welfare investment	RMB (10,000)	107.00	629.74	0.00

Data source: Xiamen Guangpu Electronics Co., Ltd. and its subsidiaries.

Global Reporting Initiative (GRI) Standards Index

GRI Standards	Disclosure	Location
GRI 2 General Disclosures 2021	2-1 Organizational details	Chapter 1 About GOPRO
	2-2 Entities included in the organization's sustainability report	About This Report
	2-3 Reporting period, frequency, and contact point	About This Report
	2-4 Restatements of information	About This Report
	2-7 Employees	Chapter 6 People-oriented, Sharing Responsibility for Development
	2-9 Governance structure and composition	Chapter 3 Standardized Governance to Promote Stable Operations 3.1 Corporate Standardized Governance
	2-11 Chairman of the highest governance body	Refer to the annual report
	2-16 Communication of critical concerns	Chapter 3 ESG Management to Consolidate Sustainable Development 2.2 Communication with Stakeholders
	2-22 Statement on sustainable development strategy	Chapter 2 ESG Management to Consolidate Sustainable Development 2.1 ESG Policies and Strategies of GOPRO
	2-23 Policy commitments	Chapter 2 ESG Management to Consolidate Sustainable Development
	2-27 Compliance with laws and regulations	Chapter 3 Standardized Governance to Promote Stable Operations 3.4 Integrity and Compliance Operations
	2-28 Membership in associations	Chapter 7 Giving Back to Society, Staying True to Corporate Original Aspiration 7.2 Promoting Industry Development
2-29 Approach to stakeholder engagement	Chapter 2 ESG Management to Consolidate Sustainable Development 2.2 Communication with Stakeholders	
GRI 3 Material Topics 2021	3-1 Process to determine material topics	Chapter 2 ESG Management to Consolidate Sustainable Development 2.3 Materiality Assessment
	3-2 List of material topics	Chapter 2 ESG Management to Consolidate Sustainable Development 2.3 Materiality Assessment
	3-3 Management of material topics	Chapter 2 ESG Management to Consolidate Sustainable Development 2.3 Materiality Assessment
GRI 201 Economic performance 2016	201-1 Direct economic value generated and distributed	Key Performance
	201-2 Financial implications and other risks and opportunities due to climate change	Chapter 4 Harmonious Ecology to Awaken Green Coexistence 4.1 Response to Climate Change
	201-3 Defined benefit plans and other retirement plans	Chapter 6 People-oriented, Sharing Responsibility for Development 6.1.2 Compensation and Benefits
	201-4 Financial subsidy granted by the government	Chapter 6 People-oriented, Sharing Responsibility for Development 6.1.2 Compensation and Benefits
GRI 204 Procurement practices 2016	204-1 Proportion of procurement expenses from local suppliers	Chapter 7 Giving Back to Society, Staying True to Corporate Original Aspiration 7.1 Developing Green Supply Chain
GRI 204 Procurement practices 2016	205-2 Communication and training about anti-corruption policies and procedures	Chapter 3 Standardized Governance to Promote Stable Operations 3.4 Integrity and Compliance Operations

GRI Standards	Disclosure	Location
GRI 301 Materials 2016	301-1 Materials used by weight or volume	Chapter 7 Giving Back to Society, Staying True to Corporate Original Aspiration 7.1 Developing Green Supply Chain Key Performance
	301-2 Recycled input materials used	Chapter 7 Giving Back to Society, Staying True to Corporate Original Aspiration 7.1 Developing Green Supply Chain Key Performance
GRI 302 Energy 2016	302-1 Energy consumption within the organization	Chapter 4 Harmonious Ecology to Awaken Green Coexistence 4.3 Green Operation Practices
	302-3 Energy intensity	Key Performance
	302-4 Reduction of energy consumption	Chapter 4 Harmonious Ecology to Awaken Green Coexistence 4.3 Green Operation Practices
	302-5 Reductions in energy requirements of products and services	Chapter 4 Harmonious Ecology to Awaken Green Coexistence 4.3 Green Operation Practices
GRI 303 Water and effluents 2018	303-2 Management of water discharge-related impacts	Chapter 4 Harmonious Ecology to Awaken Green Coexistence 4.4 Emphasis on Environmental Governance
	303-4 Water discharge	Chapter 4 Harmonious Ecology to Awaken Green Coexistence 4.4 Emphasis on Environmental Governance
GRI 305 Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Chapter 4 Harmonious Ecology to Awaken Green Coexistence 4.2 Greenhouse Gas Emissions
	305-2 Direct (Scope 2) GHG emissions	Chapter 4 Harmonious Ecology to Awaken Green Coexistence 4.2 Greenhouse Gas Emissions
	305-3 Direct (Scope 2) GHG emissions	Chapter 4 Harmonious Ecology to Awaken Green Coexistence 4.2 Greenhouse Gas Emissions
	305-5 Reduction of GHG emissions	Chapter 4 Harmonious Ecology to Awaken Green Coexistence 4.2 Greenhouse Gas Emissions
GRI 306 Waste 2020	306-1 Waste generation and significant impact of waste	Chapter 4 Harmonious Ecology to Awaken Green Coexistence 4.4 Emphasis on Environmental Governance
	306-1 Waste generation and significant impact of waste	Chapter 4 Harmonious Ecology to Awaken Green Coexistence 4.4 Emphasis on Environmental Governance
	306-3 Waste generated	Chapter 4 Harmonious Ecology to Awaken Green Coexistence 4.4 Emphasis on Environmental Governance
	306-4 Waste transferred from disposal	Chapter 4 Harmonious Ecology to Awaken Green Coexistence 4.4 Emphasis on Environmental Governance
GRI 308 Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental assessment criteria	Chapter 7 Giving Back to Society, Staying True to Corporate Original Aspiration 7.1 Developing Green Supply Chain
	308-2 Negative environmental impacts in the supply chain and actions taken	Chapter 7 Giving Back to Society, Staying True to Corporate Original Aspiration 7.1 Developing Green Supply Chain

Feedback from Readers

Dear Readers,

Greetings!

Thank you very much for taking the time to read the 2024 Environmental, Social, and Governance (ESG) Report of Xiamen Guangpu Electronics Co., Ltd. In order to provide you and other stakeholders with more valuable information and effectively enhance the Company's ESG performance, we sincerely look forward to your opinions and suggestions. Multiple choice questions (please tick the corresponding box)

1. Your overall evaluation of this report is:

Excellent Good Acceptable Poor Very poor

2. How well does the report respond to and disclose issues of concern to stakeholders?

Excellent Good Acceptable Poor Very poor

3. How do you think GOPRO performs in terms of economic responsibility?

Excellent Good Acceptable Poor Very poor

4. How do you think GOPRO performs in terms of environmental responsibility?

Excellent Good Acceptable Poor Very poor

5. How do you think GOPRO performs in terms of safety management?

Excellent Good Acceptable Poor Very poor

6. How do you think GOPRO performs in terms of employee responsibility?

Excellent Good Acceptable Poor Very poor

7. How do you think GOPRO performs in terms of community responsibility?

Excellent Good Acceptable Poor Very poor

8. Are the information, indicators, and data disclosed in the report clear, accurate, and complete?

Excellent Good Acceptable Poor Very poor

9. Do you think the content arrangement and layout design of this report are convenient to read?

Yes No

Open question

Do you have any opinions or suggestions on GOPRO's fulfillment of social responsibility and this report?

GRI Standards	Disclosure	Location
GRI 401 Employment 2016	401-2 New employee hiring rate and employee turnover	Key Performance
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Chapter 6 People-oriented, Sharing Responsibility for Development 6.1.2 Compensation and Benefits
GRI 403 Occupational health and safety 2018	403-1 Occupational health and safety management system	Chapter 6 People-oriented, Sharing Responsibility for Development 6.4 Paying Attention to Employee Health
	403-2 Hazard identification, risk assessment, and incident investigation	Chapter 6 People-oriented, Sharing Responsibility for Development 6.4 Paying Attention to Employee Health
	403-3 Occupational health services	Chapter 6 People-oriented, Sharing Responsibility for Development 6.4 Paying Attention to Employee Health
	403-4 Occupational health and safety affairs: workers' participation, consultation and communication	Chapter 6 People-oriented, Sharing Responsibility for Development 6.4 Paying Attention to Employee Health
	403-5 Worker training on occupational health and safety	Chapter 6 People-oriented, Sharing Responsibility for Development 6.4 Paying Attention to Employee Health
	403-6 Promotion of worker health	Chapter 6 People-oriented, Sharing Responsibility for Development 6.4 Paying Attention to Employee Health
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Chapter 6 People-oriented, Sharing Responsibility for Development 6.4 Paying Attention to Employee Health
GRI 404 Training and education 2016	404-1 Average hours of training per year per employee	Chapter 6 People-oriented, Sharing Responsibility for Development 6.2 Accompanying Employees in Their Growth
	404-2 Programs for upgrading employee skills and transition assistance programs	Chapter 6 People-oriented, Sharing Responsibility for Development 6.2 Accompanying Employees in Their Growth
	404-3 Percentage of employees who receive regular performance and career development assessments	Chapter 6 People-oriented, Sharing Responsibility for Development 6.2 Accompanying Employees in Their Growth
GRI 405 Diversity and equal opportunities 2016	405-1 Diversity of governance bodies and employees	3.1 Corporate Standardized Governance 6.1 Safeguarding Employee Rights and Interests
GRI416 Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Chapter 5 Innovation-Driven Strategy to Empower Customer Development

Note: GOPRO reported the information cited in this GRI index based on the GRI Standards from January 1, 2024 to December 31, 2024.