



亚太森博
ASIA SYMBOL



2025

SUSTAINABILITY
REPORT

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About the Report

Introduction

This Reporting is the ninth sustainability report issued by Asia Symbol. Asia Symbol values communication and engagement with stakeholders. Through this Reporting, Asia Symbol aims to articulate its sustainability policies, strategies, actions, and performance, systematically addressing key sustainability topics of concern to all parties.

Report Period

The reporting period is from January 1, 2025 to December 31, 2025. Some contents are subject to appropriate tracing to historic data.

Report Boundary

The main body of the Report includes Asia Symbol (Shandong) Pulp and Paper Co., Ltd., Asia Symbol (Guangdong) Paper Co., Ltd., Asia Symbol (Jiangsu) Pulp and Paper Co., Ltd. Due to business segment adjustments, Jiangxi Jiujiang Tissue Paper Factory is no longer included in the Asia Symbol organizational boundary.

Definitions

For the convenience of presentation, in this Report, "Asia Symbol", "the Group" or "we" refer to "Asia Symbol Group", "Asia Symbol (Shandong)" refers to "Asia Symbol (Shandong) Pulp and Paper Co., Ltd.", "Asia Symbol (Guangdong)" refers to "Asia Symbol (Guangdong) Paper Co., Ltd.", "Asia Symbol (Jiangsu)" refers to "Asia Symbol (Jiangsu) Pulp and Paper Co., Ltd.", and "each company" refers to the three companies listed above.

Reporting Standards

This Report is prepared in accordance with the Global Reporting Initiative (GRI) *Sustainability Reporting Standard* (2021), and refers to the *IFRS S1 General Requirements for Disclosure of Sustainability-Related Financial Information*, the *IFRS S2 General Requirements for Disclosure of Sustainability-Climate-Related Disclosures*, the SASB Standards for Pulp & Paper Products, and the United Nations Sustainable Development Goals (SDGs), while highlighting the Group's features and the industry's characteristics.

Data Sources

The data adopted in this Report are all derived from the official documents, statistical reports and audit reports from Asia Symbol. The Group promises that this Report contains no false records, misleading statements, or material omissions. All figures in this report are denominated in RMB, unless otherwise indicated.

Access to the Report

This Report has been reviewed and approved by the Asia Symbol Management Committee. This Report is available in Chinese and English and released with both hard copy and electronic versions. In case of any inconsistency between the Chinese and English versions, the Chinese version shall prevail. You can view the Report on our website www.asiasymbol.com. If you have any questions or needs for communication, please contact:

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Disclaimer

Asia Symbol warrants that the contents of this Report do not contain any false information, misleading statements or material omissions. Some contents of this Report are forward-looking and are subject to uncertainties that could cause actual results to differ materially. Asia Symbol undertakes no obligation to update any forward-looking statements contained in this report.

Third Party Assurance

This Report has been verified by TÜV SÜD Certification and Testing (China) Co., Ltd, with its details shown in the attached *Independent Verification Statement*.

President's Message



2025 was a year in which the global economy nurtured new opportunities amidst transformation and green transition advances in depth, as well as a critical year for Asia Symbol to anchor its sustainable development strategy, unite efforts, and deepen practice. We consistently place sustainability at the core, actively fulfill our responsibilities toward the environment and society, collaborate with partners to create and share value, and are committed to generating long-term value for society.

We continue to refine our sustainable development management mechanisms, deeply integrating the concept of sustainable development into the entire process of strategic decision-making, operational management, and performance evaluation. The Asia Symbol Management Committee, as the highest authority, leads the Sustainability Committee to coordinate and advance various initiatives. Based on our actual business operations, we have established clear sustainable development goals for 2030 and implemented a normalized tracking and optimization mechanism to ensure the orderly implementation of these goals. In order to align the sustainable development goals with the latest strategies, business layout, and external environment of the enterprise, and ensure that the goals have practical feasibility and long-term leadership, we revised the sustainable development goals in 2025.

Allen Zhang

President for Fiber Business of Royal Golden Eagle (RGE) China

We continuously strengthen our compliance and risk control systems to solidify the foundation of the Company's stable operations. Compliance is the lifeline of the Company's development. We continuously optimize our governance structure, improve risk identification and response mechanisms, and uphold a culture of integrity and honesty to comprehensively enhance the standardization and resilience of our operations. We attach great importance to and actively safeguard the rights and interests of stakeholders, including shareholders, partners, employees, and consumers, and are committed to building a transparent, fair, and sustainable development ecosystem.

We firmly uphold the path of green and low-carbon development and actively respond to the national "dual carbon" strategy. Through systematic management of risks and opportunities related to climate change and exploration of diversified decarbonization pathways, we have comprehensively enhanced resource and energy efficiency by increasing environmental investments, optimizing production processes, and strengthening emission controls. We are actively advancing the transformation of our energy structure and building a circular economy system by deploying projects such as photovoltaics to increase the proportion of renewable and clean energy usage, thereby reducing our carbon footprint and environmental impact. At the same time, we deepened our participation in the carbon market and continuously enhanced our green resilience and competitiveness.

We adhere to quality as our foundation and drive the continuous upgrade of our products and solutions through technological innovation. We have established a full-chain quality management system covering R&D, procurement, production, and services to achieve reliable control of products across all scenarios, the entire industry chain, and their full lifecycle. We possess a portfolio of green innovative products, including the PaperOne® Color Ink-Jet Paper (Red PaperOne), upgraded eye-protective paper, roof-type liquid packaging ivory paperboard with high hardness and thickness, and lightweight liquid packaging ivory

paperboard with kraft paper bottom. We have successfully developed carbon-neutral ivory paperboard and carbon-neutral copy paper. Furthermore, by leveraging the SGS-certified PROTETTA®, we have produced Net·Zero ivory paperboard products with zero wastewater discharge, achieving synergistic improvements in both economic and environmental performance. We continue to promote industry-academia-research collaboration by deepening cooperation with multiple universities and research institutions. We actively participate in the formulation and revision of numerous national, industry, and local standards, taking a leading role in advancing green manufacturing and sustainable industrial development.

We remain committed to a people-centric approach, prioritizing employee rights and development while striving to create a diverse, inclusive, safe, healthy, and dynamic workplace. We advocate for equality and firmly oppose discrimination. Through a systematic training framework and career development pathways, we empower employee growth to achieve mutual progress for both individuals and the company.

We collaborate with upstream and downstream partners to drive coordinated industry development. While ensuring supply chain sustainability, we are committed to building long-term, stable, transparent, and trustworthy supply chain partnerships. We actively fulfill our corporate citizenship responsibilities by giving back to society through public welfare activities such as supporting educational equity and fostering community development. We maintain continuous collaboration with schools, communities, and non-governmental organizations to contribute to social harmony and progress through concrete actions.

Looking ahead, Asia Symbol is committed to moving forward in unity with all stakeholders and continuing to uphold its original aspiration for sustainable development. We will adopt higher standards and more concrete measures to continuously deepen corporate practices, jointly address contemporary challenges, and collaborate to open a new chapter of coordinated progress in the economy, society, and environment.

About Asia Symbol

Group Profile

Asia Symbol, a member of the RGE Group, is a world-leading pulp and paper manufacturer, with investments in Shandong, Guangdong, and Jiangsu. Its major products include bleached sulfate chemical pulp, fine paper (including office copy paper), and ivory paperboard, which are distributed globally.

Asia Symbol adheres to the philosophy of sustainable development and upholds the mission of "improving lives by developing resources sustainably". The Company is committed to be one of the largest, best-managed, most efficient and sustainable resource-based groups, creating value for the community, country, climate, customer and company. It upholds the operational policy of "high quality and efficiency, energy conservation and emission reduction, and environmental harmony". From the outset of construction, each production line's design standards, equipment capabilities, and process technologies represented the industry's leading level at that time, setting a benchmark for the sector's comprehensive transition towards green, low-carbon transformation and sustainable development.

Business Segments

Asia Symbol (Shandong)

Established in 2005, Asia Symbol (Shandong) Pulp and Paper Co., Ltd. is located in Rizhao Economic-Technological Development Zone, Shandong Province. The Company holds a total investment of nearly RMB 30 billion, of which RMB 7 billion is invested in environmental protection. With an annual output of 2.35 million tons of pulp, 600,000 tons of ivory paperboard, and 500,000 tons of fine paper, it is a benchmark enterprise in the pulp and paper industry for industrial upgrading, technological advancement, and green development.

Asia Symbol (Guangdong)

Established in 2002, Asia Symbol (Guangdong) Paper Co., Ltd. is located in Xinhui Yinzhou Lake Paper Base, Jiangmen, Guangdong Province. The Company mainly engages in the production and sales of fine paper with a total investment of more than RMB 10 billion, of which environmental investment exceeds RMB 700 million. The Company has an annual output of 1.5 million tons of premium fine paper, establishing it as one of China's largest manufacturers of premium fine paper.

Asia Symbol (Jiangsu)

Asia Symbol (Jiangsu) Pulp and Paper Co., Ltd is located in Changjiang Town, Rugao, Jiangsu Province. The Phase I project entails an investment of RMB 6.48 billion, with RMB 347 million allocated to environmental protection, and has the capacity to produce 1 million tons of premium ivory paperboard annually. It has established the first China's first zero-discharge full-process industrial wastewater treatment facility.

In 2025

The total production of pulp, fine paper, and ivory paperboard was **5.9148 million tons**

Development History

2002

Asia Symbol (Guangdong) was established, specializing in production and sales of fine paper.

2005

Asia Symbol (Shandong) was established through equity acquisition, with Phase I of the pulp and ivory paperboard project in operation; The paper-cutting factory in Phase I of the project of Asia Symbol (Guangdong) was completed for operation.

2010

Asia Symbol (Shandong) Phase II project put into operation.

2017

Phase II of the premium fine paper project of Asia Symbol (Guangdong) was completed for operation.

2014

The liquid packaging ivory paperboard project of Asia Symbol (Shandong) was completed for operation.

2012

Phase I of the premium fine paper project of Asia Symbol (Guangdong) was completed for operation.

2019

The wood pulp capacity of Asia Symbol (Shandong) climbed to 2.235 million tons.

2020

Asia Symbol released the 2030 Sustainable Development Goals.

2021

RGE China established a Carbon Management Committee.

2025

Asia Symbol joined the United Nations Global Compact.

Asia Symbol adjusted its 2030 SDGs to enhance the forward-looking nature and compliance of the goals.

2023

Phase I of the premium fine paper project of Asia Symbol (Shandong) was put into operation; Phase I of the premium ivory paperboard project of Asia Symbol (Jiangsu) was completed for operation.

Asia Symbol released the updated version of the *Sustainability Policy* and the *Wood and Pulp Sourcing Policy*, and *Human Rights Policy*.

2022

Phase III of the premium fine paper project of Asia Symbol (Guangdong) was put into operation.

Products and Brands

Pulp

Asia Symbol is one of the largest production bases for market pulp in China. Sticking to the principle of "stable quality, stable supply, and stable technical services", the Group serves customers with a customized series of pulp, including pulp for fine paper/paperboard (BPW), and dedicated pulp for specialty paper (BPSP). For more information about pulp products and brands, please search the WeChat official account "Symbol Pulp".



Ivory paperboard

Asia Symbol, as one of the leading enterprises in China for packaging ivory paperboard, is committed to providing customers with high-end ivory paperboard featuring stable quality, environmental friendliness, and greater economic benefits. Its products include liquid packaging ivory paperboard, cigarette packaging ivory paperboard, food-grade packaging ivory paperboard, and general-purpose packaging ivory paperboard, under a series of brands. For more information about ivory paperboard products and brands, please search the WeChat official account "Asia Symbol Ivory Paperboard".



Fine paper

Asia Symbol is one of the largest manufacturers of premium fine paper in China. The raw material of the paper is virgin wood pulp fiber derived from scientifically managed plantation forests. The Group produces several brands of office paper and offset paper, with "PaperOne" included, to meet the needs of different printing, education and publishing users for premium fine copy paper. For more information about fine paper products and brands, please visit the website www.paperone.com.cn.



Asia Symbol's Business Concepts

Purpose

Improving lives by developing resources sustainably.

Vision

To be one of the largest, best-managed, most efficient and sustainable resource-based groups, creating value for the Community, Country, Climate, Customer and Company.

Core Values

- Complementary team: We are aligned by our common purpose and work together as a complementary team.
- Ownership: We take ownership to achieve outstanding results and seek value at all times.
- People: We develop our people to grow with us.
- Integrity: We act with integrity at all times.
- Customer: We understand our customers and deliver the best value to them.
- Continuous improvement: We act with zero complacency and always strive for continuous improvement.

Honors and Awards in 2025

Asia Symbol Group

Awards	Awarding Institutions
2024 Outstanding Responsible Enterprise	<i>Southern Weekly</i> "17 th Corporate Social Responsibility Annual Conference"
"Top 50 Dual Carbon Action Force" award among Chinese enterprises in 2025	<i>Southern Weekly</i>

Asia Symbol (Shandong)

Awards	Awarding Institutions
Enterprise with Outstanding Contributions to Economic Development in 2024	CPC Rizhao Municipal Committee and Rizhao Municipal People's Government
Rizhao 2024 "Project Breakthrough Year" Outstanding Contribution Enterprise	CPC Rizhao Municipal Committee and Rizhao Municipal People's Government
Annual "Top 10 Overseas Chinese Enterprises"	Shandong Overseas Chinese Entrepreneurs Federation
Leading Manufacturing Enterprises in Rizhao for the Year 2024	CPC Rizhao Municipal Committee and Rizhao Municipal People's Government
Rizhao Economic and Technological Development Zone 2024 "Enterprise with Outstanding Contribution to High-Quality Development"	Rizhao Economic and Technological Development Zone Management Committee and Working Committee
Beijing Street 2024 "People's Livelihood Benefit and Development Achievement Award"	Beijing Road Subdistrict Office of Development Zone, Rizhao; Beijing Road Subdistrict Party Working Committee
Rizhao 2024 Social Responsibility Public Welfare Award	Civilization Office and Cyberspace Administration of Rizhao City
One of the nation's first practice venues for ecological civilization education for adolescents	Center for Environmental Education and Communications of the Ministry of Ecology and Environment
"Top 10 Enterprises" in Shandong's papermaking industry in 2024	Shandong Paper Association
Outstanding Unit for Voluntary Blood Donation of Shandong Province	Shandong Provincial Health Commission, Shandong Red Cross Society, Communist Youth League Shandong Provincial Committee, etc.
Ranked 7 th among the top 10 enterprises in China's light industry papermaking sector	China National Light Industry Council
The digital pulp intelligent factory has been selected as a "2025 Smart Factory of Shandong Province" in the Advanced (Provincial-Level) List.	Department of Industry and Information Technology of Shandong Province
The technical research on reducing chemical consumption in the pulp bleaching section was awarded the Second Prize of the 2024 Rizhao Science and Technology Achievement Innovation Award; The key technological innovation and application for the preparation of food-grade high-performance liquid packaging cellulose-based paper materials were awarded the Third Prize of the 2024 Rizhao Science and Technology Achievement Innovation Award.	Rizhao Municipal People's Government
Selected as a leading enterprise in the cluster of Shandong Province's "Top 10 Industries"	Shandong Provincial Development and Reform Commission
2024 Annual "All-Category Glory Brand Award" for Cigarette Packaging Supply Enterprises	Tobacco Packaging Industry Information Committee
2025 Water Efficiency Leader Among Key Water-Using Enterprises in Shandong Province	Department of Industry and Information Technology of Shandong Province
The "Exploring the Environmental Code of a Sheet of Paper" project received "Golden Keys-Outstanding SDG Solution" award.	"Golden Keys-SDG Solutions" <i>China Sustainability Tribune</i> , a publication under the administration of the Ministry of Commerce
The Company's core public welfare projects for the elderly, children, and women, alongside its full-chain ESG practices, have been honored with the ESG Action Case Award.	Phoenix Net
The "AI-powered Intelligent Sewage Treatment System" won the First Prize in the "AI + Green Low-Carbon" track at the "First Shandong AI + Advanced Manufacturing Innovation Application Competition".	Department of Industry and Information Technology of Shandong Province, Provincial Direct Organ Working Committee, Provincial Federation of Trade Unions

Awards	Awarding Institutions
The "Digital Maintenance Platform and Method Based on Intelligent Status Management (DPM)" received the Third Prize in the "Industrial Internet" track of the First Shandong Province Digital Engineer Innovation and Creativity Competition and International Digital Engineer Invitational.	Shandong Provincial Department of Human Resources and Social Security
The bleached sulfate wood pulp product passed the re-examination for the sixth batch of Shandong Province's Manufacturing Single Champion Enterprises.	Department of Industry and Information Technology of Shandong Province
The project titled "Research on Key Technologies and Industrialization of Customized Pulping Production for Lignocellulosic Materials" was awarded the First Prize in the 2025 Shandong Light Industry Federation Science and Technology Progress Award.	Shandong Light Industry Federation

Asia Symbol (Guangdong)

Awards	Awarding Institutions
2025 Industry-Leading Brand	The 6 th Brand Innovation Development Conference and Hainuo Awards Ceremony
2025 Model Enterprise for ESG	2025 International Green Zero-Carbon Festival and ESG Leadership Summit
2025 Guangdong Foreign-Invested Enterprise ESG Excellence Cases	Guangdong Association of Foreign-Invested Enterprises
"Green and Sustainable Financial Innovation" was selected for the 2025 <i>Corporate (Park) Climate Action Casebook</i>	Center for Environmental Education and Communications of the Ministry of Ecology and Environment and the Dadao Institute for Promoting Climate Change Cooperation jointly with the Vanke Foundation
Outstanding Public Welfare Partner & Donation Unit	Xinhui District Volunteer Association of Jiangmen City
Excellent Group Award in "Occupational Health Expert" Skills Competition	Jiangmen Municipal Health Commission
2025 Brand Innovation Gold Award	The 6 th Brand Innovation Conference
Jiangmen City Azalea Charity Donation Bronze Award	Jiangmen Municipal Government
Xinhui District Kui Xiang Charity Donation Gold Award	Xinhui District Government of Jiangmen City
2025 ESG Exemplary Enterprise Award	2025 International Green Zero-Carbon Festival and ESG Leadership Summit
PaperOne "2025 Zero Carbon Pioneer Brand Award"	2025 International Green Zero-Carbon Festival and ESG Leadership Summit
2024 Outstanding Responsible Enterprise Medal	<i>Southern Weekly</i>
64 th in Guangdong Manufacturing Top 100	Guangdong Manufacturing Association
2024 Guangdong Poverty Alleviation and Relief Hongmian Cup Bronze Award	Rural Work Leading Group of the CPC Guangdong Provincial Committee
15 th National Games Public Welfare Donation Unit	15 th National Games Guangdong Competition Zone Executive Committee
Annual Rural Revitalization Role Model Award	2025 (8 th) Social Responsibility Conference Organizing Committee
Guangdong Province Advanced Collective in Work Safety	Guangdong Provincial Department of Emergency Management

Asia Symbol (Jiangsu)

Awards	Awarding Institutions
Top 50 Manufacturing Enterprises by Scale in the City	CPC Nantong Municipal Committee & Nantong Municipal Government
Top 30 Manufacturing Development Contribution Award	CPC Rugao Municipal Committee & Rugao Municipal Government
Factory Wastewater Zero Discharge Verification Statement	SGS

Sustainable Management

Asia Symbol regards sustainable development as the core guiding principle for its long-term growth. It has established a clear and well-defined governance structure with explicit responsibilities and authority. The Group has clarified strategic objectives and implementation pathways while continuously deepening two-way communication with stakeholders. It is committed to building synergistic mechanisms among economic operations, environmental protection, and social contributions, striving to achieve harmonious environmental outcomes, social stability, and enhanced value for all stakeholders alongside operational performance.

Sustainable Governance

Asia Symbol has established a top-down sustainability governance structure with clearly defined responsibilities. Through strategic decision-making by the Asia Symbol Management Committee and coordinated promotion by the Sustainability Committee, the Company ensures that sustainability concepts are deeply integrated into all aspects of corporate governance and daily operations.

Sustainable Management Structure of Asia Symbol Group



The Group regularly organizes special seminars on sustainable development to enhance the awareness and commitment of the management committee and management at all levels of the Company regarding sustainability initiatives, thereby further integrating these concepts into the Company's daily operations. In addition, on an annual basis, the Group conducts a signing ceremony for full-staff responsibility systems on key sustainable development topics such as occupational health and safety and environmental protection. Economic, environmental, and social performance indicators are incorporated into the employee performance appraisal system, with evaluation results directly linked to compensation incentives. By combining responsibility transmission with incentive guidance, the Group effectively mobilized the initiative of all employees to participate in sustainability practices and strongly promoted the implementation of the sustainability strategy.

Asia Symbol has established and continuously updates the *Asia Symbol Sustainability Policy*, comprehensively covering four main pillars: Climate, Natural and Biodiversity Protection and Conservation, Human Rights, and Sustainable Growth. This policy clarifies the Company's long-term commitments and practical directions regarding economic, environmental, and social responsibilities. It aims to fully integrate sustainability concepts into strategic decision-making and daily operations to create sustainable shared value for stakeholders.

Sustainability Policy of Asia Symbol Group




Asia Symbol 2030

Sustainability serves as the critical foundation for Asia Symbol to achieve long-term development and value creation. Leveraging our unique operational characteristics, we have comprehensively integrated sustainable concepts into corporate strategy. Centered on the Company's core business philosophy, we have established a systematic and actionable sustainability management model.


The Group continues to deepen its sustainability management, actively responds to the concerns and expectations of all stakeholders, and continuously enhances the sustainability awareness of all employees through regular training and communication. In terms of the economic dimension, we continue to optimize our product mix and enhance value-added content while reducing operating costs and contributing to regional economic development. In the environmental dimension, we strictly implement national policies on energy conservation and carbon reduction, comprehensively advance green pulping and papermaking with a circular economy model, and achieve continuous improvement in environmental performance indicators. In the social dimension, we adhere to a people-centric approach, continuously improve our employee benefits system, support community co-construction, and actively give back to society through regular volunteer activities, contributing to enhanced community welfare and quality of life.

In 2025, the Group dynamically adjusted the *2030 Sustainable Development Goals of Asia Symbol* to systematically and quantitatively plan the Company's future path for sustainable development. Centered on the four strategic pillars of "circular growth, low-carbon growth, inclusive growth, and synergistic growth", we have established specific goals covering resource efficiency, emission control, energy transition, employee growth, community co-construction, and supply chain responsibility. We are committed to continuously creating environmental and social value while pursuing economic benefits, driving the Company toward a more sustainable future.


Sustainability Initiatives



The Group joined the United Nations Global Compact and committed to supporting the Ten Principles of the Global Compact in the four areas of human rights, labor, environment, and anti-corruption, with annual progress reporting.



Asia Symbol (Guangdong) and Asia Symbol (Shandong) each signed the *Women's Empowerment Principles*.



The Group joined the "China Golden Bee CSR 2030" to help realize the United Nations Sustainable Development Goals.

2030 Sustainable Development Goals of Asia Symbol

Topic	Circular Growth	Low-Carbon Growth	Inclusive Growth	Synergistic Growth
Goal	<ul style="list-style-type: none"> 30% reduction in water use per unit of product 30% reduction in air emissions per unit of product Zero solid waste to landfill >95% water reused 	<ul style="list-style-type: none"> 30% reduction in GHGs emissions¹ 95% share of renewable and clean energy in energy structure 	<ul style="list-style-type: none"> Reduce our lost-time injury frequency to <0.5 100% implementation of Individual Development Plan by core employees 25% of women in leadership At least 4 volunteer hours each employee per year Over 100,000 students supported by education projects 1 million people benefited from community projects 	<ul style="list-style-type: none"> 100% chips and pulp source from responsibly managed forest 100% key suppliers auditing based on systematic risk assessment practices
Progress in 2025	<ul style="list-style-type: none"> In 2025, the water consumption for the production of Asia Symbol was 9.12 cubic meters per ton of products - a 35.26% decrease from that of the baseline year In 2025, the air pollutant emissions of Asia Symbol were 0.27 kg per ton of products - a 65.68% decrease from that of the baseline year In 2025, the solid waste landfill volume of Asia Symbol was 12,691 tons, of which Asia Symbol (Guangdong) and Asia Symbol (Jiangsu) achieved zero solid waste to landfill In 2025, the water reuse rate of Asia Symbol was 96.26% 	<ul style="list-style-type: none"> In 2025, the greenhouse gas emissions of Asia Symbol were 0.43 tCO₂e per ton of products - a 10.74% decrease from that of the baseline year In 2025, the proportion of renewable and clean energy in Asia Symbol was 73.60% 	<ul style="list-style-type: none"> In 2025, the lost-time injury frequency of Asia Symbol was 0.24 In 2025, the coverage rate of personal development plans for core employees across each of its subsidiaries reached 100% In 2025, the proportion of female management personnel reached 21.84% In 2025, the average volunteer time of Asia Symbol employees was 4.2 hours In 2025, 15,942 students benefited from the education projects of Asia Symbol From 2017 to 2025, a total of 114,143 students had benefited from the education projects of Asia Symbol In 2025, the community projects of Asia Symbol benefited 62,993 residents in the surrounding areas From 2017 to 2025, the community projects of Asia Symbol had benefited 745,771 residents in the surrounding areas 	<ul style="list-style-type: none"> In 2025, 43.35% of the chips and pulp purchased by Asia Symbol with FSC, PEFC/CFCC certifications and due diligence compliance In 2025, Asia Symbol reviewed 100% of the key suppliers

¹ Covering GHG emission Scope 1 and Scope 2.

Stakeholder Engagement

Asia Symbol places high importance on stakeholder engagement and communication. The Company is committed to establishing a transparent, two-way, and constructive dialogue mechanism. Through diversified communication channels and regular exchanges, the Company timely responds to concerns from all parties, systematically incorporates feedback, and integrates it into the entire process of corporate strategy formulation and operational improvement to achieve co-creation of value and shared responsibility.

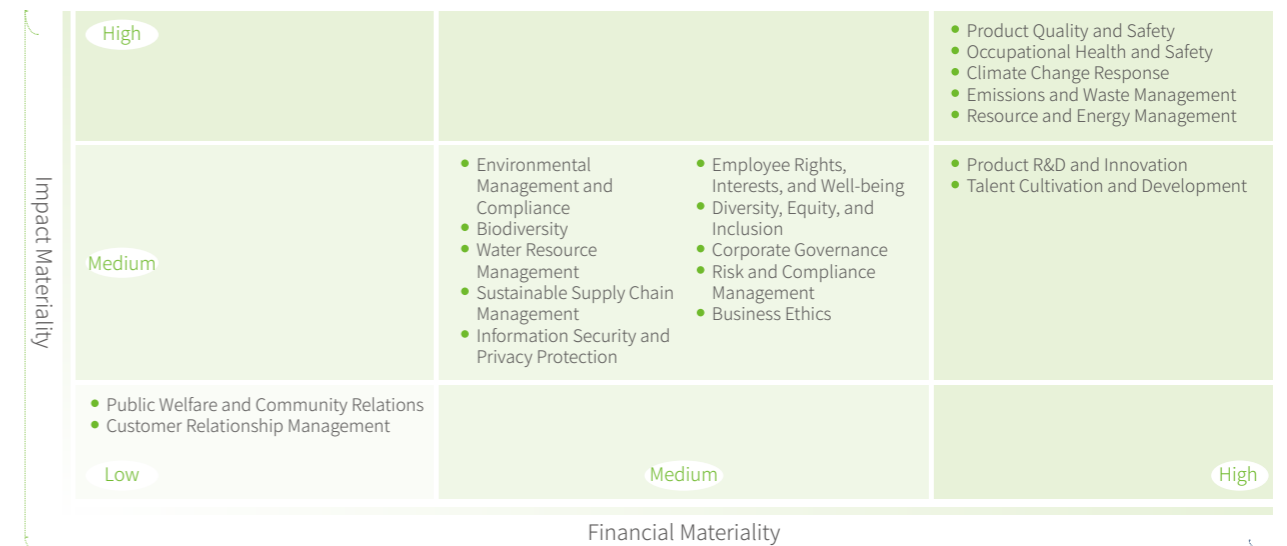
Stakeholder Engagement of Asia Symbol

Stakeholders	Topics of Concern	Forms of Engagement
 Management	<ul style="list-style-type: none"> Corporate Governance Risk and Compliance Management Product R&D and Innovation 	<ul style="list-style-type: none"> Resource and Energy Management Sustainable Finance Specialized Risk Assessment Meeting Technology Innovation Exchange Meeting Cooperation Negotiation Meeting
 Government and Regulatory Authorities	<ul style="list-style-type: none"> Risk and Compliance Management Environmental Management and Compliance 	<ul style="list-style-type: none"> Business Ethics Information Disclosure Information Security and Privacy Protection Special Audit Regular Work Progress Reporting Consultation Meeting
 Shareholders and Investors	<ul style="list-style-type: none"> Information Disclosure Business Ethics 	<ul style="list-style-type: none"> Risk and Compliance Management Stable and Sustainable Business Growth General Meeting Information Disclosure Investor Symposium Press Conference
 Consumers	<ul style="list-style-type: none"> Customer Relationship Management Product Quality and Safety 	<ul style="list-style-type: none"> Customer Satisfaction Survey Consumer Exchange Official Social Media Engagement Customer Service Hotline Complaint Response and Handling
 Suppliers and Contractors	<ul style="list-style-type: none"> Win-win Cooperation Sustainable Supply Chain Management 	<ul style="list-style-type: none"> Product Quality and Safety Project Procurement Supplier Contract and Agreement Supplier Audit and Evaluation Lean Improvement Support Supplier Engagement Meeting
 Employees	<ul style="list-style-type: none"> Employee Rights, Interests, and Well-being Talent Cultivation and Development 	<ul style="list-style-type: none"> Occupational Health and Safety Diversity, Equality and Inclusion General Manager Communications Day Workers' Congress Survey of Employee Dedication Employee Family Day Staff Symposium Internal Platform Interaction
 Commonwealth Organizations / Non-governmental Organizations	<ul style="list-style-type: none"> Public Welfare and Community Relations Biodiversity 	<ul style="list-style-type: none"> Climate Change Response Project Symposium Cooperation and Exchange Seminar Official Social Media Engagement
 Community Representatives	<ul style="list-style-type: none"> Public Welfare and Community Relations Emissions and Waste Management 	<ul style="list-style-type: none"> Water Resource Management Community Engagement Public Welfare Activities Factory Open Day Grievance E-mail and Hotline

Materiality Analysis

Asia Symbol conducted an ESG double materiality assessment based on international standards, the Company's strategy, and stakeholder concerns. We conducted a comprehensive assessment of relevant topics based on two dimensions: "impact materiality" and "financial materiality", taking into account industry characteristics, our current business status, regulatory trends, and the core concerns of stakeholders. A total of 19 ESG topics for priority focus this year have been finalized to provide clear and credible decision-making support for the formulation, implementation, and disclosure of the Company's sustainable development strategy.

Material Topic Identification Process



Double Materiality Matrix

² IFRS Standards: International Financial Reporting Standards.

³ GRI Guidelines: Global Reporting Initiative Guidelines.



01

Building a Foundation of Integrity for Sustainable Progress

Asia Symbol has consistently upheld a philosophy of excellence in governance. By continuously improving our governance structure, strengthening risk management and response mechanisms, rigorously adhering to principles of integrity and ethical conduct, and persistently enhancing operational management standards, we provide robust support for the Group's steady and sustainable development.

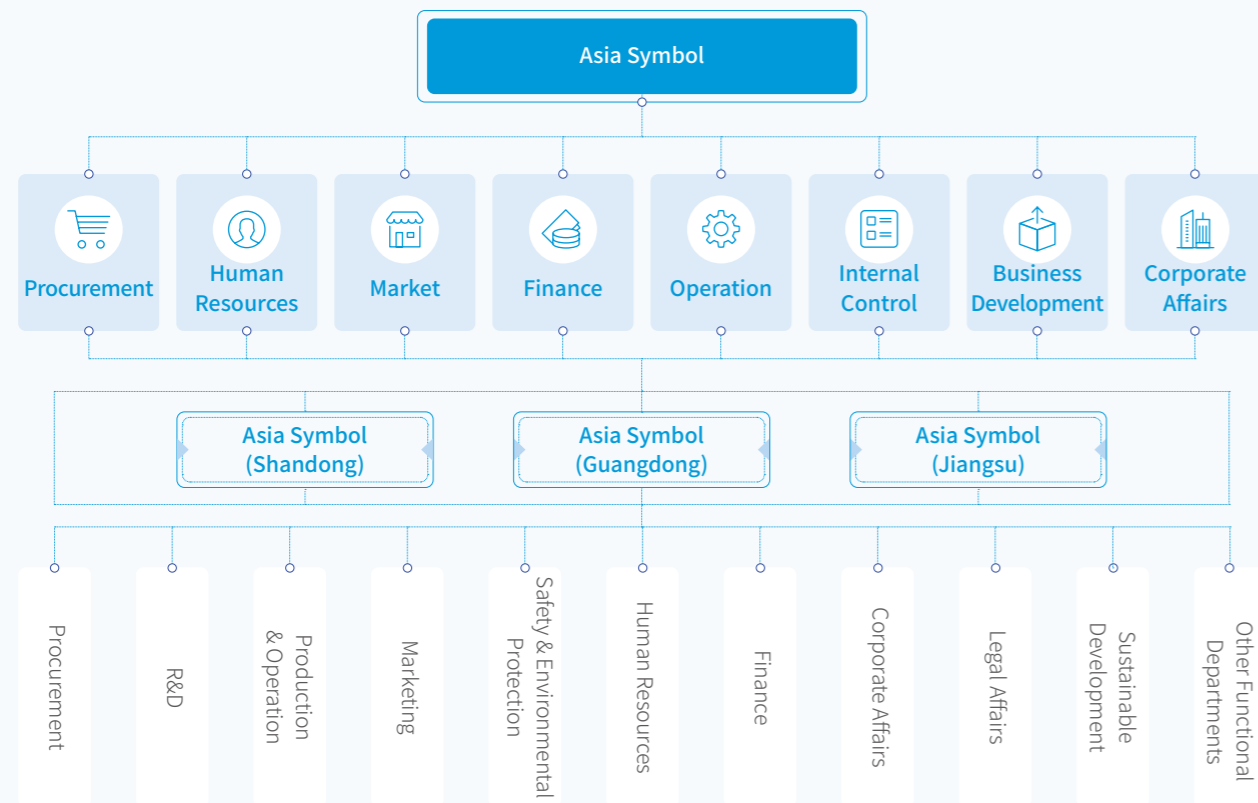
- Strengthening the Foundation of Corporate Governance
- Upholding Compliance as a Core Principle
- Operating with Integrity

Strengthening the Foundation of Corporate Governance

Asia Symbol continuously refines its governance framework and builds a robust and efficient management system. The Group's Management Committee serves as the core decision-making body, while each subsidiary operates with an independent Board of Directors. Under the overall strategic guidance of the Group, subsidiaries conduct their business operations and management, ensuring operational compliance and information transparency.

The Management Committee of Asia Symbol is responsible for reviewing and deciding on important matters including strategic planning, business development, safety and environmental protection, social investment, budget arrangements, and human resources management. This ensures that all decisions align with the Company's overall development direction. The Management Committee meets at least monthly to discuss operational performance and business planning, promote cross-departmental collaboration, track and evaluate business performance, and coordinate follow-up work arrangements. Additionally, the Management Committee reports on major business matters to employees during the annual meeting and Workers' Congress each year, including operational performance and challenges faced, thereby enhancing internal communication and improving decision-making transparency.

The Board of Directors of the Group fulfills its duties in accordance with the Company's Articles of Association, reviewing major business decisions of the Company. As the highest governing body of each subsidiary within the Group, the Board of Directors assumes responsibility for decision-making, ensuring that all business activities comply with legal and regulatory requirements as well as the Group's policies and procedures. The General Manager is responsible for the day-to-day business operations and management of the Group, ensuring the smooth and orderly progression of all operational activities.



Organizational Chart of Asia Symbol

Upholding Compliance as a Core Principle

Asia Symbol continuously improves its risk management mechanisms and steadily enhances its risk identification and response capabilities. The Board of Directors, as the oversight body for risk management, is responsible for reviewing significant risk matters and overseeing the implementation of risk management activities.

The Group continuously optimizes its risk management processes, conducting ongoing monitoring of identified high-risk business processes. Each year, the Group conducts compliance reviews of all high-risk processes, to verify compliance with applicable laws, regulations, and internal management requirements, and promoting the implementation and improvement of risk management measures.

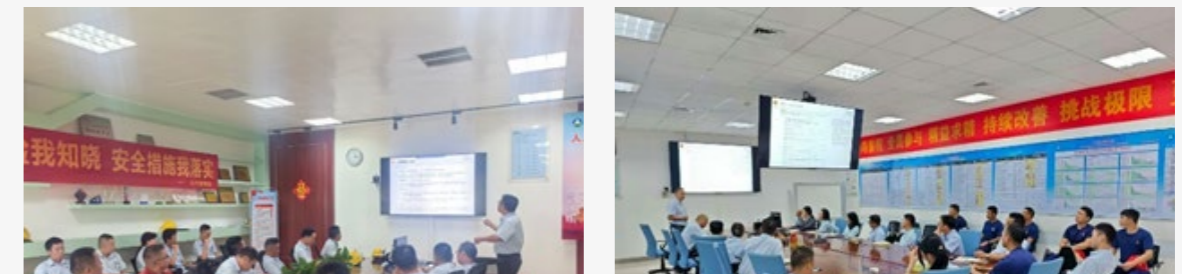
- **Risk Identification** Identifying potential risks both within and outside the enterprise, including market fluctuations, technological updates, policy changes, and supply chain disruptions.
- **Risk Assessment** Analyzing the likelihood and potential impact of risks, using qualitative or quantitative methods to assess risk levels and determining priorities for handling.
- **Risk Response** Developing targeted corrective measures based on the risk assessment results and clarifying responsible persons and deadlines for completing rectification.
- **Management Improvement** Regularly reviewing the progress of rectification to ensure that corrective measures are implemented effectively.

Risk Management Processes

Asia Symbol places great importance on building a culture of risk awareness and compliance. Targeted training and awareness programs are conducted for employees at different levels and in different positions. Each subsidiary continuously enriches the forms of risk training based on actual business conditions. Training content covers areas such as fundamentals of risk management, interpretation of compliance policies, analysis of typical cases, and risk prevention and control skills, promoting a company-wide atmosphere of risk management participation. Through these targeted training sessions for different audiences, the Group further enhances the compliance awareness and risk identification capabilities of management and employees.

Asia Symbol Conducts Compliance and Risk Themed Training

In 2025, Asia Symbol organised specialized training sessions on compliance review and disclosure for business departments, focusing on the Group's new *Gifts, Dining, Entertainment, Sponsorship, and Travel Policy* and the correspondingly revised *Compliance Review Policy*. The training incorporated analysis of potential risks based on common business scenarios, ensuring full coverage of all personnel.



Specialized Training Session on Compliance Review and Disclosure

Operating with Integrity

Asia Symbol consistently upholds the philosophy of "integrity in operation and employment", incorporating integrity and compliance into routine business operations. The Company continuously refines its integrity management system, advances the cultivation of an integrity culture, and strengthens employee reporting mechanisms. These efforts effectively contribute to creating a positive and upright workplace.

Integrity Management

Asia Symbol strictly abides by the *Company Law of the People's Republic of China* and other laws and regulations in the locations where it operates. In line with the *RGE Group Global Code of Conduct*, the Group has formulated internal management systems such as the *Anti-Bribery and Anti-Corruption Policy of Asia Symbol Group*, the *Employee Handbook*, and the *Rewards and Punishment Management Measures*, standardizing ethical business conduct. We maintain a zero-tolerance stance toward any violation of business ethics, and establish clear guidelines for engagement with business partners, interaction with government officials, gifts and hospitality practices, sponsorships and donations, facilitation payments, and payments for personal security. We also clearly define disciplinary procedures and accountability mechanisms to ensure integrity, self-discipline, and compliance throughout business operations.

RGE Group Global Code of Conduct



The Group explicitly regards anti-bribery and anti-corruption as fundamental behavioral boundaries in its business operations, continuously identifying and assessing related risks while delineating key focus areas based on job responsibilities. Aligned with risk management requirements, the Company has established clear procedures for handling violations and approval processes through institutional policies, with management conducting regular fraud risk self-assessments in accordance with established requirements, thereby advancing the effective implementation of risk prevention and control measures in business operations.

The Group encourages all employees, suppliers, and other stakeholders to jointly maintain an ethical business environment, adhering to our code of business ethics and code of conduct. To cultivate the integrity culture, the Group considers training and awareness as important work priorities, continuously conducting compliance education for employees across different positions. Each company organizes anti-bribery and anti-corruption training for new employees upon onboarding and regularly provides "Integrity in Employment" training for management and personnel in key positions. In addition, for employees performing business partner due diligence, training on due diligence procedures is conducted in accordance with the *Anti-Bribery and Anti-Corruption Standard Operating Procedures*, ensuring that related business activities comply with institutional requirements. The Group also encourages employees, suppliers, and other partners to observe business conduct standards and jointly maintain an upright and standardized business environment.

Asia Symbol (Guangdong) Conducts RGE Whistleblowing Reporting Awareness and Case Sharing Workshop

In November 2025, Asia Symbol (Guangdong) organized a specialized training session on RGE whistleblowing reporting awareness and case sharing at its Xinhui campus, targeting management and relevant personnel. A total of 50 individuals participated in the session. This event was conducted in response to a recent increase in internal integrity violations across the Group and the ongoing challenge of delayed or incomplete reporting of suspected misconduct. It systematically explained the background requirements and strategic significance of whistleblowing reporting.

The training provided detailed guidance on the specific process for submitting whistleblowing reports under the RGE policy, including key timelines, reporting channels, and confidentiality mechanisms. Real-world case studies were used to analyze the potential consequences of concealing or omitting reports, strengthening management personnel's understanding of risk identification and compliance handling. The Company's management participated throughout the session, reinforcing their accountability in fraud risk prevention and control at all levels. The training helped foster a shared compliance commitment to "identifying issues and reporting promptly", embedding these principles more deeply into daily operational practices.



Asia Symbol (Guangdong) RGE Whistleblowing Reporting Awareness and Case Sharing Workshop

In 2025, Asia Symbol

Percentage of employees who signed the *Disclosure Document* and the *Declaration Form*

100%

Percentage of key risk positions employees who signed the *Code of Professional Ethics*

100%

Percentage of new suppliers who signed the *Code of Ethics for Suppliers in Procurement*

>99%

Whistleblowing Mechanism

In accordance with the *RGE Global Code of Conduct* and other relevant policies and requirements, Asia Symbol has established a formal whistleblowing management mechanism. The Company has set up multiple reporting channels, including a dedicated whistleblowing email address and hotline, to enable employees to raise concerns. Employees are also encouraged to submit complaints or reports directly to the Audit Department of RGE Group.

In the Audit Department of the Group, designated personnel are responsible for receiving and registering reports. After an initial assessment, the appropriate review procedures are initiated. All received complaints and verified cases of misconduct are handled in accordance with the *Rewards and Punishment Management Measures*. We maintain strict confidentiality of whistleblower information to ensure that the standardization of the whistleblowing process and confidentiality requirements are implemented.

In 2025, Asia Symbol

Received

34

complaints

including

15

confirmed corruption or improper operations complaints

6

highly suspicious or partially true complaints

10

complaints without substantive evidence or problems

3

complaints that do not require verification

Had no

incidents of unfair competition incidents

An aerial photograph showing a dense green forest on the left, a winding asphalt road curving through it, and a clear turquoise lake on the right. The scene is bright and natural. A large green graphic element, resembling a stylized leaf or drop, is positioned over the lake. The number '02' is centered within this graphic.

02

Pursuing Green Development for Sustainable Coexistence

Asia Symbol adheres to the mission of “improving lives by developing resources sustainably”. We place ecological environmental protection at the core of corporate sustainable development. By setting scientific carbon reduction as its goal, we strengthen climate governance. Through whole-process control, we enhance environmental performance. With a circular mindset, we promote resource conservation. Furthermore, we integrate green concepts into every aspect of operations to contribute to building a low-carbon, circular, and sustainable future.

• Addressing Climate Change • Improving Environmental Management • Enhancing Resource Efficiency • Implementing Green Operations

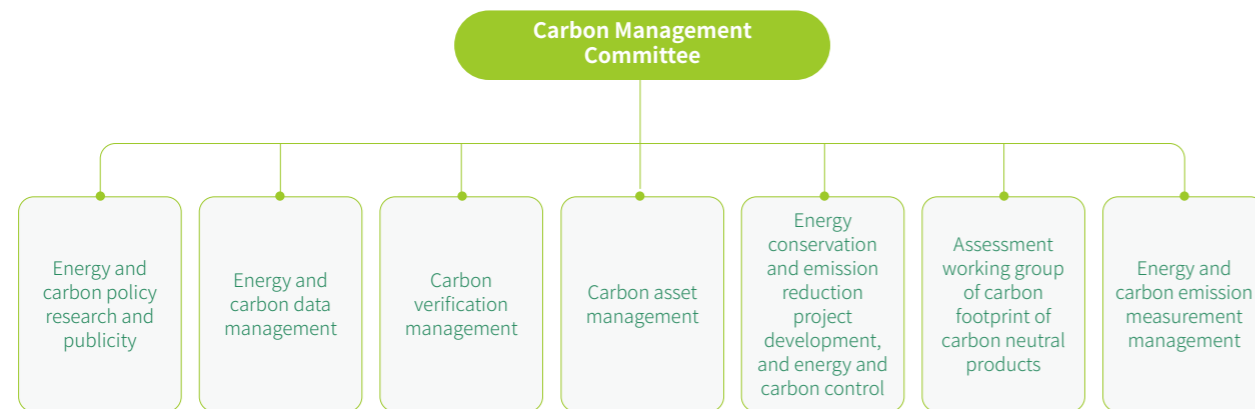
Addressing Climate Change

Asia Symbol regards climate change as a core strategic topic concerning the enterprise's long-term resilience, innovation, and value creation. By establishing a systematic governance framework, formulating clear decarbonization strategies and targets, comprehensively identifying and managing climate-related risks and opportunities, and building a scientific metrics system for tracking and evaluation, Asia Symbol is committed to deepening low-carbon transformation throughout its operational lifecycle and continuously creating long-term value for sustainable development in the industry and society.

Governance

Asia Symbol continues to refine its climate change governance framework by establishing a management system centered on the Carbon Management Committee, supported by seven specialized working groups. Through clear allocation of responsibilities and a normalized coordination mechanism, it systematically strengthens the effectiveness of climate change management.

Carbon Management Structure of Asia Symbol



Carbon Management Committee

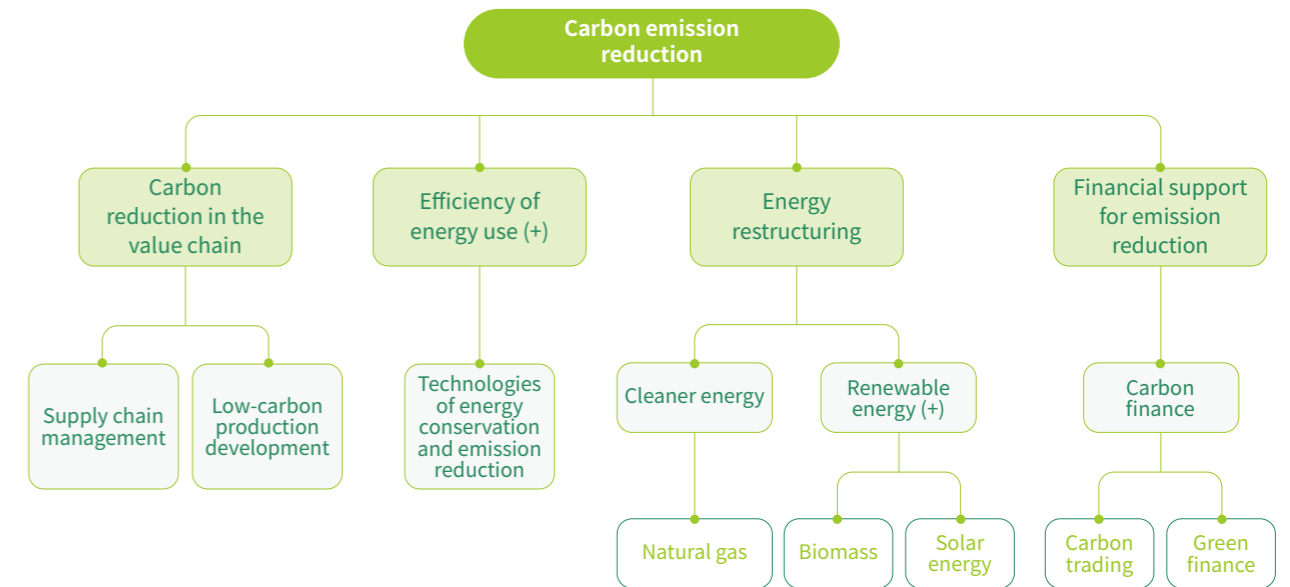
- As the highest governing body, it exercises supreme decision-making and oversight functions, reviewing and approving the overall climate strategy direction, core objectives, and major topics;
- It organizes periodic assessments of climate risks and opportunities to plan specific climate action response strategies and implementation pathways.



Strategy

Asia Symbol actively responds to the national strategic deployment on peaking carbon emissions and achieving carbon neutrality by formulating the *Asia Symbol Sustainability Policy*, deeply integrating climate change into the Group's strategic planning. Based on an assessment of its current carbon emission status and reduction potential, the Group has scientifically planned carbon reduction pathways. It focuses on four key directions: value chain decarbonization, efficiency of energy use, energy restructuring, and financial support for carbon reduction. The Group systematically promotes green and low-carbon transformation of industrial structures, enhances climate resilience across the entire industry chain, and provides forward-looking solutions to address climate challenges.

Carbon Reduction Roadmap of Asia Symbol



Asia Symbol has established a systematic monitoring and analysis mechanism for climate risks. By continuously tracking global climate policies and industry trends, and based on selected different climate scenarios, the Company comprehensively identifies and assesses climate-related risks and potential opportunities across all stages of the value chain, thereby formulating and implementing targeted response strategies.

Climate-Related Risks and Response Measures of Asia Symbol

Risk Category	Risk	Risk Description	Potential Financial Impact	Response Measures
Physical Risks	Acute Risks	<ul style="list-style-type: none"> Coastal facilities are vulnerable to extreme weather events such as typhoons and floods, which may lead to production interruptions and increased costs. 	<ul style="list-style-type: none"> Revenue loss due to production interruption Increased repair costs due to asset damage 	<ul style="list-style-type: none"> Formulating and refining emergency plans for extreme weather events such as floods, high water levels, and typhoons. Conducting a thorough survey of the plant's drainage network and preparing flood prevention diagrams. Planning and establishing temporary and permanent safety shelters, constructing dedicated fire stations, equipping them with sufficient fire trucks and professional fire-fighting teams, and storing essential emergency supplies. Purchasing property insurance to mitigate potential losses caused by extreme weather events.
	Chronic Risks	<ul style="list-style-type: none"> Persistent high temperatures caused by global warming may affect the operational stability and lifespan of equipment in production workshops, increase cooling loads and power consumption, while raising equipment failure rates and maintenance costs. Rising temperatures and decreasing precipitation may exacerbate forest degradation, posing challenges to the stable supply of timber raw materials and cost control in the long term. Continuing sea-level rise will exacerbate the risk of storm surges, seawater intrusion, and flooding for coastal factories and docks, threatening infrastructure safety. This may lead to operational stoppages and cargo delays, thereby impacting the stability of logistics supply chains. 	<ul style="list-style-type: none"> Increased production costs resulting from higher equipment energy consumption and elevated failure rates Increased operating costs resulting from reinforced facilities Increased costs resulting from the implementation of diversified raw material sourcing Logistics and delay losses caused by supply chain disruptions 	<ul style="list-style-type: none"> Utilizing high-efficiency motors and intelligent temperature control systems in the production process to reduce equipment operating temperatures and energy consumption. Implementing thermal insulation and heat preservation retrofits in critical storage areas, such as raw material warehouses, to ensure the stability of material performance under extreme temperature conditions. Implementing a diversified strategy for wood chip sourcing to reduce reliance on raw materials from a single region or climate zone, and pursue sustainable forest certification to ensure the sustainability of wood chip sources. Conducting regular climate risk assessments and reinforcement maintenance for coastal facilities, and urging ship operators to adjust ballast water levels in response to tidal changes to reduce the ship's freeboard height. Establishing and implementing standard operating procedures for vessel operations and terminal closures based on tidal and wind warnings to enhance long-term climate resilience.
	Policy Risks	<ul style="list-style-type: none"> Stricter climate policies domestically and internationally may lead to a structural increase in energy prices, thereby raising operating costs. The paper industry has been incorporated into the national carbon emission trading market. Failure to implement effective carbon asset management and emission reduction strategies in advance will result in significant pressure from rising compliance costs. 	<ul style="list-style-type: none"> Increased operating costs due to rising energy prices Direct cost increases resulting from the purchase of carbon emission allowances Increased capital expenditures incurred to comply with environmental standards 	<ul style="list-style-type: none"> Increasing investment in technical upgrades for energy-saving and emission-reducing, systematically raising the proportion of renewable energy sources such as photovoltaic and biomass in energy consumption, and reducing dependence on fossil fuels. Actively carrying out the overall management of carbon assets, improving the carbon emission management system covering monitoring, reporting, and verification, and proactively adapting to and participating in carbon market mechanisms.

Risk Category	Risk	Risk Description	Potential Financial Impact	Response Measures
Transition Risks	Market Risks	<ul style="list-style-type: none"> Growing preferences among downstream customers and consumers for green and low-carbon products may pose challenges to the market demand and competitiveness of existing traditional products. 	<ul style="list-style-type: none"> Revenue loss due to inability to meet green demand Increased costs incurred for producing green and low-carbon products Increased revenue from the sale of green and low-carbon products 	<ul style="list-style-type: none"> Increasing investment in R&D resources to develop green and low-carbon products, while actively advancing the research, development, and certification of zero-carbon products.
	Technical Risks	<ul style="list-style-type: none"> Rapid breakthroughs and applications of low-carbon and zero-carbon technologies may disrupt existing technical pathways and market structures, exposing enterprises to the risk of premature obsolescence for their current production processes and equipment, thereby incurring substantial costs for technological upgrades and asset replacement. 	<ul style="list-style-type: none"> Losses arising from accelerated impairment of high-carbon equipment Increased capital expenditures resulting from technological research and development and equipment upgrades 	<ul style="list-style-type: none"> Establishing a dynamic monitoring mechanism for low-carbon technologies in the industry to conduct forward-looking technology assessments and strategic reserves. Promoting low-carbon retrofitting of existing production systems and strengthening the pilot implementation and promotion of technologies such as energy conservation, efficiency improvement, and carbon capture utilization. Systematically advancing the renewal and replacement of production equipment by introducing advanced, high-efficiency, and low-consumption machinery. This initiative aims to gradually reduce energy consumption per unit of product and carbon emission intensity.
	Reputational Risks	<ul style="list-style-type: none"> Stakeholders have significantly increased their focus on and scrutiny of sustainable sourcing of forest resources within the supply chain. Related controversies may directly impact corporate reputation and brand value. 	<ul style="list-style-type: none"> Revenue losses resulting from negative public sentiment Increased costs arising from supply chain due diligence and compliance management Increased financing costs due to reputational issues 	<ul style="list-style-type: none"> Enhancing awareness among employees and suppliers regarding the importance of forest conservation in addressing climate change. Establishing and implementing a due diligence system for forest resources covering key suppliers to ensure the legality and sustainability of timber raw material sources, thereby managing supply chain-related risks.

Climate-Related Opportunities of Asia Symbol

Opportunities	Opportunity Description
Resource Efficiency  Circular Economy	<ul style="list-style-type: none"> Leveraging the Group's carbon management framework, we systematically advance energy conservation and carbon reduction management by constructing an efficient alkali recovery furnace, implementing energy-saving technical upgrades for high-energy-consuming equipment, and deeply engaging in lean management to achieve continuous improvement in energy efficiency. Developing reclaimed water reuse project to enhance the recycling rate of water resources and building the first zero liquid discharge process wastewater treatment station. Cooperating with professional environmental protection companies to develop solid waste utilization projects. The newly established production lines convert solid waste such as green mud, iron mud, and wood chips into usable resources. Implementing the clean production system. Currently, two factories have been certified as the "National Green Factories".
Energy Sources  Clean Energy	<ul style="list-style-type: none"> Fully utilizing biomass energy such as black liquor and wood chips generated during the pulping process to for steam for power generation. Building a natural gas power plant and making full use of rooftop space within the plant to construct photovoltaic power generation projects, with all green electricity produced being consumed internally. Developing "carbon-neutral" ivory paperboard, carbon-neutral copy paper, and the production of NetZero ivory paperboard based on the PROTETTA® NetZero process (certified by SGS, achieving full-process zero wastewater discharge in manufacturing).
Products and Services  Low-Carbon Products	<ul style="list-style-type: none"> Launching lightweight liquid packaging ivory paperboard with kraft paper bottom and roof-type liquid packaging ivory paperboard with high hardness and thickness. The coated ivory paperboard and the special ivory paperboard for cigarette packaging under the brand "BoardOne" have been selected as green design products by the Ministry of Industry and Information Technology.
Financing  Green Finance	<ul style="list-style-type: none"> Securing multiple sustainability-linked loans and engaging in carbon asset mortgage and pledge transactions.
Innovation  Adoption of New Processes	<ul style="list-style-type: none"> Establishing a technology center to develop new technologies and processes for energy conservation, emission reduction, and clean production in pulp and paper making, thereby reducing resource and energy consumption.

Risk Management

Asia Symbol has established a comprehensive climate change risk management system covering the entire process of identification, assessment, and management. The Group systematically identifies potential impacts, scientifically assesses risk exposure, and implements targeted management measures to enhance business resilience.

Climate Risk Management Measures of Asia Symbol

Risk Identification

- Continuously monitoring global climate policies, industry trends, and physical climate data to systematically identify the physical risks and transition risks facing the entire value chain across multiple scenarios.

- Formulating and implementing specific response strategies to address climate risks of varying priorities. Through technical improvements, operational optimization, financial hedging, and strategic adjustments, integrating climate risks into routine management processes with continuous tracking and improvement.

Risk Assessment

- Analyzing the likelihood and impact of identified climate risks, conducting a financial impact analysis, and determining risk priorities based on the findings.

- Regularly reviewing the effectiveness of the climate risk management process and response measures to ensure that corrective actions are fully implemented. In light of changes in internal and external environments, dynamically optimizing strategies for risk identification, assessment, and response to achieve continuous improvement in risk management.

Risk Response

Management Improvement

Metrics and Targets

Asia Symbol has established science-based and feasible greenhouse gas (GHG) reduction targets in the *2030 Sustainable Development Goals of Asia Symbol*. Through a management mechanism featuring regular tracking and dynamic assessment, the Company systematically advances climate actions to ensure the orderly implementation of climate change response efforts and the steady achievement of overall goals.

Asia Symbol's target for GHG emissions

With 2017 as the baseline year, Asia Symbol aims to reduce GHG emissions by 30% by 2030.

Asia Symbol systematically analyzed carbon emissions for each year in accordance with the principles of relevance, completeness, consistency, and accuracy. The Company comprehensively reviews and analyzes carbon emission data. Through refined calculation and management of energy consumption and carbon emission, Asia Symbol continuously strengthens the data foundation for energy conservation and emission reduction, providing scientific support for the planning and implementation of decarbonization pathways.

Greenhouse Gas Emission of Asia Symbol

Category	Unit	2023	2024	2025
Scope 1 GHG Emissions	tCO ₂ e	1,942,411.29	2,056,260.25	1,982,537.13
Scope 2 GHG Emissions	tCO ₂ e	114,987.98	780,565.86	575,343.48
Total Scope 1 & 2 GHG Emissions	tCO ₂ e	2,057,399.27	2,836,826.11	2,557,880.61
Average Emission Intensity per Unit Product	tCO ₂ e/tons of product	0.44	0.47	0.43



Improving Environmental Management

Asia Symbol places high importance on environmental protection and fully integrates environmental concepts into daily operations. By establishing a scientific environmental management system, strengthening emergency response capabilities for environmental risk, and deepening environmental awareness among all employees, the Company continuously reduces the impact of its operations on the environment.

Environmental Management System

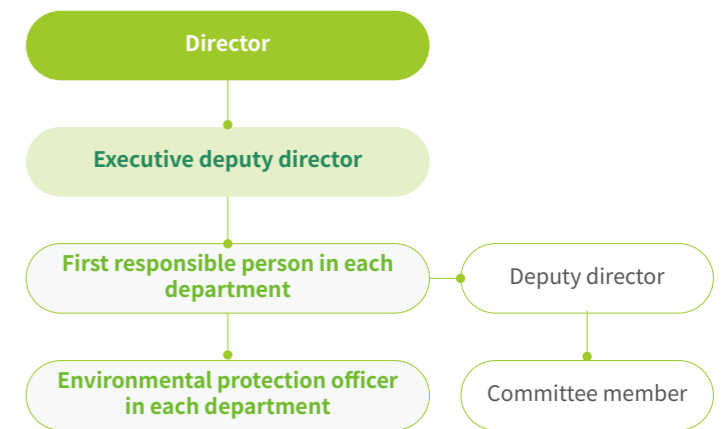
Asia Symbol strictly complies with the requirements of laws and regulations such as the *Environmental Protection Law of the People's Republic of China* and the *Environmental Impact Assessment Law of the People's Republic of China*, and has established a systematic, institutionalized, and comprehensive environmental management system. Guided by clear policies, each subsidiary of Asia Symbol has established a series of management policies covering carbon emission management, energy control, identification and assessment of environmental factors, pollutant discharge control, waste management, and multi-scenario emergency plans. These measures deeply integrate environmental protection requirements into daily operations and decision-making processes, effectively reducing the impact on the natural environment.

Environmental Management System of Asia Symbol



Asia Symbol has established a clear and hierarchical environmental management organizational system within the Group. Each company of Asia Symbol has established an Environmental Management Committee led by the managing director and comprised heads of relevant functional departments and workshop managers to coordinate decision-making on major environmental matters. In addition, an Environmental Protection Department has been established to manage the full chain of environmental work, including the formulation of environmental management policies, compliance supervision, risk screening, emergency drills, and environmental protection plans. This department regularly reports progress to the Environmental Management Committee, ensuring the progressive decomposition of environmental responsibilities and closed-loop management.

Organizational Structure of Environmental Management Committee



Asia Symbol actively conducts internal inspections and external environmental audits to continuously strengthen the systematic nature and compliance of its environmental management. Currently, all companies obtain ISO 14001 Environmental Management System certification. Among them, the Asia Symbol (Shandong) and Asia Symbol (Guangdong) were certified as "National Green Factory" due to their comprehensive performance in green manufacturing. As of the end of the reporting period, Asia Symbol's cumulative investment in environmental protection facilities totaled RMB 8.047 billion. No major environmental pollution incidents or violations occurred at any of its subsidiaries.

As of the end of the reporting period

Asia Symbol's cumulative investment in environmental protection facilities totaled

RMB 8.047 billion

Environmental Emergency Management

Asia Symbol places high importance on environmental risk governance and strictly complies with the *Environmental Protection Law of the People's Republic of China* and the *Emergency Response Law of the People's Republic of China*. The Company regularly organizes work to identify and rectify environmental hazards, reviews and updates the *List of Significant Environmental Factors*, and ensures dynamic and refined management of various potential environmental risks. In 2025, the Group conducted a total of 822 environmental hazard inspections and completed 967 hazard rectifications, establishing an effective closed-loop management system.

To continuously enhance its practical coping capacity for sudden environmental incidents, Asia Symbol actively conducts routine emergency drills. Companies regularly organize comprehensive and specialized drills that closely simulate real-world scenarios for key environmental risk scenarios such as odor leaks, chemical spills, sewage leaks, oil spills, and hazardous waste leaks. These efforts continuously enhance the effectiveness of emergency response plans and the response speed of emergency teams. In 2025, All companies conducted a total of 119 environmental emergency drills throughout the year.

Asia Symbol (Guangdong) Wastewater Overflow Emergency Drill

In February 2025, Asia Symbol (Guangdong) organized its wastewater treatment team to conduct an emergency drill for sudden environmental incidents. The drill simulated a spill incident from the physicochemical reaction pool wastewater. Participants executed the complete emergency response process, including reporting the incident, activating the contingency plan, rapidly cutting off the pollution source, implementing on-site interception, and conducting pollution cleanup and monitoring. This drill effectively validated the practicality of the emergency response plan and the collaborative capabilities of various departments. It enhanced employees' operational proficiency in responding to sudden environmental incidents, achieving the intended objectives.



Emergency Drill for Wastewater Overflow

Asia Symbol (Jiangsu) Production Wastewater Overflow Emergency Drill

In June 2025, the production department of Asia Symbol (Jiangsu) organized a drill for emergency response to overflow of production wastewater in the paper machine workshop. The drill simulated a scenario where rapid drainage during the workshop shutdown caused wastewater to overflow from a specific area. Approximately 5 tons of alkaline wastewater with high fiber concentration flowed onto the ground outside the workshop and entered the stormwater network via the drainage ditch. A total of 54 employees participated in this drill, effectively enhancing rapid response, collaborative coordination, and standardized handling capabilities for wastewater overflow incidents, thereby substantially reducing environmental pollution risks in production and operations.



Emergency Drill for Production Wastewater Overflow

Asia Symbol (Shandong) Hydrochloric Acid Storage Tank Leak Emergency Drill

In November 2025, Asia Symbol (Shandong) organized a joint hydrochloric acid tank leak emergency drill involving the chemical workshop, Safety Department, and Fire Brigade, with a total of 45 participants. A drill simulated a leak at the outlet flange of a storage tank. Emergency response teams executed the contingency plan in coordination to carry out the full emergency response process, including personnel evacuation, on-site leak containment, and environmental decontamination. The exercise effectively validated the practicality of the emergency plan and enhanced the team's rapid response and collaborative handling capabilities during hazardous chemical leakage incidents.



Emergency Drill for Hydrochloric Acid Tank Leakage

Building Environmental Protection Culture

Asia Symbol actively advances environmental culture building by integrating environmental awareness into daily management and employee codes of conduct. Through systematic advocacy, training programs, and practical initiatives, the Company strives to cultivate a green culture characterized by full participation and voluntary practice, thereby continuously enhancing its corporate environmental responsibility and operational effectiveness. In 2025, the Group organized environmental protection training with a 100% coverage rate.

In 2025

the Group organized environmental protection training with a

100%

coverage rate

Asia Symbol (Guangdong) Training on Online Monitoring of Pollutants

In May 2025, Asia Symbol (Guangdong) invited external online monitoring experts to conduct a pollutant online monitoring training session for 20 relevant personnel from the Company's Environmental Protection Department and Public Facilities Department. This training focused on core areas including policies and regulations, technical standards, and equipment operations and maintenance. Through systematic theoretical instruction and case studies, it effectively enhanced participants' key capabilities in online monitoring data collection, anomaly troubleshooting, and emergency response. This training has laid a solid foundation for continuously meeting environmental regulatory requirements and enhancing the quality of the Company's environmental monitoring work.



Online Monitoring Training for Pollutants

Enhancing Resource Efficiency

Asia Symbol adheres to the concept of green development. Driven by technological optimization and refined management, it continuously improves energy and water use efficiency, systematically reduces unit energy and water consumption in the production process, and strives to build a resource-saving and environmentally friendly green operating model.

Energy Use

Asia Symbol strictly complies with laws and regulations such as the *Law of the People's Republic of China on Conserving Energy*. The Company treats energy management as a core task for its green and low-carbon transformation, continuously improving its energy management system and standardizing management measures. In addition, the Group has established a systematic framework for assessing and incentivizing energy-saving targets, linking energy performance with the management effectiveness of each department. Cash incentives are distributed to employees based on assessment results, effectively mobilizing the enthusiasm of all staff to participate in energy conservation efforts. Currently, both Asia Symbol (Shandong) and Asia Symbol (Guangdong) have obtained ISO 50001 Energy Management System certification.



Energy Management System Certification for Asia Symbol (Shandong) and Asia Symbol (Guangdong)

Asia Symbol adheres to systematic and refined management methodologies to continuously enhance energy efficiency and optimize the energy structure. Through technological innovation and operational improvements, the Company is steadily advancing its energy conservation and consumption reduction initiatives.

Energy-Saving and Emission-Reduction Initiatives of Asia Symbol in 2025



Asia Symbol (Shandong)

- We implemented a magnetic levitation technology retrofit of the vacuum system for the pulp dryer machine to reduce system energy consumption.
- We advanced energy-saving technology upgrades for circulating cooling towers to enhance cooling efficiency.
- Waste heat from the new recovery boiler is recovered for winter heating across the plant site, achieving energy recycling.
- We increased the blending ratio of wood chips in power boilers and optimize the fuel structure.
- We increased black liquor concentration to enhance combustion efficiency and energy utilization.



Asia Symbol (Guangdong)

- We completed product packaging process improvements by replacing the original heat shrink process with cold-drawn film packaging.
- We retrofitted two machines, significantly reducing electricity consumption per ton of paper.
- We upgraded the steam turbine to enhance power generation efficiency.



Asia Symbol (Jiangsu)

- We launched a Lean Six Sigma initiative, reducing electricity, steam, and natural gas consumption per ton of product by **9%**, **17%**, and **10%**, respectively, compared to 2024.
- We retrofitted multiple high-power direct-start motors to variable frequency drive (VFD) motors to enhance operational energy efficiency.
- We completed the multi-stage recovery retrofit of waste heat from steam condensate in dryer cylinders to achieve cascaded utilization of thermal energy.
- We optimized the wet damage system to enable online shutdown, achieving electricity saving of **195 kWh**.

Asia Symbol (Jiangsu)'s Variable Frequency Drive Retrofit for Cooling Tower Fans and Sludge Return Pumps

In August 2025, Asia Symbol (Jiangsu) implemented variable frequency drive (VFD) retrofits for cooling tower fans and sludge return pumps in its water treatment workshop. By installing VFDs on three pieces of equipment and replacing them with variable frequency motors, the Company optimized and upgraded the operational modes of these assets. The project involved an investment of approximately RMB 87,000 and is projected to generate annual returns of approximately RMB 360,000, achieving significant energy-saving outcomes and economic benefits.



Variable Frequency Drive Retrofit for Cooling Tower Fans and Sludge Return Pumps

2025 Photovoltaic Construction of Asia Symbol

Asia Symbol (Shandong)

- In November 2024, the Phase II distributed photovoltaic project of Asia Symbol (Shandong) was officially connected to the grid and began power generation. With an installed capacity of **14.97 MWp**, the combined installed capacity of Phases I and II reached **20.22 MWp**. The project is expected to provide approximately 21 million kWh of green electricity each year for the Company, all of which will be self-consumed.
- In 2025, the total photovoltaic power generation of Asia Symbol (Shandong) reached **24,414 MWh**.

Asia Symbol (Guangdong)

- In August 2021, Asia Symbol (Guangdong) completed Phase I of its photovoltaic project with a capacity of **1.03 MWp**. In December 2023, Phase II was completed with a capacity of **9.2 MWp**. In January 2024, an additional **1.16 MWp** was added to the Phase II photovoltaic project.
- In 2025, the total photovoltaic power generation of Asia Symbol (Guangdong) reached **12,027MWh**.

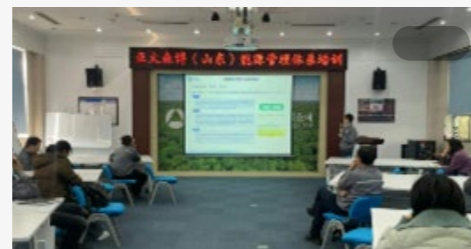
Asia Symbol (Jiangsu)

- In September 2024, Asia Symbol (Jiangsu)'s distributed photovoltaic project was officially connected to the grid for power generation. With an installed capacity of **16.114 MW**, the project reduced carbon emissions by **12,457.92 tons**.
- In 2025, the total photovoltaic power generation of Asia Symbol (Jiangsu) reached **21,565MWh**.

Furthermore, to systematically enhance the professional level of energy management and foster a positive atmosphere for energy conservation across all employees, Asia Symbol has continued to organize series of energy conservation training programs within the Group.

Asia Symbol (Shandong) Specialized Training on Energy Conservation Management

In April 2025, Asia Symbol (Shandong) conducted a specialized training program on park-level energy management for directors of all departments and managers at the engineer level or above. This training systematically interpreted energy policy requirements, analyzed the Company's current energy consumption status, and clarified specific energy-saving measures and implementation pathways based on actual production conditions. This training effectively enhanced the energy conservation awareness and management capabilities of personnel in key positions, laying a solid foundation for implementing subsequent energy-saving initiatives.



Asia Symbol (Shandong) Specialized Training on Energy Conservation Management

Asia Symbol (Jiangsu) Organizes a Lecture on Photovoltaic Energy Management

In November 2025, Asia Symbol (Jiangsu) organized a lecture on photovoltaic (PV) energy management. The session covered the work management user manual for PV systems, equipment inspection specifications (Version 1), and the identification and handling of inverter alarms. It was attended by all electrical personnel within the Equipment Department. Through systematic instruction and practical guidance, employees' operational and maintenance management capabilities for photovoltaic equipment, as well as their emergency response proficiency for fault handling, were effectively enhanced. This initiative achieved the objective of ensuring that relevant personnel possess the requisite knowledge and skills.

In the *2030 Sustainable Development Goals of Asia Symbol*, the Company has clearly set targets for the proportion of renewable and clean energy use to facilitate green transformation of the energy structure.

Asia Symbol's target for renewable and clean energy use

By 2030, Asia Symbol aims to increase the proportion of renewable and clean energy use to

95 %

In 2025

the comprehensive energy consumption of Asia Symbol's totaled

2,546,212.59 tce

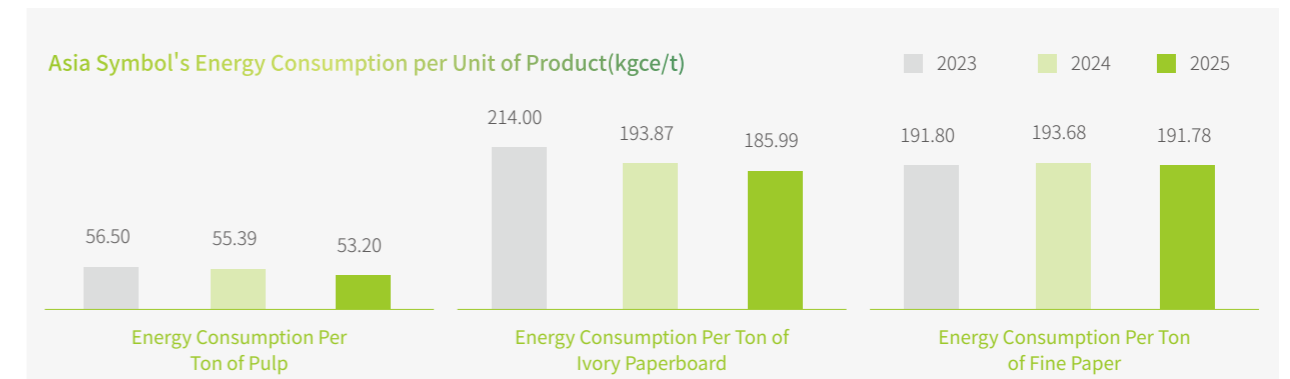
Asia Symbol's Proportion of Renewable and Clean Energy

Indicator	Unit	2023	2024	2025
Proportion of renewable and clean energy in total energy consumption	%	71.54	69.20	73.60

Asia Symbol's Energy Structure in 2025⁴

Energy Type	Proportion
Coal	24.81%
Heavy oil (Crude benzene)	0.08%
Diesel	0.04%
Steam	0.90%
Purchased electricity	2.26%
Natural gas	5.80%
Biomass	65.87%
Photovoltaic (PV)	0.24%

From 2023 to 2025, Asia Symbol achieved a continuous reduction in energy consumption per unit of product.



⁴ Liquefied Petroleum Gas (LPG), acetylene, and propane are used in negligible amounts and are therefore excluded from the calculation.

Water Resource Management

Asia Symbol strictly complies with laws and regulations such as the *Water Law of the People's Republic of China* and the *Water Pollution Prevention and Control Law of the People's Republic of China*. The Company has established the *Measures for Management of Water Conservation* to continuously improve its water resource management system. It systematically standardizes corporate water usage behaviors and water conservation responsibilities, incorporates water consumption management indicators into the performance assessment system for each work team, links assessment scores directly to individual employee performance, and effectively incentivizes all staff to participate in water conservation management. In addition, we have prioritized enhancing water use efficiency as our core objective. Through comprehensive measures including improving water metering and monitoring systems, promoting water-saving technologies and processes, and strengthening the recovery and recycling of reclaimed water, we continuously optimize water management across the entire process.

In 2025, all subsidiaries actively advanced water conservation efforts by continuously promoting efficient water utilization through technical optimization, management enhancement, and recycling measures. Among them, Asia Symbol (Shandong) achieved a reduction in water consumption per ton of pulp to 15.93 m³/ton through process optimization, representing a year-over-year decrease of 5.5%. This initiative resulted in cumulative savings of 1.14 million cubic meters of fresh water. Additionally, the volume of recycled water increased to 7.15 million cubic meters, an increment of 561,500 cubic meters, reflecting a year-over-year growth of 8.5%.

Asia Symbol Water-Saving Initiatives

Implementation of Lean Management

- We set up a water-saving management team to develop and implement improvement measures using Lean Six Sigma methodologies, driving a continuous reduction in product water consumption. Relevant indicators were decomposed across all workshops and production stages throughout the entire industrial park.
- We install water metering instruments at key production stages or facilities; classify and record data on water intake, usage, and discharge; improve water metering coverage to achieve dynamic and precise control over water consumption.
- We utilize a digital production information monitoring system for real-time monitoring of key parameters such as flow rate, water quality, and effluent discharge, and perform performance analysis and continuous optimization based on the data.

Adoption of the "Four New" Water-Saving Technologies

- The system develops water-saving process pathways by introducing high-efficiency water-saving equipment, filtration and recovery devices, and new materials to continuously enhance water recovery and reuse efficiency.
- We conduct regular inspections and maintenance of equipment to eliminate issues such as leaks, drips, and pipeline blockages, thereby controlling water waste at the source.

Cascade Use of Water Resources

- We implement cascade utilization of water and carry out recycling upgrades for process steps with the necessary conditions to enhance overall water efficiency.

Recycling of Condensate Water

- We evaluate the reuse potential of secondary condensate from black liquor evaporation, white water from pulping, and lightly contaminated condensate, and promote their systematic recovery and circular utilization.

Asia Symbol (Shandong) Selected as a "Water Efficiency Leader" Enterprise in Shandong Province

In October 2025, Asia Symbol (Shandong) was successfully selected as a "Leader Enterprise" in water efficiency among key water-using enterprises in Shandong Province. To transform from a high-water-consumption enterprise to a water-saving benchmark, the Company achieved precise water management through lean management and, leveraging technological innovation, invested in and constructed the pulp and paper industry's first large-scale urban reclaimed water reuse project. This initiative saves approximately 10 million cubic meters of clean water annually. Building on this foundation, the Company has systematically established a closed-loop water resource management system covering the entire lifecycle of "water intake, usage, discharge, and reuse". Driven by data analytics, it has achieved sustainable water conservation operations, demonstrating its comprehensive capabilities as a "National Green Factory" through tangible results.

Asia Symbol has clearly defined water resource management targets in its *2030 Sustainable Development Goals of Asia Symbol* and conducts regular tracking and evaluation of target achievement to continuously advance the lean management of water resources.

Asia Symbol's targets for water resource management

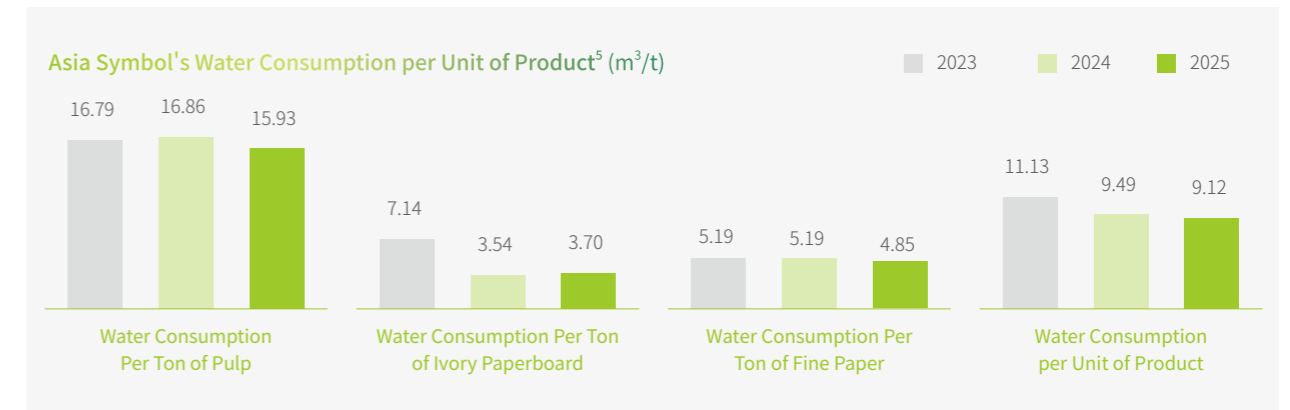
With 2017 as the baseline year, Asia Symbol aims to reduce water consumption per unit of product by

30%
by 2030

With 2017 as the baseline year, Asia Symbol aims to increase water recycling rate to

over **95%**
by 2030

From 2023 to 2025, Asia Symbol achieved a continuous reduction in water consumption per unit of product.



Asia Symbol's Water Consumption⁵

Indicator	Unit	2023	2024	2025
Production Water Intake	m ³	62,010,000	63,465,790	61,697,886
Domestic Water Intake	m ³	106,000	64,266	51,772
Water Reuse Rate	%	95.72	96.04	96.26

⁵ In 2025, Asia Symbol standardized water resource data metrics and revised historical data.

Implementing Green Operations

Asia Symbol has fully integrated the concept of green operations into every aspect of its corporate development. The Company systematically advances practices across the entire value chain, including standardizing daily office conduct, implementing comprehensive control over production emissions, and executing ecological restoration alongside green finance initiatives. This approach aims to achieve economic benefits while continuously reducing environmental footprints and strengthening ecological responsibilities.

Green Office

Asia Symbol actively practices the concept of green office operations. We continuously optimize energy and water conservation, waste reduction, green commuting, and recycling classification. We advocate and implement environmentally friendly office methods to build a low-carbon, efficient, and sustainable working environment.

Green Office Initiatives

- Improving Efficiency of Energy Use**
 - We install energy-efficient lighting, smart plugs, timer switches, and other equipment to promote smart energy management;
 - We fully utilize factory rooftop space to build distributed solar power generation systems and optimize the energy usage structure;
 - Asia Symbol (Shandong) has standardized air conditioning operation management by setting the indoor temperature to no lower than 26°C during summer and utilizing factory waste heat for heating in winter.
- Saving Water**
 - We promote the use of water-saving fixtures, and conduct regular pipe maintenance checks to prevent leaks, drips, and spills;
 - We post water-saving posters to encourage employees to develop water-saving habits, promptly turn off faucets after use, and avoid leaving water running.
- Reducing Waste**
 - We encourage paperless office practices such as double-sided printing and online meetings;
 - We control the use of disposable office supplies and encourage the use of green office supplies such as recycled paper and biodegradable products.
- Green Commuting**
 - We encourage employees to use public transportation and continue to optimize shuttle bus routes and schedules;
 - Asia Symbol (Guangdong) has promoted the electrification of employee shuttle buses and installed charging piles in the park to support green commuting.
- Waste Sorting**
 - We scientifically set up and continuously optimize the layout of waste sorting stations within the industrial park;
 - We organize employee training sessions, behavioral guidance, and inter-departmental demonstration and evaluation, to cultivate good waste sorting habits among employees.

Emissions and Waste Management

Asia Symbol strictly complies with national and local environmental protection laws and regulations. We continuously optimize production processes and strengthen operational controls to ensure stable compliance of "three wastes" (waste gas, effluent, and solid waste) emission and enhance comprehensive governance levels. We are committed to fulfilling our corporate environmental protection responsibilities and promoting the coordinated development of production operations and the ecological environment.

Effluent Management

Asia Symbol strictly adheres to laws and regulations including the *Water Pollution Prevention and Control Law of the People's Republic of China*, the *Integrated Effluent Discharge Standard for Basin - Part 5: Peninsula Basin* (DB37/3416.5-2025), and the *Discharge Standard of Water Pollutants for Pulp and Paper Industry* (GB 3544-2008). We have developed plans for effluent collection, treatment, and discharge to ensure that all effluent is discharged in compliance with applicable requirements. In 2025, all factories of Asia Symbol met the effluent discharge standards in China and their respective operating locations⁶; Asia Symbol (Jiangsu) Company received the Factory Wastewater Zero-discharge Verification Statement issued by SGS Group.



The Factory Wastewater Zero-discharge Verification Statement for Asia Symbol (Jiangsu)

Effluent Management Initiatives of Asia Symbol

- We established a tiered effluent treatment system to classify and treat different sources of effluent, such as lightly polluted effluent and municipal sewage, for the purpose of reuse. This approach enhances water resource utilization and minimizes negative impacts on the surrounding ecological environment;
- We advanced the green upgrade and transformation of the reclaimed water reuse system. By expanding existing effluent treatment facilities and optimizing technologies, we effectively increase the proportion of reclaimed water used and the industrial water reuse rate. MVR demineralization units were added during the retrofit to further improve effluent treatment quality, providing technical assurance for the deep reuse of water resources;
- We adopted AI technology to establish a smart water management system, enabling real-time monitoring, intelligent regulation, and refined control of the entire effluent treatment process.

Asia Symbol (Shandong) launches the AIWater System smart water management system

Asia Symbol (Shandong) successfully launched the AIWater System smart water management system. Through the deep integration of IoT, AI algorithms, and big data technologies, this project has achieved intelligent control over the entire effluent treatment process. AI systems can monitor key indicators such as chemical oxygen demand (COD) and ammonia nitrogen in real time. By integrating LSTM models for water quality prediction and process parameter optimization, the response speed has been improved from a "minute-level" to a "second-level". The system can also automatically adjust parameters such as aeration blower airflow and chemical dosing ratios. It is expected to reduce system energy consumption by 10%, while decreasing chemical oxygen demand and sludge discharge. This will save operating costs, improve effluent treatment efficiency and effectively lower operational expenses.



AIWater System Smart Water Management System

⁶ Asia Symbol (Shandong) complies with the *Integrated Wastewater Discharge Standard for Basin - Part 5: Peninsula Basin* (DB37/3416.5-2025); Asia Symbol (Guangdong) adheres to the *Discharge Standard of Water Pollutants for Pulp and Paper Industry* (GB3544-2008) and the *Discharge Limits of Water Pollutants* (DB44/26-2001) (Guangdong provincial standard). Asia Symbol (Jiangsu) follows the *Reuse of Urban Recycling Water - Water Quality Standard for Industrial Uses* (GB/T19923-2024).

Online Monitoring System Upgrade for Effluent Discharge Outlet at Asia Symbol (Guangdong)

To implement the *Technical Requirements for Data Transmission of Automatic Monitoring and Control Systems for Pollutants* (HJ212-2025), Asia Symbol (Guangdong) carried out a phased technical upgrade of its online effluent monitoring system. In December 2025, the Company completed the installation and commissioning of new online total phosphorus analyzers, achieving independent and standardized monitoring of total phosphorus.

In the future, the Company plans to implement a second-phase renovation, which will involve adding an online total nitrogen analyzer and phasing out the existing integrated total nitrogen and total phosphorus analyzer. Upon project completion, total nitrogen and total phosphorus monitoring will operate via dual independent channels, fully complying with new regulations while significantly enhancing the stability of the monitoring system and the reliability of data.



Online Monitoring Upgrade and Renovation of Effluent Discharge Outlets

Water Pollutant Discharge Concentration of Asia Symbol

Indicator	Unit	2025
COD	mg/L	41.63
NH ₃ -N	mg/L	0.42
SS	mg/L	11.71

Effluent Discharge of Asia Symbol

Indicator	Unit	2023	2024	2025
Total Effluent Discharge	10,000m ³	5,121.00	5,343.53	5,087.69

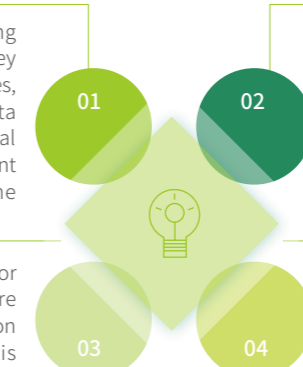
Waste Gas Management

Asia Symbol strictly complies with laws and regulations such as the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution* and standards including the *Emission Standard for Air Pollutants for Boiler* (GB 13271-2014) and *Emission Limits of Air Pollutants* (DB44/ 27-2001), integrating waste gas emission management into the core of the enterprise's atmosphere governance system. By optimizing process design, upgrading governance facilities, and strengthening operational monitoring and maintenance, we have established a full-chain control mechanism covering source prevention, process management, and end-of-pipe treatment. We are committed to achieving stable compliance with emission standards for atmospheric pollutants and continuous emission reductions, thereby fulfilling our corporate environmental protection responsibilities.

Waste Gas Management Initiatives of Asia Symbol

We implemented an online waste gas monitoring system and installed monitoring equipment at key emission points, including alkali recovery furnaces, boiler, and lime kiln. We collect emission data and upload in real time to provincial and national monitoring platforms. We conduct regular equipment calibration and data comparison to ensure the authenticity and accuracy of the monitoring data.

We implement classification-based governance for different waste gas sources. Nitrogen oxides are reduced in paper machine natural gas combustion through low-NO_x burners. Production dust is treated via baghouse filtration systems to meet emission standards before discharge. Volatile organic compounds (VOCs) from hazardous waste warehouses are purified using activated carbon adsorption. Waste gas from water treatment facilities undergoes efficient degradation and harmless discharge through biological deodorization technology.



We operate a dual-power odor collection and treatment system to centrally collect concentrated and dilute odors within the plant area. These odors are then subjected to complete combustion at incineration points, including alkali recovery boiler, incinerator, and lime kiln, ensuring effective control of odors during the production process.

We actively promote waste gas treatment process upgrades by retrofitting the denitrification process of the alkali recovery boiler to Selective Catalytic Reduction (SCR) technology. This technology features no by-products, no secondary pollution, stable operation, and high denitrification efficiency, further enhancing the level of waste gas governance.

Asia Symbol (Shandong)'s Denitrification Process Upgrade and Renovation Project for the Alkali Recovery Boiler

In 2025, Asia Symbol (Shandong) completed the upgrade and renovation of the denitrification process for No. 2 alkali recovery boiler, replacing the original chlorine dioxide oxidation method with SCR denitrification technology. The project achieved efficient and clean conversion of nitrogen oxides in flue gas by introducing a catalyst and utilizing ammonia water as the reducing agent. The retrofitted system operates stably without secondary pollution. Nitrogen oxide emission concentrations have been reduced to below 60 mg/m³, significantly enhancing the environmental performance and compliance level of waste gas governance.



Upgrade and Renovation Project for Denitrification Process in Alkali Recovery Boiler

Asia Symbol has established emission management targets in the *2030 Sustainable Development Goals of Asia Symbol* and is systematically advancing the implementation and optimization of emission reduction efforts through the establishment of a routine tracking and evaluation mechanism.

Asia Symbol's target for waste gas management

With 2017 as the base year, Asia Symbol aims to reduce air pollutant emissions by

30%
by 2030

Asia Symbol's Waste Gas Emissions

Indicator	Unit	2023	2024	2025
Nitrogen Oxides (NO _x)	kg	1,567,984.00	1,507,197.89	1,429,820.00
Sulfur Dioxide (SO ₂)	kg	126,521.00	126,086.45	130,620.00
Particulates	kg	69,727.00	67,731.41	54,590.00
Total Waste Gas Emissions	kg	1,764,232.00	1,701,015.75	1,615,030.00
Waste Gas Emissions per Unit of Product	kg per ton of product	0.38	0.28	0.27

Waste Management

Asia Symbol strictly complies with laws and regulations such as the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste*, the *National Catalogue of Hazardous Wastes*, the *Measures for the Transfer of Hazardous Wastes*, and the *Regulations on the Administration of the Recovery and Disposal of Waste Electrical and Electronic Products*. The Company has established and improved processes for waste discharge and treatment. We adhere to the principles of reduction, resource utilization, and harmless treatment. Through standardized management, technological upgrades, and recycling, we continuously enhance the comprehensive governance level of waste. In 2025, all waste from all subsidiaries was handled in compliance by qualified third parties, with 100% compliant disposal of hazardous waste.

Treatment Methods of Solid Waste of Asia Symbol

General Solid Waste

Treatment Methods

- General solid wastes such as pulp residue, sludge, wood chips, and boiler ash are sold externally to achieve resource-based comprehensive utilization.
- Solid wastes that cannot be directly utilized, such as dregs and slaked lime slag, are transported to general solid waste landfills for sanitary disposal.

Reduction Measures

- We actively promote clean production processes and high-efficiency equipment to improve raw material utilization and reduce solid waste generation at the source.
- We will advance technological cooperation and innovation by collaborating with professional environmental protection companies to promote comprehensive solid waste utilization projects, thereby continuously enhancing the utilization rate of solid waste.

Hazardous Waste

Treatment Method

- We establish and implement a comprehensive management system for hazardous waste throughout the entire process, standardizing its collection, storage, transportation, and disposal.
- We prioritize the utilization of hazardous materials with recycling value. For portions that cannot be utilized, entrust qualified units for compliant disposal.

Reduction Measures

- We prioritize the use of renewable materials, such as recycled wood pulp fibers and eco-friendly chemicals, to reduce the generation of hazardous waste at the source.

Standardized Retrofit of Hazardous Waste Management in Asia Symbol (Guangdong) Based on the "Five Immediate" Principles

In 2025, Asia Symbol (Guangdong) completed the construction and deployment of an intelligent management system for hazardous waste featuring "five immediacies" (immediate response, on-site handling, standardized protocols, real-time recording, and instant transmission). The project achieved integrated operations for hazardous waste—from on-site weighing and label generation to data upload—through the deployment of smart weighbridges, mobile terminals, and label printing devices. This system has significantly enhanced management efficiency, reduced the workload associated with manual ledgers, and enabled automatic synchronization of electronic ledgers to regulatory platforms. It comprehensively strengthens compliance, accuracy, and traceability in hazardous waste management.



System Operation Flow

Asia Symbol has established waste management targets in the *2030 Sustainable Development Goals of Asia Symbol* and continues to advance full lifecycle waste management. Asia Symbol (Shandong), in partnership with an environmental protection firm, has completed the Green Mud Comprehensive Utilization Project, which has now entered its trial production phase.



In 2025, the solid waste landfill volume of Asia Symbol was 12,691 tons, representing a 23.95% reduction compared to the base year. Notably, Asia Symbol (Guangdong) and Asia Symbol (Jiangsu) achieved zero solid waste to landfill.

Asia Symbol's Waste Discharge

Indicator	Unit	2023	2024	2025
Total General Solid Waste	ton	375,782.00	445,315.61	464,275.05
General Solid Waste Emission Intensity	ton/tons of product	0.08	0.07	0.08
Total Hazardous Waste	ton	249.00	388.54	317.09

Ecological Protection

Asia Symbol regards biodiversity conservation as a critical component of achieving sustainable development. In active response to global calls for biodiversity conservation and national environmental policy requirements, the Group strictly adheres to the *Sustainability Policy of Asia Symbol* and commits to achieving zero deforestation, zero forest degradation, and zero land conversion in business operations and supply chain operations. We actively participate in ecological protection efforts such as afforestation and waste cleanup at project sites. We are committed to reducing our impact on the ecological environment while advancing business development, thereby promoting harmonious coexistence between humanity and nature.

Asia Symbol (Shandong) Conducts Environmental Protection Team Building Activity

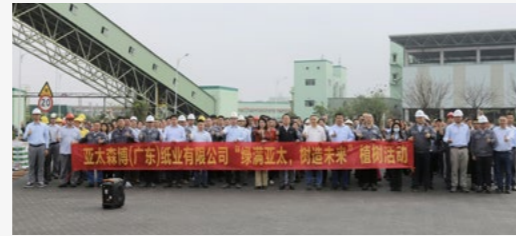
On April 19, 2025, Asia Symbol (Shandong) organized a team-building activity focused on environmental protection. Team members collected discarded waste along the route during their mountain climb, integrating environmental protection actions into outdoor exercise and demonstrating their commitment to environmental responsibility through concrete actions. This activity not only strengthened the team and enhanced cohesion but also effectively improved employees' environmental awareness and the enterprise's social image.



Environmental Team Building Activity

Asia Symbol (Guangdong)'s Volunteer Tree Planting Activity

On March 12, 2025, Asia Symbol (Guangdong) successfully held its annual volunteer tree planting activity themed "Greening Asia Symbol, Cultivating the Future". Led by the Managing Director, approximately 100 employees from management, various factories, and departments jointly planted over 200 saplings within the Complex. This tree planting activity not only effectively enhanced the aesthetic appeal of the plant environment but also put the concept of green development into practice through concrete actions, thereby strengthening employees' environmental awareness and team cohesion.



Asia Symbol (Guangdong) Tree Planting Activity

Asia Symbol (Jiangsu) Conducts Tree Planting Activity

On March 12, 2025, Tree Planting Day, Asia Symbol (Jiangsu) organized more than 40 employees to conduct a tree planting activity themed "Planting Hope, Greening the Future" at the water treatment plant. Employees collaborated in their respective roles and attached nameplates designating the adoption of each tree. This initiative not only introduced new greenery to the plant but also enhanced employees' environmental awareness and team cohesion, demonstrating the enterprise's concrete actions in practicing green development and building an ecological plant site together.



Asia Symbol (Jiangsu) Tree Planting Activity

Asia Symbol (Jiangsu) Conducts Public Beach Cleanup Activity for "June 5th Environment Day"

On June 5, 2025, Asia Symbol (Jiangsu) organized 26 environmental volunteers to conduct a public beach cleanup activity along the Yangtze River at Longyou Bay. Volunteers used tools to clean up litter along the riverbank and beautify the surrounding environment. This initiative effectively enhanced the team's environmental awareness and actively demonstrated the Company's commitment to assuming social responsibility and building a green home together, contributing to the protection of the Yangtze River ecosystem.



"June 5th Environmental Day" Activity

Green Finance

Asia Symbol actively integrates sustainable development concepts into financial practices by utilizing green financial instruments to support corporate low-carbon transformation and the development of environmentally friendly projects. We are committed to incorporating environmental and social impact assessments into financing decisions. We promote the application of innovative financial products such as green credit and sustainable bonds. This guides capital toward clean production, resource recycling, and ecological protection, providing robust financial support for corporate green development and the achievement of climate targets. In 2025, the total amount of green, sustainable, and transition financing within the Asia Symbol Group reached 723 million yuan, setting an benchmark for low-carbon and green development in the industry.

Since 2021 up to the end of the reporting period, Asia Symbol has approved green finance projects and related accolades as follows

- China's first foreign-funded carbon emissions rights mortgage business
- China's first carbon emissions rights pledge Free Trade (FT) cross-border financing business
- China's first "Double-First"⁷ sustainability-linked consortium loan from foreign-funded enterprises and in the pulp & paper industry
- China's first green interest rate swap (IRS) business
- 2023 Golden Key Award for Sustainable Finance – Excellence Award
- China's first "sustainability-linked" financial leasing business
- The largest water-saving loan in Guangdong Province
- 2024 IFF Global Green Finance Award – Annual Award
- The first green deposit from Agricultural Bank of China
- Jiangmen City's first corporate carbon credit report
- The first batch of green foreign debt issuances in Guangdong Province
- 2025 Corporate (Industrial Park) Climate Action Cases List
- 2025 Guangdong ESG Excellence Case List for Foreign-funded Enterprises
- Guangdong's first batch of enterprises taking transition finance loans in the paper industry
- Shandong's first financing facility for transition finance in the paper industry

Asia Symbol (Guangdong) Receives the First Batch of Transformation Loans for the Paper Industry in Guangdong Province

In December 2025, under the guidance of the People's Bank of China Guangdong Provincial Branch, the People's Bank of China Jiangmen Branch coordinated and organized branches of the Industrial and Commercial Bank of China, China Construction Bank, and Shanghai Pudong Development Bank in Jiangmen to form a consortium. The consortium extended credit facilities totaling RMB 610 million and disbursed loans amounting to RMB 483 million to support the construction of an annual production capacity project for 100,000 tons of high-grade household paper. These funds are dedicated to advancing energy-saving initiatives, including the optimization of finished product lamination processes in workshops and the retrofitting of motor servo controls for clean water systems. These had been the first transformation finance projects in the paper industry to be implemented in Guangdong Province since the release of the *Implementation Guidelines for Transformation Finance in the Paper Industry*, marking a substantive breakthrough in using transformation finance to drive the green upgrading of traditional industries.



Asia Symbol (Guangdong) Receives the First Batch of Transformation Loans for the Paper Industry in Guangdong Province

⁷ Double first order: China's first foreign-funded sustainability-linked consortium loan, and the domestic pulp & paper industry's first sustainability-linked consortium loan.



03

Quality as Core, Innovation as Enabler

Asia Symbol builds trust through quality, leads the future through innovation, and achieves excellence through service. We continuously provide high-quality products and innovative solutions, carefully safeguarding every moment of a beautiful life, and continuously creating value for consumers' high-quality living.

- Strict Quality Control
- Deepening R&D and Innovation
- Enhancing Customer Service

Strict Quality Control

Asia Symbol has established a systematic quality management mechanism, continuously consolidating the foundation of product quality. While improving product quality and production efficiency, we have achieved comprehensive, full-chain quality closed-loop management from raw materials to end products and from production to usage.

The rate of grade-A products in 2025



Quality Management System

In strict compliance with relevant laws and regulations, including the *Law of the People's Republic of China on Product Quality* and the *Standardization Law of the People's Republic of China*, Asia Symbol has established a sound product quality and safety management system. Each company formulates and iterates various management manuals and quality control documents. Further efforts are made to constantly optimize systems for raw material inspection and acceptance, process inspection, and overall production process control. This guarantees that quality management during each production process is fully documented and effectively executed.

Adhering to the principle that "product quality is the basis of enterprise survival", Asia Symbol has built a clearly structured quality management organizational framework to systematically enhance its quality management capabilities. The quality management teams in each company under Asia Symbol are responsible for ensuring compliance with relevant laws and regulations, formulating and implementing quality policies and objectives, and advancing a strong quality culture and innovation capacity. Through cross-functional collaboration, these teams effectively conduct daily quality supervision, timely response to quality incidents, and resolution of customer feedback, ensuring that quality performance evaluations and accountability mechanisms operate efficiently.

Each company under Asia Symbol conduct periodic quality management reviews to systematically advance the planning, implementation, and execution of audits. This includes audit planning, checklist development, and audit execution. During the process, closed-loop tracking of identified issues is conducted, and records are ensured to be archived, to continuously verify and improve the conformity and operational effectiveness of the quality management system.

In 2025

Asia Symbol (Shandong), Asia Symbol (Guangdong), and Asia Symbol (Jiangsu) obtained **ISO 9001 Quality Management System Certification**

Asia Symbol (Shandong), Asia Symbol (Guangdong), and Asia Symbol (Jiangsu) obtained **CFCC/PEFC Chain of Custody (CoC) Certification**

Asia Symbol (Shandong), Asia Symbol (Jiangsu) obtained **FSSC 22000 Food Safety System Certification** and **ISEGA Certification for Food Safety**



Full-Process Quality Management

Asia Symbol bases its quality control on the entire process spanning R&D, procurement, production, finished products, warehousing, and transportation, systematically building targeted management standards and procedures covering all stages. We continuously promote the deeper development of quality management work towards standardization and systematization, comprehensively building a solid barrier for product safety. Meanwhile, we have established a fully integrated digital quality management platform spanning from raw materials to sales. A dedicated data management team ensures the system's stability and reliability, leveraging digital capabilities to strengthen end-to-end quality control.

Each company under Asia Symbol systematically conducts product health and safety impact assessment work, establishing a full lifecycle assessment mechanism covering raw materials, production, use, and end-of-life disposal stages. Risk identification is conducted for all new products and significant changes, with specialized improvement plans developed for medium and high-risk items, achieving 100% product assessment coverage to ensure that every product has undergone corresponding health and safety risk assessments.

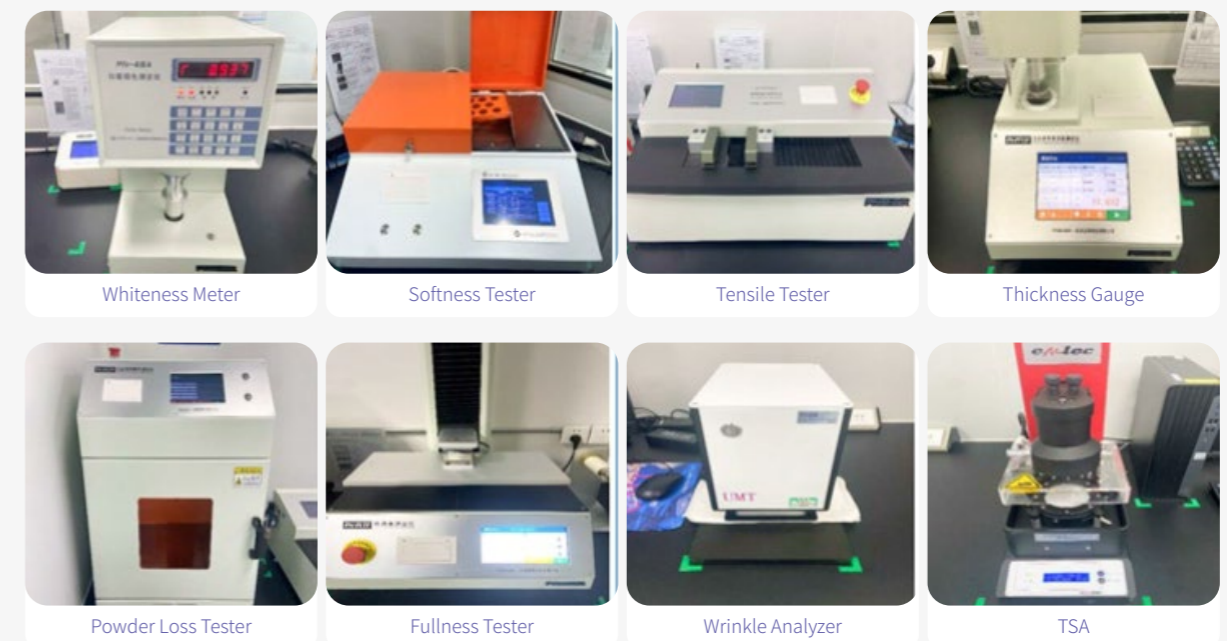
Asia Symbol's Full Lifecycle Quality Management Process

R&D
Quality

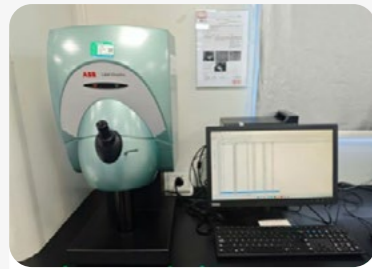
Each company under Asia Symbol systematically advances the construction of R&D quality management systems. Through periodic review mechanisms, the implementation of R&D quality standards is ensured, guaranteeing that all activities from experimental operations, hazardous chemical management, to laboratory waste disposal run in compliance with regulations, providing guarantee for the high-quality development of R&D activities.

During the new product introduction stage, each company systematically plans processes and organizes pre-trial production reviews. Through closed-loop tracking of issues during the trial production process, product compliance is ensured. After customer trials, feedback information is continuously followed up, enabling precise alignment with market demands and completing the full-process quality management closed loop from production to market launch.

Each company under Asia Symbol is equipped with complete inspection and testing facilities, and continuously optimizes and verifies production processes, establishing a stable foundation and reliable guarantee for product quality at the source stage.



Testing Instruments at Asia Symbol (Guangdong)



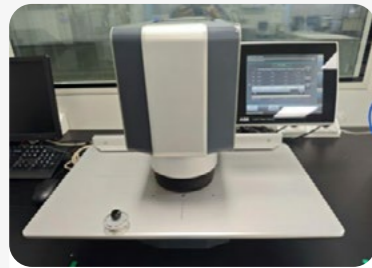
L&W Whiteness Meter



L&W Tensile Strength Tester



L&W PPS Roughness Tester



L&W TSO Tester



BEKK Smoothness Tester



Interlayer Bonding Strength Tester

Testing Instruments at Asia Symbol (Jiangsu)

Procurement Quality

Each company of Asia Symbol implements strict incoming material management. Upon receiving samples from workshop, each company rigorously tests pulp board, chemical additives, and packaging consumables, verifies product inspection reports from suppliers, conducts sample testing, determines product conformity, and reports non-conforming products to the relevant departments for handling. Raw materials are subject to pre-use checks, in-process monitoring, and post-use effectiveness verification throughout the production process, ensuring full traceability and control across the entire material lifecycle.

Each company establishes supplier management systems for raw materials such as packaging paper, pallets, and chemicals. We also standardize the quality complaint and feedback mechanisms for production raw materials during reception, inspection, storage, distribution, and usage. This ensures that supplier issues are promptly responded to and effectively resolved.

Asia Symbol (Jiangsu) has established a comprehensive inspection system for raw and auxiliary materials, enabling full-range testing of pulp properties including bulk of pulp slurry, tensile strength, and chemical indicators. Finished product inspection is supported by advanced online inspection equipment, allowing automatic, continuous measurement of multiple quality parameters. During production, the Web Inspection System (WIS) automatically scans for surface defects and instantly isolates non-conforming products, ensuring stable product quality.

Production Quality

Each company under Asia Symbol continuously improves and optimizes their quality management systems by strengthening quality management procedures, establishing a systematic framework of management policies, and ensuring rigorous implementation and enforcement across all operational stages, driving sustained enhancement of quality management capabilities.

Asia Symbol (Shandong) leverages advanced laboratories and testing equipment, supported by integrated systems including QCS online control, paper defect monitoring, break analysis, run-out detection, and anti-mixing prevention, enabling comprehensive quality control throughout the production lifecycle. Asia Symbol (Guangdong) conducts regular supervision and sampling inspections of production process quality control, covering pulp testing, water system testing, base paper physical property testing, base paper appearance inspection, and process audits, ensuring that quality control throughout the entire production process is properly implemented. Asia Symbol (Jiangsu) implements semi-finished product testing during the production process, emphasizing self-inspection, mutual inspection, and specialized inspection. Non-conforming products identified are immediately notified to relevant departments for follow-up processing, ensuring that product quality meets standards.

Finished Product Quality

Each company under Asia Symbol has established a closed-loop quality management mechanism covering non-conforming products and qualified finished products. For non-conforming products, we implement clear labeling, physical isolation, and timely review, and prevent problem recurrence through root cause analysis and corrective measures. At the finished product stage, multiple quality checkpoints are implemented, from initial inspection and patrol inspection at the production site, to information and quality verification before warehousing, and finally to final inspection before shipment, ensuring that all products meet required standards before delivery.

To enable rapid response to potential quality and safety risks, Asia Symbol (Jiangsu) has implemented a systematic product recall mechanism. The Food Safety Team leads the recall initiative, coordinating resources and initiating action, while the Quality Department is responsible for assessment and full life-cycle monitoring. Cross-functional collaboration across production, process engineering, logistics, and other departments ensures timely root cause tracing, product isolation, transportation management, and implementation of corrective measures, forming closed-loop management.

Storage and Transportation Quality

Each company under Asia Symbol has systematically established a quality control mechanism for the storage and transportation stage encompassing pick-up, transportation, warehousing, distribution, and information transmission. We continuously strengthen warehouse quality management by conducting weight sampling inspections, pest control, and damage control, and regularly perform warehouse audits to strengthen quality management in storage operations, ensuring product quality before shipment.

In 2015, Asia Symbol (Shandong) obtained the laboratory accreditation from China National Accreditation Service for Conformity Assessment (CNAS)

Approval for pulp testing items

17

Wood chip testing items

6



Lean Improvement

Asia Symbol has established and kept enhancing its Lean Six Sigma (LSS) Continuous Improvement System. The Group also advances its special management practices such as 5S⁸, TPM⁹, and team building. By regularly organizing various activities and training related to lean improvement, we reinforce the awareness and culture of lean improvement among all employees, ultimately enhancing our comprehensive performance in quality, productivity and cost.

Lean Improvement Initiatives of Companies under Asia Symbol

Asia Symbol (Shandong)

- Systematically conducted Lean Practitioners training and Six Sigma Green Belt training, effectively enhancing employees' professional capabilities in process optimization and data analytics, and driving the successful implementation of multiple Lean and Six Sigma improvement projects, achieving operational efficiency improvement and cost optimization. In 2025, 359 improvement projects were completed, generating value of RMB 407 million through continuous improvement.

Asia Symbol (Guangdong)

- Organized two Lean Improvement Weeks events, delivering 13 special projects in total, all achieving their targets. Throughout the year, a total of 104 improvement projects were implemented, including 5 Six Sigma projects, resulting in cumulative financial benefits of approximately RMB 176 million, effectively strengthening operational performance and fostering a culture of continuous improvement across the organization.

Asia Symbol (Jiangsu)

- Systematically conducted Six Sigma and Lean training, relying on multiple forms of activities such as Improvement Week, improvement suggestions, and special projects. In 2025, 73 improvement projects were completed, resulting in financial benefits of approximately RMB 280 million. Significant progress was achieved in energy consumption reduction, production efficiency, wastewater treatment, and logistics costs optimization.

In 2025

536

Lean improvement projects

212

Six Sigma projects

863 million RMB

in value

80

new Green Belt professionals cultivated

Asia Symbol (Shandong) Conducts Lean Practitioner Training

In 2025, Asia Symbol (Shandong) organized a three-day Lean Practitioner Training, during which senior experts systematically delivered core Lean concepts and tools, including value streams, the seven types of wastes, Overall Equipment Effectiveness (OEE), and low-cost automation. Through case studies and hands-on exercises, the training enabled 64 participants from production, process engineering, and maintenance roles to gain a deep understanding of Lean methods, significantly enhancing their practical capabilities in identifying waste and optimizing processes, and laying a solid foundation for the subsequent implementation of Lean projects and the sustained deepening of a culture of continuous improvement.



Asia Symbol (Shandong) Lean Practitioner Training

⁸ 5S: refers to the 5S site management method, i.e. Seiri, Seiton, Seiso, Seiketsu and Shitsuke.

⁹ TPM: i.e. total production maintenance.

Asia Symbol (Shandong) Conducts Six Sigma Green Belt Training

In 2025, Asia Symbol (Shandong) organized Six Sigma Green Belt training, during which participants systematically learned core tools and methods, including the DMAIC framework and SIPOC analysis, and conducted hands-on exercises using Mini-tab software. Through the combination of theoretical instruction and case studies, the training enabled participants to effectively apply Six Sigma principles to improvement projects, providing solid talent and methodological support for sustained improvement.



Asia Symbol (Shandong) Six Sigma Green Belt Training

Asia Symbol (Shandong) Paper Roll Improvement Project

Asia Symbol (Shandong) established a special team during the Lean Improvement Week to address the "imperfect paper rolls" issue that had long troubled production. Through data stratification analysis and on-site investigation following the "Three Gen Principles", the team identified key causes such as rewinder settings and pressure roller positions. By adjusting mechanical parameters and formulas, the team effectively solved this persistent problem without replacing any parts. After implementation, related customer complaints decreased, internal paper roll cutting volume reduced by 75%, and cutting speed increased by 15%.



Asia Symbol (Shandong) Paper Roll Improvement

Asia Symbol (Jiangsu) Conducts Lean Improvement Week Activities

In 2025, Asia Symbol (Jiangsu) regarded Lean management as the core approach for continuously improving operational efficiency and systematically conducted five Lean Improvement Week activities, focusing on on-site layout optimization, process improvement, standardized operations, and efficiency improvement. Among these, the Improving Rewinder Offline Efficiency project utilized Lean thinking to achieve a 45.5% reduction in packaging material replacement time; the Improving Rewinder Efficiency project enhanced rewinder efficiency by 22% through roll change operation cycle time optimization and personnel operation standardization, creating space for further production increases on main machines; the Shortening Single Blade Replacement Time project shortened single replacement operation time by 50% through blade replacement operation optimization, reducing downgrading losses. The Lean Improvement Week activities advanced multiple improvement projects through cross-departmental collaboration, not only unlocking operational potential and reducing costs, but also nurturing employees' lean thinking and gradually building a sustainable continuous improvement management mechanism, providing strong internal momentum to respond to evolving market conditions.



Asia Symbol (Jiangsu) Lean Improvement Week Activities

Asia Symbol (Guangdong) Paper Roll Transportation Improvement

In 2025, Asia Symbol (Guangdong) established a cross-departmental improvement team to address the edge indentation and end face damage issues occurring during paper roll transportation. Through comparative testing, rubber pads were selected as the optimal protective material. By collaborating with suppliers, fleet operators, and customers, procurement costs were reduced through standardizing packaging dimensions, while aligning sales plans to balance shipping volumes. Following implementation, damage from stacking and wear during transit decreased by 66%, effectively improving delivery quality and customer satisfaction. This initiative exemplifies the power of meticulous attention to detail and collaboration in driving continuous improvement through Lean practices.



Asia Symbol (Guangdong) Paper Roll Transportation Improvement

Building Quality Culture

Asia Symbol adheres to the core philosophy that "quality is the cornerstone of enterprise survival and development", integrating quality awareness with innovative thinking into our employee development system. Through conducting systematic quality training and organizing skills exchange activities, we continuously improve team professional capabilities. At the same time, employees are encouraged to proactively propose quality improvement and technical optimization suggestions in their daily work, promoting coordinated development of quality assurance and innovative practices.

Asia Symbol (Shandong) Conducts Specialized Training on Pulping Process and Product Knowledge

In 2025, Asia Symbol (Shandong) organized a targeted training program on pulping process flows and product knowledge, systematically covering key stages from raw material handling to critical pulping technologies, and providing a comprehensive overview of the pulp product characteristics and market advantages of Asia Symbol (Shandong). The training effectively strengthened employees' understanding of core processes and products, establishing a solid knowledge foundation for business operations.

Asia Symbol (Guangdong) Conducts SOP Training on Base Paper Quality Standards

To continuously improve consistency in quality management and operational standardization, Asia Symbol (Guangdong) systematically conducted training on the Standard Operating Procedures (SOP) for base paper quality standards in 2025, and prepared One-Point Lessons (OPL) for key complex processes, helping employees firmly grasp quality standards and standardized operational procedures. By participating in industry laboratory proficiency testing, Asia Symbol (Guangdong) further validated and strengthened its testing capabilities, while deepening technical exchanges with peers, collectively advancing both quality awareness and quality control competence.

Asia Symbol (Jiangsu) Conducts Specialized Training on Inspection Procedures

In May 2025, the Quality Department of Asia Symbol (Jiangsu) organized finished product inspection personnel to conduct a systematic review and refinement of the Standard Operating Procedures (SOPs) for inspection processes in two critical stages: finished product inspection and rewinding. Based on this, Asia Symbol (Jiangsu) updated and officially released Edition A6 of *ASJS-WI-QD-021 Rewinding Inspection Procedure* and Edition A4 of *ASJS-WI-QD-075 Finished Product Inspection Procedure*. To ensure effective implementation of the new procedures, the Quality Department organized specialized training and effectiveness assessments, with participants achieving a 100% pass rate and an overall average score of 89 points. This training further standardized inspection operation processes and improved inspectors' defect detection capabilities and the team's overall quality management level.

Deepening R&D and Innovation

Asia Symbol positions innovation as a core driver of enterprise development, building a robust R&D and innovation system to advance the practical implementation of green products, deepen industrial collaboration, and systematically strengthen intellectual property protection, providing a tangible reference for green transformation and sustainable development across the industry.

Innovation-Driven Development

Asia Symbol integrates innovation-driven development into its corporate growth path. By establishing professional R&D teams and improving incentive mechanisms, we continuously invest in R&D and achieve a series of application results, thereby supporting our steady progress on the path of product optimization and sustainable development.

Innovation and R&D Team

Asia Symbol is committed to building a technology-driven organization, closely integrating talent cultivation with innovative practices. Through conducting scientific research projects, implementing mentorship programs, and organizing professional training and academic exchanges at each company, continuously improving the professional capabilities and innovative thinking of its R&D teams. We encourage young scientific research personnel to participate in technical breakthroughs to promote knowledge transfer and team collaboration, gradually forming scientific research strength with continuous innovation capabilities.

Among these, Asia Symbol (Jiangsu), relying on the Group's internal technical resources, has established a technology personnel sharing mechanism with Asia Symbol (Shandong), introducing R&D technical personnel to further enrich the local R&D team and enhance technological innovation capabilities.

As of the end of the reporting period, we have continuously built professional R&D teams with a total of 778 R&D personnel, providing solid talent support for technological innovation and product R&D.

As of the end of the reporting period

we have continuously built professional R&D teams with a total of

778 R&D personnel



Innovation and R&D Investment

Asia Symbol maintains consistent investment in R&D and systematically advances technological innovation initiatives. Each company under Asia Symbol has established and implemented systems governing invention creation, remuneration management, and innovation project administration, effectively motivating employees to engage in R&D and innovation practices.

Each company under Asia Symbol has systematically established an innovation incentive mechanism to stimulate employee innovation vitality, optimized and improved the *Management Measures for Rewards and Remuneration of Job-Related Inventions*, linking rewards to technological innovation value and market benefits, and clearly defined inventors' rights, reward criteria, and approval processes. Through quantified calculation methods and streamlined processes including application submission, evaluation, and dispute resolution, the innovation incentive system has been effectively implemented.

Asia Symbol (Shandong) continuously increases R&D resource investment, providing stable support for technological innovation. R&D funds are primarily used for pulping process improvement, environmental protection technology enhancement, digital transformation, and high-end product development, effectively promoting the dual conversion of innovation achievements into economic and environmental benefits.

R&D and Innovation Highlights of Asia Symbol in 2025

Indicator	Unit	2025
R&D Expenditure	RMB million	1,120.29
Number of R&D Personnel	Person	778
Proportion of R&D Personnel	%	15.98

Innovation and R&D Achievements

Asia Symbol has made continuous progress in the fields of green innovation and eco-friendly technology products, leveraging technological advancements to drive sustainable development in practice. We have launched a series of sustainable innovative products that not only enhance economic performance but also improve environmental outcomes, providing a replicable model for the green transformation of the industry.

R&D Achievements of Companies under Asia Symbol in 2025

Asia Symbol (Jiangsu)

Conducted a total of 28 R&D projects in 2025, including 15 new products and 13 new technologies. Developed new paper grades covering gaming cardstock, high hardness and thickness food cardboard, bowl and cup label paper, and premium milk tea cup paper. In 2025, 8 new products successfully achieved trial production, and technological breakthroughs were achieved in ultra-low basis weight paper cups, white card, and food card products. Significant improvements were also made in energy conservation, raw material optimization, paper surface cleanliness, and laser coding processes, effectively promoting production efficiency and product quality improvement.

Asia Symbol (Shandong)

Obtained 37 provincial and municipal-level project approvals throughout the year, with 23 technological achievements passing authoritative industry evaluations, of which 7 reached international advanced levels. A series of breakthroughs were achieved in pulping processes, environmental protection technology, and product innovation. Related achievements received honors in multiple provincial, municipal, and industry innovation competitions.

Asia Symbol (Guangdong)

Continuously advanced process and equipment innovation. Optimization projects in pipeline protection, automated hoisting control, and paper roll inspection were awarded as outstanding "Five Small" Innovation and Rationalization Suggestion projects by the Xinhui District Enterprise Labor Union in 2025. In 2025, Asia Symbol (Guangdong) obtained 11 patent authorizations, including 3 invention patents and 8 utility model patents, demonstrating strong technical capabilities in enhancing production safety and intelligent manufacturing.

Sustainable Innovation Product Practices of Asia Symbol

Green Design Products

The coated ivory paperboard and the special ivory paperboard for cigarette packaging under the brand "BoardOne" have been selected as green design products by the Ministry of Industry and Information Technology.



Eco-friendly New Products

The roof-type liquid packaging ivory paperboard with high hardness and thickness meets the same paper performance and customer requirements while reducing the paper weight, pulp, and chemical consumption by approximately 10% for the same paper area.



PaperOne® Color Ink-Jet Paper (Red PaperOne) is the first carbon-neutral copy paper in China certified by the SGS system. It has won the "2024 Low-Carbon Product of the Year" award from Southern Weekly.

PaperOne Copy Paper has achieved product carbon neutrality through comprehensive low-carbon management across the entire value chain—from raw materials to packaging—and by implementing emission reduction practices based on international carbon footprint accounting standards. It was recognized as the 2025 PaperOne Copy Paper Zero-Carbon Pioneer Brand at the 4th International Green Zero-Carbon Festival.



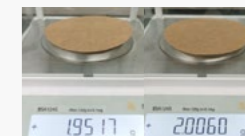
Net-Zero Ivory Paperboard Products based on SGS certified PROTETTA® Net-Zero process, achieving zero waste water discharge throughout the entire production process.

Carbon-Neutral Ivory Paperboard has been verified and certified under the latest international standard ISO 14068-1:2023 by SGS. By replacing the method of simply purchasing carbon credits with verifiable actual carbon reduction results, it achieved product carbon neutrality. It has been adopted by multiple leading pharmaceutical companies and represents one of the first batches of carbon-neutral ivory paperboard in China to meet this stringent international standard.



Lightweight Design Products

The lightweight liquid packaging ivory paperboard with kraft paper bottom achieves the required thickness and stiffness with a lower basis weight while meeting the performance requirements for box packaging. For the same paper area, it can reduce the paper weight, pulp, and chemical consumption by 2%-5% for the customer. The overall technical level is at the forefront domestically.



Eye-protective Design Products

The **Copier Color** and **All Pass Eye-protective Paper series** have obtained the Certification for Hygienic Requirements of Study Products for Myopia Prevention and Control in Children and Adolescents from the China Quality Certification Center (CQC).



"GreenOne" is the industry's first natural-colored copy paper. It is free of fluorescent brighteners, helping to reduce eye fatigue during prolonged reading and protect users' vision.

Asia Symbol (Guangdong) Secures National Utility Model Patent for "A Paper Roll Width Detection Device"

Asia Symbol (Guangdong) successfully developed "A Paper Roll Width Detection Device", which was granted a National Utility Model Patent. Through the collaboration of intelligent scanning and mobile mechanisms, this device achieves fully automated, high-precision detection of paper roll width, enabling 100% accurate screening of offline paper rolls. It has effectively broken through the bottlenecks of traditional manual detection in terms of efficiency and accuracy. Upon application, it has significantly improved the quality consistency of outgoing products and production efficiency, reducing paper loss caused by width deviations at the source. This truly reflects the capability of Asia Symbol (Guangdong) to empower production through technology, as well as its core value of "Customer Orientation".



"A Paper Roll Width Detection Device" Developed by Asia Symbol (Guangdong)

Asia Symbol (Jiangsu) Achieves Automated Control of Paper Machine Air Hood Ventilation Parameters

Asia Symbol (Jiangsu) conducted research on paper machine hood ventilation control principles. Under standard process conditions for different paper grades, Asia Symbol (Jiangsu) developed a set of reasonable dew point and zero point parameters for hood ventilation based on the actual production requirements of the paper machine and the inherent capabilities of the BM13 system. Through exploration of dew point and zero point parameter tuning, as well as proper configuration of inlet air temperature, the program was modified to achieve automatic adjustment and control of dew point and zero point. This has made the hood humidity and the environment inside the hood more stable, while also reducing steam consumption by approximately 5%.

Asia Symbol (Shandong) Establishes Equipment Technology Innovation Center

In September 2025, the Equipment Technology Innovation Center of Asia Symbol (Shandong) was completed and put into operation. Guided by the philosophy of "repairing and utilizing waste, reducing costs and increasing efficiency", the Center was independently designed and constructed by engineers as a training platform, covering eight major systems of park electrical equipment and facilities, supporting comprehensive training in protection, control, drive, and communication electrical systems. Asia Symbol (Shandong) has planned 19 core training projects in this Center, with training content focusing on key technical areas in frontline production, including generators, relay protection, PLC control and variable frequency speed regulation, servo drive control and sensors, human-machine interface design, and industrial network communication. The patent application process for related achievements has been initiated.

Industrial Cooperation

Asia Symbol continues to advance industry-academia-research collaboration with universities and research institutions, establishing long-term partnerships with multiple institutions including Qilu University of Technology (Shandong Academy of Sciences), Dalian Polytechnic University, Jiangnan University, Nanjing Tech University, and South China University of Technology, covering joint practical teaching base construction and technical cooperation.

In terms of standardization development, we actively participate in the formulation and revision of national, industry, and local standards. By leading or participating in the development of standards across multiple production areas, we have not only enhanced industry compliance levels but also provided directional guidance for green manufacturing and sustainable development.

In 2025, Asia Symbol participated in multiple industry exhibitions and forums, including the WEPACK World Packaging Industry Expo, Beijing International Printing Technology Exhibition, the Third Green and Smart Packaging Industry Development Conference, and the CPIS Packaging Power Forum. Through active engagement and knowledge sharing on sustainable products and practices, we showcase our influence in driving green transformation across the industry.



Asia Symbol (Jiangsu) Conducts Joint Technical Research with Nanjing Tech University

In 2025, Asia Symbol (Jiangsu) deepened its industry-academia-research collaboration with Nanjing Tech University, undertaking joint technical research on the topic of "Zero Waste Water Discharge in the Papermaking Industry". The project successfully achieved zero wastewater discharge from papermaking processes while reducing treatment costs by 30%, offering a cost-effective and scalable model for green transformation across the industry.

Asia Symbol (Shandong) Participates in National and Industry Standard Development

In 2025, Asia Symbol (Shandong) actively advanced industry standardization and green development by taking the lead in formulating the national standard GB/T 20231467-T-607 *Raw materials and pulps—Determination of carbohydrate composition*, and contributed to the development of multiple other national and industry standards, including GB/T 18706-2025 *Paper based laminated material for fresh-keeping packaging of liquid food*, T/CNPPA 3029—2025 *Guidelines for Selecting Paperboard for Pharmaceutical Packaging Boxes*, T/XJBX 0069—2025 *Technical Specification for Dynamic Calibration of Intelligent Instruments*, T/CPICC 002—2025 *Guidelines for Environmental Footprint Assessment of Pulp and Paper Products*, and T/CIET 1025-2025 *Technical Specification for Bleaching of Elemental Chlorine-Free (ECF) Chemical Pulp*. Additionally, the circular economy standardization pilot project of Asia Symbol (Shandong) has successfully passed provincial-level acceptance, establishing a replicable and scalable model for circular economy standardization.

Asia Symbol (Guangdong) Launches Specialized Industry-Academia-Research Collaboration with South China University of Technology

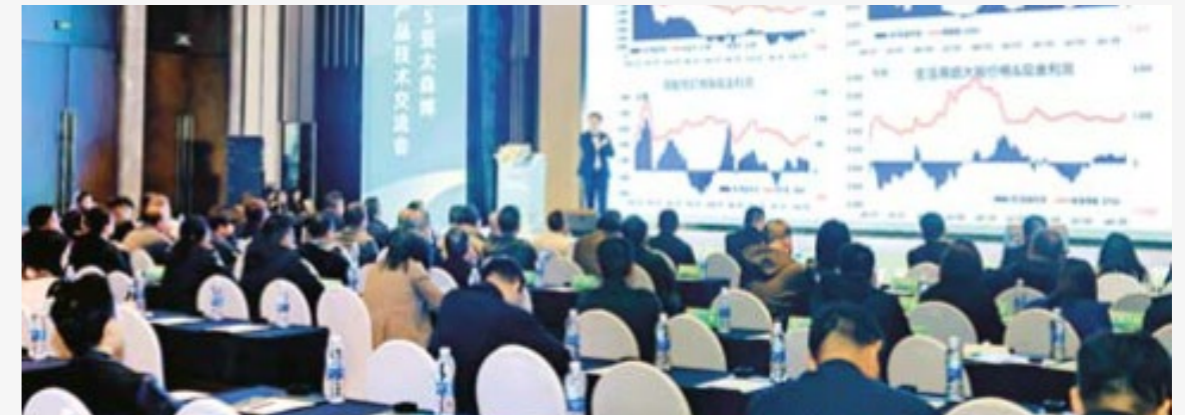
In 2025, Asia Symbol (Guangdong) initiated a specialized industry-academia-research collaboration with South China University of Technology, focusing on the research and application of surface sizing agents. The project aims to enhance surface sizing performance and improve paper quality, accelerating the practical implementation of advanced technologies in actual production processes.



Asia Symbol (Guangdong) Launches Specialized Industry-Academia-Research Collaboration with South China University of Technology

Asia Symbol Hosted Ivory Paperboard Product Technology Exchange Seminar

In 2025, Asia Symbol organized the 2025 Ivory Paperboard Product Technology Exchange Seminar, centered on sustainable development and industry green transformation. The event brought together industry players for in-depth dialogue, sharing insights on green practices, low-carbon production initiatives, and market trends. The seminar deepened shared understanding with customers on sustainable innovation and jointly envisioned the future of green paper products.



Asia Symbol Ivory Paperboard Product Technology Exchange Seminar

Intellectual Property Protections

We strictly adhere to national and local intellectual property laws and regulations, including the *Copyright Law of the People's Republic of China*, the *Patent Law of the People's Republic of China*, the *Trademark Law of the People's Republic of China*, and the *Law of the People's Republic of China on the Progress of Science and Technology*. On this foundation, we have established a comprehensive and systematic intellectual property protection mechanism. We integrate IP management throughout the entire innovation lifecycle, actively promoting the synergistic advancement of intellectual property and technological innovation. By continuously optimizing patent application and management processes, Asia Symbol strengthens its capacity to drive innovation vitality and enhance core competitiveness.

We strengthen the creation, utilization, and protection of intellectual property through a dual approach of internal system enhancement and external collaboration. Internally, we continuously optimize management processes, conduct special training to raise awareness across all employees, and have established a dedicated team to manage patent affairs. Externally, we proactively conduct patent landscaping and infringement risk assessments to avoid potential legal conflicts, and handle potential disputes effectively. This integrated strategy safeguards our innovation outcomes and mitigates associated legal and operational risks.

In 2025

70
patent applications filled

15
patent granted

10
national, industry, local, and group standards were drafted and revised under the Group's leadership or with its participation

Enhancing Customer Service

Adhering to a customer-centric philosophy, Asia Symbol has systematically established customer communication and complaint management mechanisms. Through rapid feedback and closed-loop management of customer feedback, we consistently deliver high-standard service support, aiming to create long-term value for customers and build strong, trustworthy relationships.

Improving Customer Services

Asia Symbol places high priority on customer communication and feedback, offering diverse channels, such as hotlines and email, to ensure open and responsive dialogue. We are guided by customer needs, leveraging regular quality review meetings to continuously monitor product performance and ensure ongoing alignment with customer expectations.

Asia Symbol continues to refine its product complaint response mechanism, with all companies establishing standardized complaint handling procedures that systematically define the full lifecycle of actions—from sample retention and investigation sampling, to testing and analysis, return/exchange processing, compensation, and feedback follow-up. Complaint resolution performance has been integrated into the performance evaluation system, and special root-cause analysis and improvement initiatives are conducted for key complaints, significantly enhancing response speed and resolution efficiency. Building on existing processes, Asia Symbol (Guangdong) and Asia Symbol (Jiangsu) updated their customer complaint and claim handling procedures in 2025. Asia Symbol (Shandong) further improved efficiency by shortening case closure timelines and optimizing the compensation process. As a result, in 2025, Asia Symbol (Guangdong) achieved a 100% complaint resolution rate, and Asia Symbol (Jiangsu) recorded a complaint rate of 0.68 per thousand tons of paper produced.

Customer Complaint Overview of Asia Symbol in 2025

Indicator	Unit	2025
Total Number of Customer Complaints	Case	1,604
Complaint Handling Rate	%	100.00
Complaint Resolution Rate	%	94.95

Customer Satisfaction Survey of Asia Symbol (Shandong) in 2025

Indicator	Unit	2025
Pulp	Points	4.50 (out of 5)
Ivory Paperboard	Points	4.17 (out of 5)
Fine Paper	Points	8.90 (out of 10)

Customer Satisfaction Survey of Asia Symbol (Guangdong) in 2025

Indicator	Unit	2025
Fine Paper	Points	8.90 (out of 10)

Customer Satisfaction Survey of Asia Symbol (Jiangsu) in 2025

Indicator	Unit	2025
Ivory Paperboard	Points	4.52 (out of 5)

Strengthening Privacy Protection

Asia Symbol treats information security and customer privacy protection as critical components of its operations, having established a comprehensive management system. Through the implementation of specific protective measures, Asia Symbol continuously enhances its overall security posture to effectively safeguard customer data.

We strictly comply with laws and regulations, including the *Data Security Law of the People's Republic of China* and the *Personal Information Protection Law of the People's Republic of China*. We have developed relevant policies including the personal information protection policy and the management measures for personal information security incidents. We are committed to adopting stringent management and technical measures to safeguard the security of personal information. We have also clearly defined processes for security incidents—from reporting and handling to review and improvement, including key steps such as incident classification, response timeframes, roles and responsibilities, and evidence preservation.

Privacy Protection Initiatives

Asia Symbol (Shandong)

Further refined the personal information protection system by updating internal policies across key areas, including personal information classification and grading, full lifecycle management, security incident emergency response, and third-party data sharing. Implemented practical measures such as employee informed consent procedures and privacy protection notifications to ensure effective enforcement of personal data security requirements.

Asia Symbol (Guangdong)

Continuously monitors software vulnerability alerts, patch release statuses, and end-of-support timelines. When known vulnerabilities are identified, patches are promptly deployed. Outdated software no longer receiving technical support is strictly controlled and actively upgraded to supported versions.

Asia Symbol (Jiangsu)

Systematically strengthened the security defense framework across multiple dimensions—endpoints, network, access control, and personnel awareness. Implemented unified endpoint patch management, multi-factor authentication, the principle of least privilege, regular phishing simulation exercises, and enhanced network perimeter protection, significantly improving overall security resilience and risk mitigation capabilities.

Asia Symbol (Guangdong) Conducts Phishing Email Simulation Drills

In 2025, Asia Symbol (Guangdong) conducted quarterly phishing email simulation drills on a regular basis to practically test employees' cybersecurity awareness. For individuals identified as needing improvement during the drills, Asia Symbol (Guangdong) leveraged the Workday system to assign targeted course of the IT Security Awareness, followed by a mandatory assessment. The course covers key areas including security threat types, email and password security, safe web browsing practices, and physical security, with a dedicated module on identifying and responding to phishing emails. Through systematic learning and assessment, Asia Symbol (Guangdong) ensures that all employees meet security awareness standards, thereby effectively reinforcing the organization's information security defense line.

In 2025, Asia Symbol **did not experience** any data security or privacy leakage incidents.



People-Oriented, Nurturing Talent for Security & Stability

Asia Symbol upholds that talent is the source and driving force of corporate development. The Company consistently protects employees' legitimate rights and interests, continuously optimizes talent management mechanisms and cultivation systems, provides competitive compensation and benefits, and fosters a harmonious, equitable, safe, and healthy working environment.

- Protecting Employees' Rights and Interests
- Empowering Talent Development
- Enhance Employee Well-being
- Building a Safety Defense Line

Protecting Employees' Rights and Interests

Asia Symbol recognizes that talent is the cornerstone of the Company's development. To attract top-tier talent, the Group adheres to compliant recruitment and employment practices, strengthens democratic management mechanisms, fosters a fair and inclusive workplace, and provides support for stable employee development.

Compliant Employment

Asia Symbol strictly complies with relevant laws and regulations, including the *Labor Law of the People's Republic of China* and the *Labor Contract Law of the People's Republic of China*. Based on actual operational management, Asia Symbol has formulated an *Employee Handbook* to regulate matters such as recruitment and hiring, labor contract management, compensation and promotion arrangements, welfare protection, working hours, and leave entitlements, thereby ensuring that employment practices are standardized and orderly.

We adhere to the *Universal Declaration of Human Rights*, the *United Nations Guiding Principles on Business and Human Rights*, the *ILO Declaration on Fundamental Principles and Rights at Work*, and other international standards and initiatives. We have developed the *Human Rights Policy* applicable to all employees. We implement the principles of equality, respect, and inclusivity in daily management to foster a stable working environment.

We explicitly prohibit child labor and forced labor in all forms, and have established multiple review procedures in the recruitment and employment management processes. During the recruitment phase, candidates are required to provide identification documents and academic credentials. Upon employee onboarding, relevant certificates and personnel records are archived for filing. Through information verification, we ensure that employee age and identity are authentic and valid, thereby preventing any instances of child labor or forced labor and mitigating risks associated with non-compliant employment.

In 2025, the subsidiaries of Asia Symbol experienced no violations or breaches related to child labor or forced labor.

Human Rights Policy of Asia Symbol

- Prohibition of Forced Labor** • We ensure that employees are free to leave work or terminate their employment upon notice in line with mandatory and contractual regulations.
- Lawful Employment Contracts** • We ensure that all employees have employment contracts or terms and conditions as required by law.
- Fair Compensation and Benefits** • We provide fair wages, working hours and benefits that meet legal or industry standards while engaging with the relevant experts and local stakeholders, such as trade unions.
- Zero Tolerance for Child Labor** • We strictly prohibit the use of child labor.
- Elimination of Inhumane Treatment** • We hold zero tolerance for any form of forced labor, modern slavery, human trafficking, physical punishment or other abuse.
- Equality and Diversity** • We safeguard the health, safety, and well-being of employees, providing a secure working environment.
- Health and Safety** • We safeguard the health, safety, and well-being of employees, providing a secure working environment.
- Collective Bargaining** • We respect the right of all employees to join the Trade Union and to negotiate collectively.

In 2025

Asia Symbol (Guangdong) and Asia Symbol (Shandong) achieved

100%
coverage of the *Collective Contracts*

Asia Symbol (Shandong) Organized Security Personnel to Conduct Training on Human Rights Protection

In implementing the human rights policy, we have continuously focused on safeguarding the rights and interests and occupational protection of security personnel. In 2025, the Company organized security personnel to conduct training on human rights protection, covering occupational health, safety regulations, fire safety knowledge, and emergency management. The training was further strengthened by integrating practical job requirements to enhance the identification of and protection against risks in the working environment. The training focused on personal protective measures for different seasons and safety precautions in operational scenarios such as vehicle inspections. In 2025, 100% of security personnel received human rights training.

In 2025

100%
of security personnel received human rights training

Equality and Diversity

Asia Symbol adheres to the principle of fair employment and is committed to building a diverse and stable workforce. Regarding recruitment management, each subsidiary has established the *Recruitment Management Measures*, which provide detailed explanations of the recruitment process, position management, and employment requirements, thereby clarifying operational standards and division of labor for each stage.

Each of its subsidiaries conducts talent selection in accordance with recruitment management policies, performing comprehensive evaluations based on dimensions such as job fit, cultural alignment, and development potential. Interview processes are carried out by referencing the RGE Group's interview reports and evaluation principles to ensure that the selection process is grounded in objective standards.

We stipulate that each of its subsidiaries shall not discriminate in the recruitment and employment processes on the basis of age, gender, marital status, disability, nationality, religion, or race, thereby ensuring the fairness of the hiring process. We maintain a zero-tolerance stance regarding workplace harassment, explicitly prohibiting any form of harassment against employees and partners in the workplace, and implementing standardized management of employee conduct. In 2025, the subsidiaries of Asia Symbol did not experience any discrimination incidents.

In 2025

the subsidiaries of Asia Symbol **did not experience** any discrimination incidents

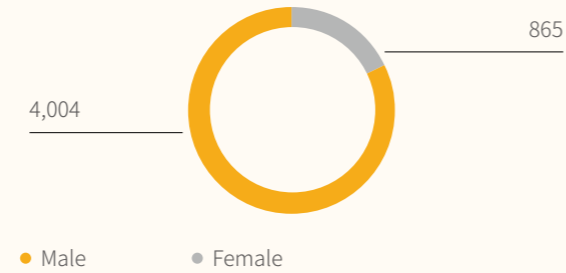
2025 Employee Employment of Asia Symbol

In 2025

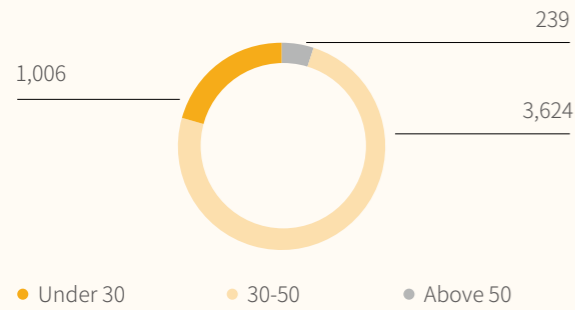
Total Number of Employees

4,869 Person

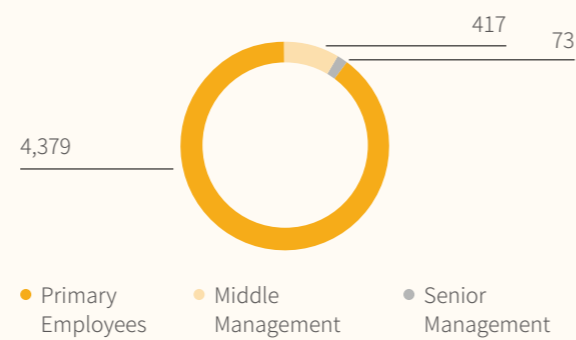
Number of Employees by Gender (Person)



Number of Employees by Age (Person)



Number of Employees by Rank (Person)

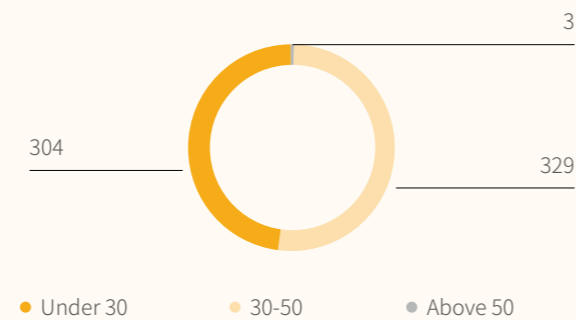


In 2025

Total Number of New Hires

636 Person

Number of New Hires by Age (Person)



2025 Employee Turnover of Asia Symbol

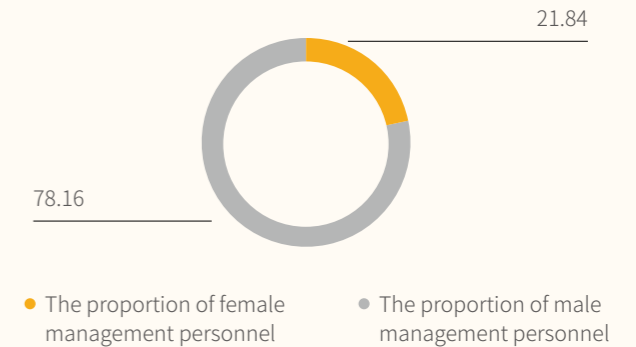
Indicator	Unit	2025
Employee Turnover Rate	%	16.53
Employee Turnover Rate by Gender	Male	% 17.38
	Female	% 12.60
Employee Turnover Rate by Age	Under 30	% 27.24
	30-50	% 13.93
	Above 50	% 10.88

In 2025

the proportion of female management personnel reached

21.84%

The proportion of management personnel (%)



Respect for Employees

During its business operations, Asia Symbol has focused on the cultural context of the locations where its businesses operate and the actual needs of its employees. It respects diverse living habits and ethnic beliefs and provides channels for employees to participate equally and express their opinions.

We respect employees' rights to join trade unions and participate in collective bargaining, and provide policy guarantees for employees to express opinions and safeguard their rights through legal channels. Each of its subsidiaries has established policies regarding collective agreements and the protection of rights and interests, and signs collective agreements in accordance with such policies.

At the same time, each of its subsidiaries has established communication mechanisms such as Workers' Congress and regularly convenes sessions of the Workers' Congress to implement employees' rights to know, participate, express, and supervise.

In 2025

Asia Symbol **did not experience** any

incidents of employee rights violations or significant risks at its operational sites or among its suppliers.

Empowering Talent Development

Asia Symbol continues to refine its talent development mechanisms. By focusing on different job sequences and development stages, the Company has established a tiered and categorized talent development framework. Concurrently, we implement systematic training, on-the-job practice, and compensation performance management to support employee capability enhancement and career growth, striving to align employee development with the organizational development needs of the Company.

Talent Cultivation

The Group places emphasis on employee training and talent pipeline construction. It has established relevant policies for employee training management and set up a Training Center to coordinate the planning and implementation of training programs, thereby forming a talent development pathway covering different career stages. The training system encompasses general basic training, management capability enhancement courses, and professional and technical training. Tiered and categorized development is conducted in alignment with job requirements to support employees in continuously improving their professional competencies and comprehensive literacy.

Talent Training System of Asia Symbol

General Basic Training

New Employee Onboarding Training

New employees are provided with onboarding training, which includes company introduction, safety, and management systems, to help them rapidly integrate into the workplace. An assessment must be passed upon completion of the training.

Core Values Training

Employees will learn and master the Group's core values to align their personal behaviors with corporate development.

Management and General Competency Training

Management Training

Training courses include management experience sharing, frontline supervisor management skill enhancement, and middle management personnel management skill enhancement and primary management personnel skill enhancement.

General Competency Training

Training courses include workplace relationship training, effective communication, presentation skills, management policy training, Six Sigma training, Lean series training, recruitment techniques, sales skills training, core skill enhancement for procurement personnel, logistics management training, and business etiquette.

Manager Training

Asia Symbol regularly conducts the Manager Training Programme (MTP), covering courses such as QPC principles, procurement and supply chain management, lean management, financial management, human resources management, and leadership. These courses aim to enhance the performance capabilities and leadership effectiveness of middle managers in a holistic manner.

Professional and Technical Training

Professional and Technical Training

Employees are provided with professional and technical training. Through star-rated skill training and assessments, the professional capabilities of operators are enhanced. The training also aims to ensure that process operations, quality inspection, and equipment maintenance meet industry-leading standards.

Employee Training of Asia Symbol in 2025



New Employee Training

We have established company-level and department-level training arrangements for newly hired employees to help them understand the organizational structure, policies, work processes, and job requirements, enabling them to adapt to the working environment as soon as possible. Company-level training covers topics including an introduction to the Company's overview, factory safety induction for new employees, training on management systems and standardization awareness, environmental protection training, sustainable development policy training, lean management and 5S management, financial reimbursement procedures, and explanations of departmental business processes. Through a combination of centralized training sessions and assessment, employees are supported in completing role transitions and assuming their job responsibilities.

Management Training

We implemented a middle management personnel capability enhancement project focused on the construction of the talent pipeline to improve the organizational coordination and strategic execution capabilities of management personnel. The training content covers topics such as business management, human resource management, safety management, leadership development, and sustainable development concepts. Through case studies and practical exchanges, the project supports middle managers in strengthening their management capabilities and accountability in actual work.

Asia Symbol (Shandong) Launched a Capability Enhancement Program for Primary Management Personnel

In 2025, the Company initiated a capability enhancement program for primary management personnel based on business needs. Based on the comprehensive assessment results, Asia Symbol (Shandong), in collaboration with the Training Center and relevant departments, formulated capability improvement plans for participants and conducted specialized training sessions in phases. The training topics cover lean management practices, team building, human resources policies, financial management for non-financial personnel, customer-oriented QPC, stress management, communication skills, and sharing of experiences by team leaders. Asia Symbol (Shandong) plans to continue completing the remaining thematic training for the project in 2026.



Training Session on Capability Enhancement for Primary Management Personnel



Asia Symbol (Shandong) Launched the GT University Student Development Program

In 2025, Asia Symbol (Shandong) continued to advance the GT University Student Development Program. Systematic training was conducted for newly recruited university graduates on corporate culture, core values, professional ethics, and business processes through methods such as onboarding integration training, job rotation training, and on-the-job training. Through the implementation of this project, the Company has reserved young talents for management and technical positions and continuously improved the construction of the talent pipeline.



Asia Symbol (Shandong) Established an Equipment Technology Innovation Center to Empower the Cultivation of Skilled Talent

In September 2025, the Equipment Technology Innovation Center of Asia Symbol (Shandong) was completed and put into operation. Aimed at cultivating highly-skilled talent, the Center enabled engineers to independently design and construct a mounted training platform, reducing platform construction costs by 90% and providing employees with a skills training platform closely aligned with actual production scenarios. The Innovation Center planned 19 core training projects around key technical challenges on the production frontline. These projects cover multiple domains, including generators, relay protection, PLC control and variable frequency speed regulation, and industrial network communication. A systematic skills training system ranging from basic to advanced levels was established, and a simulation platform for key technologies was built to assist employees in enhancing their professional skills and practical capabilities. This model has been recognized by the Municipal Human Resources and Social Security Bureau and the Municipal Federation of Trade Unions, and has attracted external entities for observation and exchange. Currently, relevant technical achievements are undergoing patent application.



Asia Symbol (Shandong) Equipment Technology Innovation Center



Asia Symbol (Shandong) Conducted Specialized Training Sessions on Sustainable Development

In 2025, the Company organized two specialized training sessions on sustainable development for its management and personnel at the manager level or above. The training was delivered by the Head of Corporate Social Responsibility and Sustainability for RGE China and the Company's Head of Sustainability. The sessions provided a systematic overview of the macro context of sustainability, key topics, and corporate practices. Through the implementation of specialized training sessions, the Company has further enhanced the understanding of sustainability concepts and practices among management and relevant personnel.

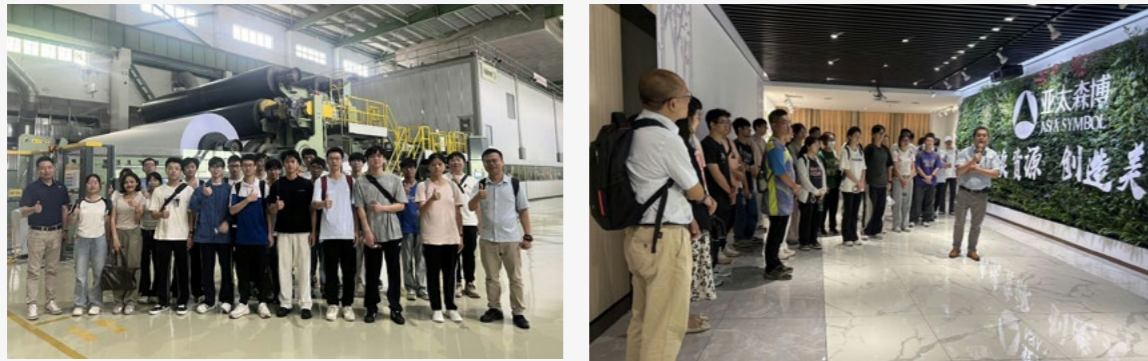


Asia Symbol (Shandong) Specialized Training Session on Sustainable Development

Asia Symbol (Guangdong) Conducts University-Enterprise Internship Exchange Activities

In May 2025, 55 faculty members and students from the Light Chemical Engineering program at South China University of Technology visited Asia Symbol (Guangdong) for a tour and internship exchange. As a teaching and internship base of South China University of Technology, the Company organized faculty members and students to gain in-depth understanding of modern papermaking production processes and the operating principles of paper machines, based on actual enterprise production conditions.

Through on-site presentations and exchanges, participating faculty members and students further deepened their understanding of the production processes and equipment operation management in the pulp and paper industry, thereby providing a practical foundation for cooperation between the enterprise and the university in professional talent development.



Asia Symbol (Guangdong) University-Enterprise Visit and Internship Exchange Event

Asia Symbol (Jiangsu) Launched an Engineer Capability Enhancement Project

In 2025, Asia Symbol (Jiangsu) organized and implemented engineer research projects and annual technical summary exchange activities focused on enhancing professional engineering capabilities. This project integrates actual production conditions to support engineers in conducting research on technical issues, thereby enhancing their ability to analyze and solve problems through a "learning by doing" approach. Concurrently, Asia Symbol (Jiangsu) reviewed and shared key technical initiatives for the year, resulting in an annual engineer technical summary report to facilitate internal exchange and learning of technical expertise.

Talent Development

Asia Symbol supports the enhancement of employee capabilities and career development through performance evaluation, job placement arrangements, and incentive mechanisms. The Company provides employees with clear growth pathways to drive the continuous optimization of the talent structure.

Incentive Mechanism

We have established an employee performance appraisal mechanism to comprehensively evaluate employees' theoretical knowledge, practical skills, work performance, and team collaboration. Each of its subsidiaries adjusts job assignments and compensation levels based on performance appraisal results, serving as a critical basis for employee development and role alignment. This mechanism enables the Company to objectively and fairly assess employee capabilities, identify professional talents and key personnel, and effectively enhance their work enthusiasm.

In terms of capability enhancement support, the Company encourages employees to participate in academic education and professional qualification certification training. Relevant funding standards, service period requirements, and academic completion requirements are clearly defined in accordance with applicable management policies. For eligible employees, we provide tuition and related expense support to facilitate the integration of employee capability enhancement with career development.

Promotion Mechanism

We adhere to the merit-based promotion principle, conducting promotion reviews based on employees' professional capabilities, job performance, and work results. Each of its subsidiaries has established standardized promotion policies for personnel, clearly defining the review criteria and procedural arrangements, while distinguishing development pathways between the management track and the professional technical track. Employees may participate in promotion assessments based on position competency requirements and their own career development directions. Relevant results shall be implemented for position and grade adjustments upon approval.

Compensation Management

Asia Symbol has established compensation and performance management arrangements that align with job responsibilities and performance outcomes. In conjunction with market benchmarks and the internal job grading system, it conducts compensation management and performance evaluation activities.

Compensation Policy

We actively construct a competitive compensation and benefits system to attract, motivate, and retain professional talent through reasonable compensation arrangements. Each of its subsidiaries has established compensation and benefits management policies in accordance with national laws and regulations as well as relevant provisions of the jurisdictions where they operate. Under the principle of position-based pay, compensation standards are determined by comprehensively considering job responsibilities, employee performance capabilities, and market compensation levels, and salary adjustments are implemented according to management arrangements. While ensuring a base salary, Asia Symbol implement a compensation policy that is not lower than the national minimum wage standard and establish a minimum entry-level salary for employees joining the Company. Employee compensation consists of fixed salaries, various allowances and subsidies, welfare benefits, and performance-linked variable bonuses.

Performance Management

Each of its subsidiaries has established performance appraisal management policies to systematically evaluate employees' fulfillment of their duties. Each of its subsidiaries conducts regular assessments in alignment with annual work arrangements and organizes phased evaluations based on actual circumstances, providing comprehensive evaluations focused on the completion of work objectives and performance of values-driven behaviors. Each of its subsidiaries stipulates that performance results serve as a critical basis for salary adjustments, bonus distributions, and role adjustments. Each of its subsidiaries applies the assessment results in accordance with established procedures to align employee performance outcomes with job assignments and incentive mechanisms.

Based on performance evaluation, we organized and implemented Individual Development Plan for employees. Each of its subsidiaries communicates and confirms the evaluation results with employees based on performance feedback, clarifies strengths and areas for improvement, and establishes subsequent action plans. By integrating performance results with Individual Development Plan, the Company promotes continuous improvement in employees' job competencies and work performance.

In 2025

the coverage rate of Individual Development Plan for core employees across each of its subsidiaries reached

100%

Enhance Employee Well-being

Asia Symbol is committed to establishing a comprehensive employee benefits system. Through robust management policies and diverse cultural and sporting activities, the Company continuously optimizes its employee care pathways. The Company has established an efficient multi-level communication and feedback mechanism aimed at significantly enhancing employee happiness and a sense of belonging, and fostering a healthy, harmonious, and positive corporate culture.

Employee Welfare

Asia Symbol cares for its employees' physical and mental well-being through a comprehensive welfare system and diverse cultural and sports activities. The Group strives to enhance team cohesion, create a caring workplace, and help employees make a balance between work and life.

Welfare System

Asia Symbol has always regarded employee benefits as a core driver of sustainable corporate development. By establishing and improving the compensation and benefits management system and formulating and implementing the measures for managing compensation and benefits, the Company ensures that the legitimate rights and interests and welfare treatment of every employee are systematically safeguarded.

The Company continues to improve the management policies related to compensation and benefits, ensuring the legitimate rights and interests of every employee and the implementation of their treatment from the policy source. In terms of basic social security, the Company strictly complies with national regulations and fully contributes to statutory insurance premiums for pension, medical care, unemployment, work-related injury, and maternity, as well as housing provident funds. On this basis, the Company established a diversified incentive mechanism covering housing allowances, shift allowances, performance incentive bonuses, sales bonuses, overproduction bonuses, and year-end bonuses, supplemented by special awards, holiday benefits, heating subsidies, and meal allowances, effectively enhancing employees' sense of gain. Furthermore, the Company has implemented a unified employer's liability insurance policy for all subsidiaries. This ensures that employees receive timely financial compensation and medical expense reimbursement in the event of work-related injuries or occupational diseases, thereby establishing a robust safeguard for their life and health.

To support employees in balancing work and life, each of its subsidiaries has implemented comprehensive leave benefits in accordance with attendance management policies, including statutory holidays, annual leave, compensatory leave, parental leave, nursing leave, marriage and bereavement leave, and maternity leave. Additionally, standardized salary payments or compensatory time off are provided for overtime work performed on regular working days. Beyond basic coverage, the Company consistently upholds a human-centric approach by providing heating subsidies and high-temperature allowances, organizing annual health check-ups on a regular basis, and implementing assistance programs for employees in severe financial distress. These measures ensure that both the fundamental needs and special requirements of employees are fully addressed.

Employee Benefits and Care Measures

Female Employees

- We organize salon activities, lectures, and other events for female employees to promote communication and mutual support and enhance their sense of belonging.
- We strictly implement policies such as maternity leave and parental leave to ensure that the legitimate rights and interests of female employees are fully protected.
- We provide childbirth bonuses to employees to foster a family-friendly workplace.

Employees in Need

- We establish relief funds to help employees (or their spouses and children) who are temporarily in difficulty due to serious illness or unexpected family incidents. As of the end of the reporting period, the relief fund of Asia Symbol (Shandong) had assisted 69 people with a total relief amount of RMB 150 thousand. The relief fund of Asia Symbol (Guangdong) had assisted 2 people with a total relief amount of RMB 20.2 thousand.

Retired Employees

- We establish localized retirement policies and processing procedures, initiate employee retirement intent inquiries six months in advance, and assist departments in preparing personnel reserves and work handover arrangements in a timely manner.
- We assist employees in processing retirement procedures; handle the medical retirement process and related allowance applications for employees disabled due to injury; and assist in applying for policy-based subsidies such as unemployment insurance stability post-return and one-time expanded employment subsidies.
- We provide necessary support and assistance to the families of employees who died while in service but not due to work-related causes for processing and receiving one-time benefits.

Asia Symbol (Guangdong) Enhances Employee Cultural and Sports Facilities and Well-being Initiatives

In 2025, Asia Symbol (Guangdong) constructed and commissioned a new employee activity center equipped with facilities including basketball courts, a gymnasium, a library, billiard tables, and table tennis tables to provide employees with diverse sports and leisure spaces. The Company's trade union continues to organize cultural and sports activities, such as football and badminton, encouraging employees to actively participate in physical exercise and enrich their leisure lives.

Simultaneously, the Company provides meal support for employees during major holidays and arranges cooling beverages and other care measures during high-temperature weather to support employees' work and daily lives, further fostering a corporate atmosphere of caring for employees.



Asia Symbol (Guangdong) Employee Activity Center

Asia Symbol (Jiangsu) Held a "Qixi Festival Blind Date and Social Event"

On 30 August 2025, Asia Symbol (Jiangsu), in collaboration with relevant entities within the industrial park, hosted the Qixi Festival Blind Date and Social Event titled "Golden World of Love, For You, the Eagle" to establish a communication platform for single employees within the park. The activities focused on interactive games, talent showcases, and informal exchanges to facilitate deeper understanding among participants in a relaxed atmosphere.

The event attracted single young professionals from enterprises, financial institutions, and public sector entities. By organizing diverse interactive exchanges, Asia Symbol (Jiangsu) has created conditions for employees to expand their social channels and enrich their leisure lives. While meeting the emotional and social needs of young employees, this initiative has strengthened the sense of belonging and cohesion within the park.



Asia Symbol (Jiangsu) "Qixi Festival Blind Date and Social Event"

Asia Symbol (Shandong) Conducted Summer Cooling Relief Care Activities

In August 2025, the trade union of Asia Symbol (Shandong) organized a "Cooling Relief" care activity, primarily targeting frontline employees working in high-temperature environments. The Company has strengthened care and protection for employees in high-temperature positions by distributing heatstroke prevention and cooling supplies, thereby supporting safe operations under high-temperature conditions. Through the implementation of relevant activities, the Company further focused on employees' working conditions during extreme weather events and strengthened safeguards for employee health and safety.



Asia Symbol (Shandong) Summer Cooling Relief Care Activity Event

Asia Symbol (Shandong) Conducted a Care Activity for Employees' Children's Academic Advancement

In August 2025, Asia Symbol (Shandong) organized a care activity for the children of its employees regarding their academic advancement. Rewards were granted to and fresh flowers were presented to the children of employees who were admitted to universities (including master's and doctoral programs). Simultaneously, the Company invited relevant students to visit the factory for exchange activities to understand the production and operation environment as well as their parents' work content. Through the implementation of academic advancement care and visitation activities, while focusing on the development of employees' families, the Company has strengthened the sense of identification among employees and their families towards the enterprise.



Visit by the Children of Employees of Asia Symbol to a Factory

Asia Symbol (Shandong) Organized a DIY Activity for Female Employees

In March 2025, Asia Symbol (Shandong) organized a DIY event for female employees, inviting them to participate in handicraft experiences. The activity, conducted through interactive participation, enriched employees' cultural life, facilitated communication and interaction among staff, and further fostered a relaxed and positive work environment.



Asia Symbol (Shandong) Female Employees' DIY Activity

Asia Symbol (Shandong) Conducted Relief Work for Employees in Need

In March 2025, an employee of Asia Symbol (Shandong) suffered a sudden accident on the way home from work. The injuries were severe and required long-term treatment and subsequent rehabilitation. Upon understanding the situation, the Company's Trade Union promptly activated the assistance mechanism for employees in need, coordinated relevant resources to carry out support work, provided support to employees' families, and alleviated medical and living pressures. Through the implementation of emergency relief and continuous follow-up, the Company further solidified its employee care initiatives, demonstrating its commitment to supporting employees and their families.

Cultural and Sports Activities

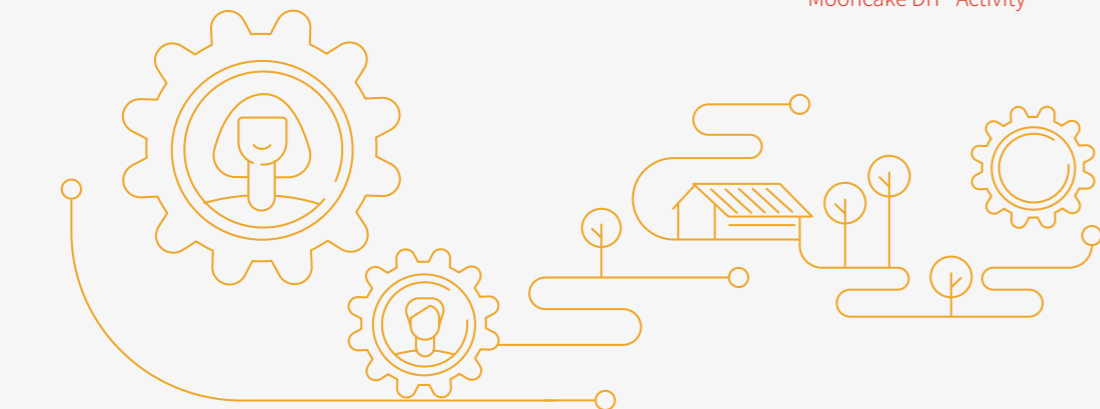
Asia Symbol is committed to fostering a healthy and positive work environment, prioritizing employee physical and mental well-being as a key component of its corporate culture and employee care initiatives. Through various cultural and sports activities, including holiday celebrations and employee sports meets, the Companies have enriched employees' work and life experiences. While facilitating physical and mental relaxation for employees, these initiatives have further strengthened team interaction and collaboration, continuously enhancing organizational cohesion.

Asia Symbol (Jiangsu) Conducted a "Mid-Autumn Snowy Mooncake DIY" Activity

In September 2025, Asia Symbol (Jiangsu) organized the themed activity "Full Moon on Mid-Autumn Festival, Warmth Delivered in Mooncakes" featuring snowy mooncake DIY, inviting employees to participate in the festive handicraft experience. The activity guided employees to understand traditional festival culture through on-site instruction and interactive practice, allowing them to experience the process of making mooncakes by hand in a relaxed atmosphere.



Asia Symbol (Jiangsu) "Mid-Autumn Snowy Mooncake DIY" Activity



Asia Symbol (Jiangsu) Held Its Inaugural Autumn Sports Meeting

On 25 October 2025, the Company held its inaugural autumn sports meeting. The event featured multiple competition categories, including basketball, badminton, table tennis, and various recreational team activities, to encourage broad employee participation.

The sports meeting promotes communication and cooperation among employees through team competitions and collaborative projects, thereby enhancing team cohesion. During the event, the Company organized award ceremonies and collective presentations to foster a healthy and positive organizational atmosphere, thereby promoting a team spirit characterized by unity, collaboration, and striving for excellence.



Asia Symbol (Jiangsu) Inaugural Autumn Sports Meeting

Asia Symbol (Shandong) Held a Spring Festival Gala for Employees

In January 2025, Asia Symbol (Shandong) organized the Spring Festival Gala at the Rizhao International Expo Center. More than 2,000 individuals, including company management, employees, and their family members, attended the event. The event enriched employees' extracurricular cultural life and strengthened their sense of belonging and team cohesion through self-written and performed artistic programs, interactive sessions, and lucky draws.

During the evening gala, the Company also recognized outstanding individual employees, exemplary teams, outstanding improvement projects, and volunteers. Additionally, family members of outstanding employees were invited to tour the Company's exhibition hall and production facilities to further enhance their understanding of the enterprise's development. Through the organization of the Spring Festival gala, the Company cultivated a warm and harmonious corporate culture.



Asia Symbol (Shandong) 2025 Spring Festival Gala for Employees

Asia Symbol (Guangdong) Holds Spring Festival Couplet Giving Event to Welcome the New Year

In December 2025, the Trade Union of Asia Symbol (Guangdong), together with the Federation of Trade Unions of Xinhui District and the Federation of Trade Unions of Shuangshui Town, held a Spring Festival couplet giving event themed "Caring for Employees, Bringing Blessings to Thousands of Households". Renowned calligraphers were invited to write Spring Festival couplets and the Chinese character "Fu" (blessing) on site, extending festive greetings to the staff. Employees participated in the event during their breaks, selecting their favorite couplets and calligraphy works, creating a lively and warm atmosphere.

In total, more than 100 pairs of couplets and "Fu" characters were presented to employees. This traditional cultural activity enriched the employees' spiritual and cultural life and fostered a festive, peaceful and joyful atmosphere for the upcoming Chinese New Year.



Asia Symbol (Guangdong) Spring Festival Couplet Giving Event

Employee Communication

Asia Symbol places high importance on employees' right to participate and express themselves in organizational operations. By establishing a communication matrix that spans different rank and functional layers, the Company is committed to ensuring the smooth transmission of employee feedback and closed-loop responses. The Group has integrated routine communication into daily management to precisely understand employees' genuine needs regarding career development, work arrangements, and management optimization, thereby driving the real-time and effective resolution of internal issues.

To ensure the standardized operation of the feedback mechanism, each of its subsidiaries has established management policies regarding employee complaints, set up accessible feedback channels, and clarified the acceptance procedures, the designated management department, and the time-limited handling mechanism. At the execution level, all complaint information is registered by dedicated personnel and subject to end-to-end tracking to ensure that every feedback item undergoes investigation and result notification in accordance with established procedures. Meanwhile, the Group strictly enforces rigorous confidentiality agreements, implementing specialized protection for complainants' identities and related information to prevent information leakage or improper dissemination. Through professional and prudent governance measures, the Group effectively safeguards the legitimate rights and interests of its employees.

We support the trade union in conducting relevant activities and maintain regular communication with employee representatives to negotiate and provide feedback on matters involving employee rights, thereby promoting a standardized and orderly labor relations.

Each year, each of its subsidiaries under Asia Symbol carries out the employee satisfaction survey. The survey consists of seven modules: complementary team, ownership, people, integrity, customer, continuous improvement, and sustainable engagement.

The Company regularly hosts General Manager Communication Days, organizes annual all-employee communication meetings, and conducts employee satisfaction survey. It is planned to conduct one-on-one communications with employee representatives in 2026 to solicit employee opinions and suggestions.

In 2025

The employee satisfaction of Asia Symbol (Shandong) reached **93.1%**

The employee satisfaction of Asia Symbol (Jiangsu) reached **93.91%**

Asia Symbol (Guangdong) Conducted Employee Satisfaction Survey and Tracked Improvement Actions

In 2025, Asia Symbol (Guangdong) organized and conducted "Cafeteria Dining Satisfaction Survey" and "Transportation Satisfaction Survey" to collect feedback from employees regarding matters related to their daily work and living support, providing a basis for subsequent service optimization.

Concurrently, based on the results of the third global employee satisfaction survey conducted by RGE Group in 2024, Asia Symbol (Guangdong) initiated a targeted improvement action plan in early 2025, led by the Human Resources Department and coordinated with various business departments. The implementation of these measures was tracked and subjected to phased evaluations at both mid-year and year-end.

Building a Safety Defense Line

Asia Symbol continues to deepen its safety production management system and occupational health protection mechanism by intensifying comprehensive safety training for all employees, refining hazard identification, and normalizing emergency plan management, thereby further strengthening employees' safety awareness and emergency response capabilities. We are committed to ensuring the full implementation of safety production responsibilities and building a safe and healthy workplace environment.

Safety Production

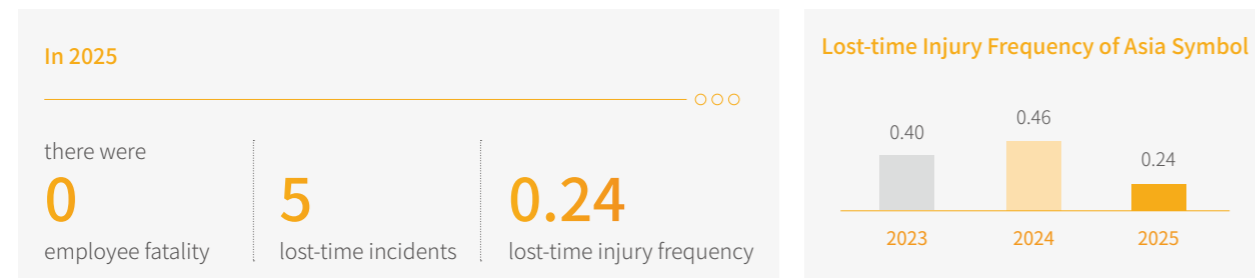
Asia Symbol adheres to the core principle of "Safety First" and continuously improves its safety management system. Through the implementation of systematic hazard identification, enhancement of emergency management effectiveness, and fostering safety culture, Asia Symbol continuously optimizes production safety levels to create a stable and reliable safety production and work environment for all employees.

Safety Management System

Each of its subsidiaries under Asia Symbol has established a Safety Production Management Committee (Safety Committee) as the core leadership body to comprehensively coordinate safety production and occupational health work. Through the regular convening of safety production meetings, the Safety Committee of each of its subsidiaries has efficiently implemented the safety reporting system and actively fulfilled their supervisory functions on behalf of trade unions and employees, ensuring that employee opinions and feedback are fully respected and incorporated into safety management decisions.

We have strictly complied with the requirements of laws and regulations such as the *Labor Law of the People's Republic of China* and the *Law of the People's Republic of China on Work Safety*, and adhered to the governance principle of "Safety First". Through the continuous improvement of various safety production policies, each of its subsidiaries has further clarified the mechanisms for handling violations, assigning accident liability, and implementing rewards and penalties. By responding immediately to hazards and violation behaviors and imposing strict sanctions, risks are eliminated at their source, and occurrences of non-compliant behavior are prevented.

To continuously strengthen the implementation of safety production, we have established safety targets, namely zero deaths for employees and contractors due to work-related injuries, and a lost-time injury frequency of less than 0.5. By implementing a robust safety assessment system, each of its subsidiaries has deeply integrated safety responsibility assessments into its performance evaluation framework. Through strict implementation of responsibilities and supervision and inspection mechanisms, all employees are driven to actively participate in safeguarding the bottom line of safety production.



To ensure the sustainability of safety management, each of its subsidiaries routinely conducts internal safety management audits. For high-risk special operations such as hot work, temporary electrical usage, entry into confined space, and high-altitude work, the Production Department implements a rigorous safety review mechanism along with dedicated on-site supervision. By standardizing operational procedures and implementing real-time monitoring, we have effectively enhanced safety management efficiency, thereby laying a solid foundation for the stable operation of the production system.

Safety Hazard Identification

By implementing hierarchical management and control of safety risks and measures for investigating and rectifying safety hazards, we have strengthened the identification and management of safety risks at the production site. The safety management departments of each of its subsidiaries regularly organize and conduct special inspections to promptly urge rectification of identified issues. In 2025, in conjunction with the annual safety risk assessment and industry accident cases, we organized and conducted multiple specialized safety inspection campaigns. These inspections primarily covered key areas including electrical safety, protective facilities, safety interlock devices, monitoring systems, toxic and combustible gas alarm devices, fire protection facilities in power distribution rooms, confined space management, and audible and visual alarm devices. We have summarized and documented the investigation results, continuously tracked the implementation of corrective measures, further strengthened safety management at the production site, and reduced safety risks.

In 2025

Asia Symbol identified a total of **4,797** safety hazards with a rectification completion rate of **100%**

- Asia Symbol (Shandong) identified a total of **1,401** safety hazards and violations with a rectification completion rate of **100%**
- Asia Symbol (Jiangsu) identified a total of **2,389** safety hazards with a rectification completion rate of **100%**
- Asia Symbol (Guangdong) identified a total of **1,007** safety hazards with a rectification completion rate of **100%**

Safety Emergency Management

Each of its subsidiaries actively carries out emergency management for production safety accidents. Based on the results of the safety production risk assessments, targeted emergency plans shall be formulated, and employees' understanding and mastery of emergency response procedures shall be strengthened through plan training and other methods. In 2025, the Company conducted various specialized emergency drills and on-site disposal plan exercises in accordance with actual production conditions to further enhance response and disposal capabilities under emergency situations, thereby mitigating the impact of potential safety incidents and unexpected events.

In 2025

Asia Symbol (Shandong) conducted **290** emergency drills

Asia Symbol (Guangdong) conducted **430** emergency drills

Asia Symbol (Jiangsu) conducted **110** emergency drills

Asia Symbol (Guangdong) Conducted Emergency Drills and Skills Activities for the "119" Fire Safety Publicity Month

In November 2025, Asia Symbol (Guangdong), in conjunction with the 34th "119" Fire Safety Awareness Month, strengthened employees' fire safety awareness and emergency response capabilities through forms such as emergency drills, skills competitions, and fire equipment exhibitions.

During the event period, the Company conducted a fire emergency drill, simulating a scenario where a fire was triggered by a lighting circuit failure in the finished goods warehouse workshop. The emergency response mechanism was activated, and employees were organized to evacuate in an orderly manner. Concurrently, the Company organized departmental teams to participate in fire skills competitions and conducted exhibitions of firefighting equipment and rescue gear, with professional firefighters providing explanations on the performance and operational procedures of the relevant equipment. Through the implementation of a series of activities, the Company further enhanced employees' understanding of fire safety knowledge and improved their capability to respond to sudden fire incidents.



Asia Symbol (Guangdong) Emergency Drill and Skills Activities for the "119" Fire Safety Publicity Month

Asia Symbol (Shandong)'s 2025 Safety and Environmental Protection Knowledge Competition

In June 2025, the Company organized a safety production and environmental protection knowledge competition. The competition included segments focused on work safety and environmental protection to strengthen employees' understanding and mastery of relevant knowledge. Nearly 200 employee representatives observed the competition on-site. During the competition and exchange activities, employees gained a deeper understanding of safety and environmental protection knowledge, and a positive learning atmosphere was established on-site.



Asia Symbol (Shandong)'s 2025 Safety and Environmental Protection Knowledge Competition

Asia Symbol (Shandong) Conducted a Fire Emergency Drill for its Office Building

In May 2025, the Company organized a fire emergency drill in the office building area, focusing on personnel evacuation, practical firefighting operations, and simulated rescue procedures. The activity involved 12 departments and more than 100 employees. During the drill, employees gained a clearer understanding of the emergency response procedures, the coordination between each link became smoother, and the capability to handle sudden fire incidents was enhanced.



Asia Symbol (Shandong) Fire Emergency Drills

Asia Symbol (Shandong) Conducted Training Sessions on Health Management and Emergency First Aid

In June 2025, Asia Symbol (Shandong), in collaboration with medical institutions including the Municipal People's Hospital, the Municipal Red Cross Society, and the Municipal Blood Center, organized a series of activities focused on healthy weight management and emergency first aid training. More than 800 employees participated. The activity focused on healthy weight management and emergency first aid knowledge, conducted through a combination of thematic lectures and skills training. During the training session, employees gained a deeper understanding of health management concepts and basic first aid knowledge, and developed a clearer awareness of self-rescue and mutual rescue methods in emergency situations.

Fostering Safety Culture

We consistently adhere to the core principle that "business must include safety management" and continue to deepen the foundation of safety and occupational health culture. Each of its subsidiaries has established a comprehensive and standardized safety training system by further improving the regulations on safety and occupational health training management. We are committed to comprehensively enhancing the core safety competencies and risk prevention capabilities of practitioners through systematic lectures and practice, curbing production safety accidents and occupational hazards, and fostering a safety culture through collective participation.

Safety Training System

- Management Personnel Safety Training** >>> Designed for the senior executive and safety managers, the training focuses on relevant laws regulations, occupational health management, and emergency response. It aims to ensure that the leadership has the necessary safety management capabilities.
- Three-Level Safety Training** >>> New employees must receive three-level safety training (company level, workshop level, and team level), which covers safety knowledge relevant to the Group, workshops, and specific job positions. It aims to build a solid defense line of safety from the source.
- Special Operations Training** >>> The safety and technical training is designed for special operations personnel. It requires certification for on-the-job performance and periodic reviews, thus ensuring safety standards for high-risk operations.
- Post-Spring Festival Safety Training** >>> It is the company-wide safety training on the first working day after the Spring Festival. It covers relevant policies and regulations, accident cases, and safety work deployment, aiming to lay the foundation for safe production in the new year.
- Daily Workshop Safety Training** >>> At least one hour of workshop-level safety training must be conducted each month. It covers operating procedures, accident cases, and hazard investigation and rectification, aiming to continuously improve employees' safety skills.
- External Personnel Training** >>> External personnel, such as outsourced workers and maintenance personnel, must receive safety training before starting work. The training aims to ensure that external personnel understand the safety requirements and occupational health protection measures of the Group.
- Return-to-Work Training** >>> It is the special training for employees who have been away from their post for more than six months. It aims to familiarize these employees with job safety requirements, stabilize their emotions, and ensure a safe return to work.

Occupational Health and Safety

Asia Symbol places high importance on employee occupational health and safety management, has established an occupational health management system, and continuously standardizes relevant management requirements. Each of its subsidiaries strictly complies with national laws and regulations. Through comprehensive occupational hazard prevention and control measures, Asia Symbol has established a health protection network covering all employees to provide a healthy work environment that meets high-standard safety requirements.

Occupational Health Management System

In accordance with the requirements of relevant laws and regulations, including the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*, we conducted occupational health management work and established an occupational health management system. Under the unified leadership of the safety departments and the coordinated collaboration of functional departments under each of its subsidiaries, we ensure the efficient implementation of key links such as occupational health examinations and risk control to prevent and control occupational disease hazards, providing employees with a safe and healthy working environment.

In 2025, Asia Symbol (Shandong), Asia Symbol (Guangdong), and Asia Symbol (Jiangsu) obtained ISO 45001 Occupational Health and Safety Management System certification. The certification covered all business activities and workplaces, including the design, R&D, production, and sales of premium ivory paperboard, bleached sulfate hardwood craft pulp, fine paper, tissue paper, and Lyocell fiber.

To comprehensively safeguard employee health, each of its subsidiaries conducts regular annual health examinations covering all employees to promptly assess their health status. Furthermore, we precisely aligned with employees' health protection needs by organizing diverse health-themed activities, effectively enhancing all employee's awareness of health risk prevention and self-care literacy.



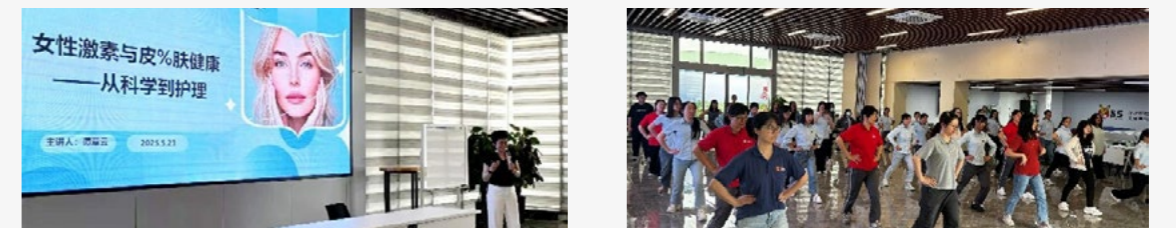
Asia Symbol (Jiangsu) ISO 45001 Occupational Health and Safety Management System Certification Certificate

Asia Symbol (Shandong) ISO 45001 Occupational Health and Safety Management System Certification Certificate

Asia Symbol (Guangdong) ISO 45001 Occupational Health and Safety Management System Certification Certificate

Asia Symbol (Guangdong) Conducted Health Education and Training for Female Employees

In May 2025, the Asia Symbol (Guangdong), in collaboration with the Trade Union of Xinhui District, the Trade Union of Shuangshui Town, and the Maternal and Child Health Hospital of Xinhui District, conducted a health education training program for female employees, with more than 70 female staff members participating. Seminars were conducted focusing on women's health management, daily healthcare, and healthy lifestyle practices. Through interactive health knowledge sessions and instruction on health exercises, employees were assisted in understanding scientific health management methodologies. Health consultation services were also provided at the event to further enhance employees' health awareness and improve their self-care capabilities.



Asia Symbol (Guangdong) Health Education and Training for Female Employees

In 2025

Asia Symbol (Guangdong) systematically advanced the construction of its safety training system. It organized

13 types

of specialized safety training programs focused on key risk areas

conducting a total of

99 sessions

throughout the year

covering

3,380

participants

Concurrently, external professional resources were engaged to deliver

2

experiential training sessions on confined space and working at heights operations, as well as emergency first aid knowledge and practical certification training

with **354** participants

Basic safety training was implemented in an orderly manner according to the annual plan, covering

36

safety knowledge modules throughout the year

thereby continuously enhancing employees' safety awareness and emergency response capabilities

Asia Symbol (Guangdong) Conducted First Aid Training, Assessment, and Certification

In November 2025, Asia Symbol (Guangdong) invited the Red Cross Society of Xinhui District to conduct first aid training and certification activities for employees. With the support of the Federation of Trade Unions of Xinhui District, three training sessions were consecutively held. The training focused on emergency skills such as cardiopulmonary resuscitation (CPR), the use of automated external defibrillators (AED), and trauma bandaging. Through theoretical instruction, demonstration of techniques, and hands-on practice, employees were assisted in systematically mastering fundamental emergency first aid knowledge and essential techniques. Upon completion of the training, more than one hundred employees passed the assessment and were awarded first aid certificates.

Through the implementation of training and certification programs, the Company has further enhanced the emergency first-aid capabilities of frontline staff in response to unexpected incidents, thereby supporting the safeguarding of employee safety and production safety.



Asia Symbol (Guangdong) First Aid Training, Assessment, and Certification Session

Asia Symbol (Shandong) Conducted Cardiopulmonary Resuscitation Training

In June 2025, the Company established a cardiopulmonary resuscitation (CPR) training program to provide CPR skills training to employees in the production, maintenance, and logistics departments. The training introduced employees to the basic procedures for cardiopulmonary resuscitation and key points of emergency first aid through a combination of theoretical instruction and on-site demonstrations. Through the implementation of relevant training programs, employees have gained a more intuitive understanding of basic first aid knowledge and emergency response procedures, thereby further enhancing their emergency rescue capabilities in unforeseen situations.



Asia Symbol (Shandong) CPR Training Session

Asia Symbol (Shandong) Conducted the "First Day of Work" Training on Safety Production

In February 2025, Asia Symbol (Shandong) organized the "First Day of Work" training on Safety Production to strengthen employees' safety awareness through specialized training and safety education. All departments of the Company conducted centralized learning sessions based on the requirement of "Safety First, Prevention Foremost", incorporating accident case analyses and safety management requirements to further clarify responsibilities for safety production.

During the campaign, the Company organized safety exchanges and training sessions for heads of business departments, safety management personnel, and employee representatives. In alignment with key priorities for annual safety management, these sessions focused on disseminating information regarding hazard identification, equipment safety management, and confined space operation management.



Asia Symbol (Shandong) "First Day of Work" Training Session on Safety Production

Asia Symbol (Jiangsu) Holds Specialized Training on Safety in Resumption of Work and Production after Spring Festival

On 5 February 2025, Asia Symbol (Jiangsu) organized a special event featuring training on safety in resumption of work and production after Spring Festival as well as accident warning education. Centering on requirements for resumption of work and production after the holiday, the training covered explanations on safety risk management and control, accident handling procedures, and work safety laws and regulations, through such means as the "2·12" accident warning video, analysis of typical accident cases, and theoretical publicity and implementation.

Upon completion of the training, the Company assessed the training effectiveness through on-site written tests and refined follow-up training programs based on feedback. By holding this specialized training, Asia Symbol (Jiangsu) has further strengthened employees' safety awareness and reinforced job-specific risk prevention and control requirements during the post-holiday resumption of work and production.



Asia Symbol (Jiangsu) Specialized Training Session on Safety in Resumption of Work and Production after Spring Festival



05

Uniting for Progress, Building Harmonious Coexistence

Asia Symbol continues to deepen responsible supply chain management and strengthen sustainable collaboration with business partners. In addition, we actively engage in public welfare to promote the Group and society to share development outcomes and co-create a harmonious future.

• Strengthen Supply Management • Engaging in Public Welfare and Charity




Strengthening Supply Management

Asia Symbol regards supply chain management as a critical pillar of corporate sustainable development. Through systematic supplier access and assessment, the advancement of sustainable procurement practices, implementation of full-process risk control, and normalized supplier empowerment and communication, the Group continuously enhances the comprehensive role of supply chain in quality, safety, environmental protection, compliance, and social responsibility. This provides reliable assurance for the Group's stable operations and long-term development.

Supplier Management

Asia Symbol strictly complies with the *Tendering and Bidding Law of the People's Republic of China* and other relevant laws and regulations. We effectively implement management practices established by the RGE Group, including *Prequalification of New Suppliers and Re-evaluation of Suppliers*, *Supplier Correction Actions*, and *Supplier Performance Evaluation*. We have established a full-process supplier management system, covering the entire process including supplier access, evaluation, and withdrawal, elevating the overall sustainability of the supply chain in a systematic and standardized way.

Full-lifecycle Supplier Management of Asia Symbol

Supplier Access 	<ul style="list-style-type: none"> Preliminary screening: We develop a detailed eligibility questionnaire to comprehensively evaluate the supplier's qualifications in areas such as business ethics, product quality, compliant operations, health and safety, environmental management, and sustainable development. On-site evaluation: We conduct on-site evaluations of key suppliers that have passed the preliminary screening using a five-tier scoring system. The general module covers dimensions such as quality, technology, and delivery, while dedicated review modules are established for environment, health and safety (HSE), and social responsibility. We focus on the supplier's HSE management system, risk identification and control, management of "three wastes" (exhaust gas, effluent, and solid waste), and employee occupational health and welfare, comprehensively evaluating the supplier's overall management capabilities. Comprehensive scoring: Quantitative scoring based on evaluation results serves as the basis for supplier access decisions.
Supplier Evaluation 	<ul style="list-style-type: none"> Performance evaluation: Every year, we carry out a comprehensive evaluation of suppliers covering management system, quality control, HSE, performance evaluation of technical capabilities, production capacity guarantee, response speed, and delivery performance. Correction requirements: For the problems found in the evaluation, suppliers are required to formulate specific correction plans and continuously track the implementation of correction measures.
Supplier Withdraw 	<ul style="list-style-type: none"> If a supplier is deemed unsatisfactory in the performance evaluation and fails to meet the requirements after rectification, the Group will initiate the supplier exit process following established procedures.

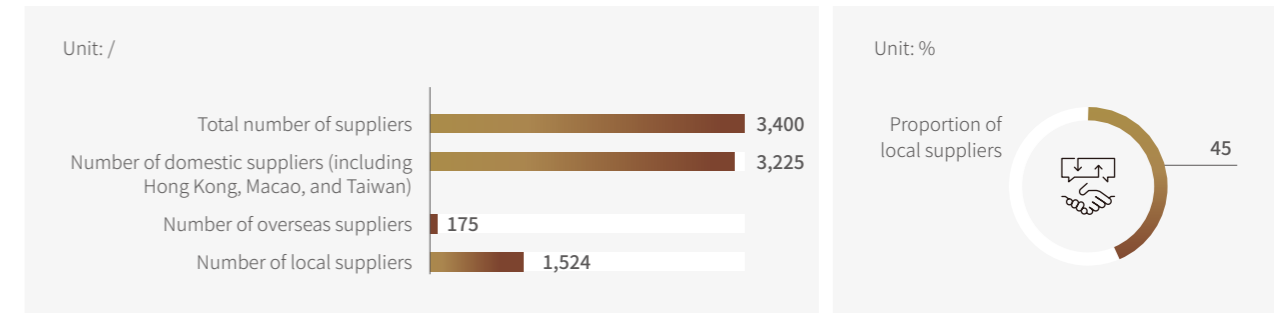
In 2025, Asia Symbol launched the RGE Sourcing Collaboration Platform (SCP) to enhance supply chain collaboration efficiency and operational transparency. As a functional extension of the Ariba system¹⁰, this platform enables online full-process collaboration from quotation confirmation to orders, logistics, reconciliation, and invoicing, achieving seamless digital integration of business processes with suppliers.



RGE SCP

¹⁰ Ariba System: A collaborative cloud platform for procurement and supply chain.





2025 Supplier Distribution of Asia Symbol



Supplier Sustainability Management

Asia Symbol is committed to extending the concept of sustainable development to the front end of the value chain. The Group has established an all-dimensional supplier evaluation and management system covering environmental protection, occupational health and safety, quality management, and business ethics, systematically developing capacities in compliant operations, green production, and social responsibility within the supply chain. Together with suppliers, we aim to build a responsible, transparent, and resilient industrial ecosystem, achieving sustainable and coordinated development across the value chain.

Supplier Sustainability Management Requirements

Sustainability Indicators	Management Requirements
 Environmental Protection	<ul style="list-style-type: none"> Suppliers should have an environmental management system that complies with relevant national and local environmental protection laws and standards, and establish a scientifically effective environmental risk prevention and control mechanism; Suppliers need to provide relevant qualification certificates for environmental management systems, such as ISO 14001 environmental management system certification; Suppliers should strictly manage pollutants such as effluent, exhaust gas, and solid waste, regularly maintain governance facilities, and retain complete emission records for review.
 Health and Safety	<ul style="list-style-type: none"> Suppliers should have a complete occupational health and safety management system and provide relevant qualification documents, such as ISO 45001 Occupational Health and Safety Management System certification; Suppliers need to provide regular health check-ups for employees, especially for those exposed to toxic or hazardous substances, to ensure potential health issues can be identified and addressed promptly; Suppliers must provide employees with labor protection equipment that meets national or industry standards, and develop accident prevention and emergency response plans to effectively ensure employee safety.
 Product Quality	<ul style="list-style-type: none"> Suppliers should establish and implement systematic quality management systems, and have standards and processes that meet our requirements and industry standards; Suppliers must have a complete product traceability system that can trace the final product back to the raw material batches and process information; Suppliers should establish and effectively implement defective product control and corrective actions, including internal and external corrective actions, and isolation and identification of defective products.
 Business Ethics	<ul style="list-style-type: none"> Suppliers must sign the <i>Code of Ethics for Suppliers in Procurement</i> and commit to upholding integrity and equity throughout the cooperation process, while strictly prohibiting improper conduct.

Asia Symbol (Guangdong) Performed On-Site ESG Assessment for Supplier Access

In 2025, Asia Symbol (Guangdong) conducted on-site risk assessments covering environmental and social dimensions for 73 potential suppliers, focusing on key issues such as environmental management, hazardous waste disposal, occupational health and safety, and labor rights and interests. Upon assessment, it was found that five suppliers presented environmental risks and seven suppliers presented social risks. Based on the assessment results, Asia Symbol (Guangdong) denied access to non-compliant suppliers and urged them to implement corrective actions, thereby effectively identifying and controlling potential environmental and social risks at the supply chain entry point.

2025 Supplier Management of Asia Symbol

Number of suppliers certified by ISO 14001 Environmental Management System

1,519

Number of suppliers certified by ISO 45001 Occupational Health and Safety Management System

1,486

Number of suppliers certified by ISO 9001 Quality Management System

1,870

Number of suppliers certified by PEFC/FSC

68

Proportion of suppliers signing the Code of Ethics for Suppliers in Procurement

99.73%

Coverage rate of key suppliers receiving regular audits

100%

Supply Chain Risk Management

Asia Symbol regards supply chain risk management as a critical component for ensuring the Group's stable operations and sustainable development. We established a systematic and forward-looking risk identification and assessment mechanism to continuously monitor potential risks in the supply chain regarding deforestation, forest land conversion, and human rights protection. We formulated targeted prevention and response strategies to build a more resilient and responsible value chain system, ensuring the safe, stable, and sustainable operation of the supply chain.

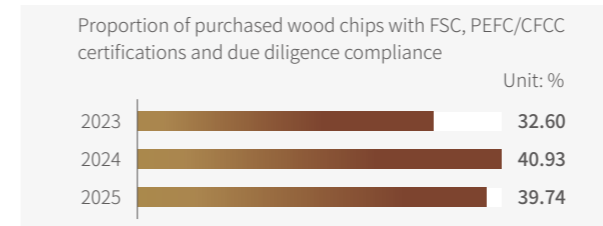
Asia Symbol places great importance on risk control in the procurement of raw materials such as wood chips and pulp. The Group strictly complies with relevant laws and regulations in and out of China, and has formulated and implemented the *Wood and Pulp Sourcing Policy* that clearly defines environmental and social responsibility standards for raw material procurement. We have established a standardized due diligence process for wood chip suppliers, involving a systematic assessment of supplier qualifications, supply chain transparency, and environmental practices. We are committed to achieving sustainable procurement goals of "zero deforestation, zero forest degradation, and zero land conversion".

Asia Symbol commits to obtaining raw materials from low-risk sources that exclude these unacceptable categories:

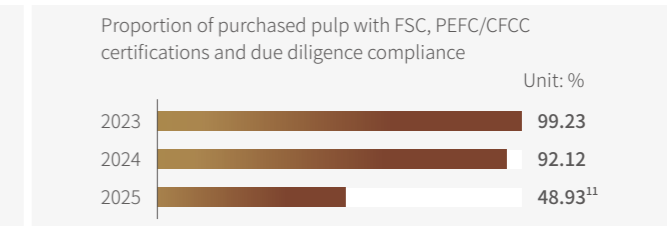
- Fiber that is illegally harvested or illegally traded;
- Fiber harvested in violation of customs, traditions, and human rights;
- Fiber harvested from forests in which there are known activities in violation of workers' rights and principles as defined in the *ILO Declaration on Fundamental Principles and Rights at Work*;
- Fiber harvested in which high conservation values in forests or high conservation value areas are being destroyed or at risk of being destroyed due to improper management activities;
- Fiber harvested in areas in which there is conversion of natural forest to plantations or non-forest use;
- Fiber from areas where the use of genetically modified organisms in forestry operations exists or in areas where research takes place.

To mitigate the risks associated with the procurement of raw materials such as wood chips and pulp and to promote sustainable forest management in the upstream supply chain, Asia Symbol continues to strengthen the professional capabilities of our internal procurement team, and provided suppliers with systematic technical guidance and knowledge sharing. Through exchanging professional experience on scientific logging, rational planting, and sustainable forest management, we assist suppliers in enhancing the environmental compliance of their forest management practices. Together, we ensure the ecological friendliness of raw material sources, supporting the long-term protection and rational utilization of global forest resources.

Wood Chip Procurement of Asia Symbol



Pulp Procurement of Asia Symbol



Supplier Empowerment

Asia Symbol places high importance on bidirectional communication and collaborative development with suppliers. We are committed to building a transparent, mutually trusting, and win-win partnership through normalized and structured exchange mechanisms. We actively listen to our suppliers' voices, and share industry trends, technical standards, and sustainable development practices, jointly addressing challenges and opportunities within the supply chain. This drives continuous improvement in the procurement value chain regarding quality, efficiency, compliance, and responsibility, thereby promoting the stable operation and sustainable evolution of the overall supply chain.

Asia Symbol (Shandong) Conducted PEFC Prequalification and Related Training for Wood Chip Suppliers

In July 2025, the wood chip supply and procurement team of Asia Symbol (Shandong) conducted an annual prequalification for PEFC certification and provided relevant training to its wood chip suppliers in Vietnam. Through document verification, on-site inspections, process tracing and other means, Asia Symbol (Shandong) comprehensively evaluated suppliers' compliance with certification requirements regarding raw material sourcing, logging legality, chain of custody (COC) documentation and others. This process identified risks and areas for improvement within the supply chain, assisted suppliers in refining key control points, ensured alignment with PEFC certification standards, and enhanced the stability of supplier certifications as well as the continuous supply capacity of PEFC wood chips.



Asia Symbol (Shandong) PEFC Prequalification and Related Training for Wood Chip Suppliers

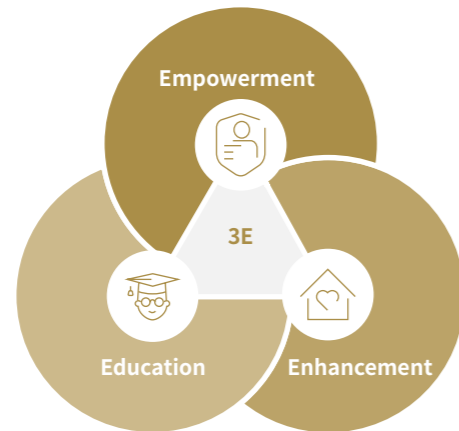
Asia Symbol (Guangdong) Delivered Digital Training on SCP for Suppliers

In December 2025, Asia Symbol (Guangdong) organized two specialized online training sessions on Sourcing Collaboration Platform (SCP) for suppliers, providing a detailed explanation of the platform's operational procedures and collaborative functions. Asia Symbol (Guangdong) proactively configured accounts for existing suppliers and issued the *Supplier Operation Manual* to help them quickly familiarize themselves with the system and lower the threshold for digital onboarding. These trainings effectively promoted the digital transformation of supply chain collaboration, contributing to the construction of a more efficient, transparent, and sustainable supplier cooperation ecosystem.

¹¹ In 2025, the Group revised its 2030 sustainable development goals to enhance compliance in terms of the indicator. This necessitated adjustments to the scope of data, resulting in notable fluctuations in the reported figures.

Engaging in Public Welfare and Charity

Guided by the "3E" concept of community development, Asia Symbol not only focuses on our own growth but also consistently shoulders social responsibilities. We actively participate in various charitable and philanthropic initiatives, working together with forces from multiple sectors to promote overall social progress and harmonious development.



The "3E" Concept

Volunteer Activities

Guided by the philosophy that "The more you give, the more you have", Asia Symbol actively mobilizes employees to participate in a wide range of volunteer activities. For example, Asia Symbol (Shandong) has specially formulated the *Volunteer Service Management Policy* to guide and regulate public welfare behaviors through institutionalized means, fulfills corporate social commitments with concrete actions, and contributes to building a better and more harmonious society. In 2025, Asia Symbol's total community investment amounted to RMB 4.1413 million. The average volunteer service time per employee was 4.2 hours, and community projects directly benefited a total of 62,993 residents.

Asia Symbol (Shandong) Conducted Series of Activities at the Rizhao Jianghe Library

In July 2025, Asia Symbol (Shandong) donated and installed sun- and rain-proof tents and public welfare display racks to the Rizhao Jianghe Library to improve the waiting environment for readers and citizens during the hot summer. Asia Symbol (Shandong) organized volunteers to sort and donate approximately 800 unused books to the library's "Book Drift Zone", supporting universal reading and promoting knowledge sharing. From funding the construction of the library and donating books to organizing a series of public reading activities and upgrading hardware, these measures have continuously enhanced the reading experience for citizens.



Asia Symbol (Shandong) Conducted Series of Activities at the Rizhao Jianghe Library

Asia Symbol (Shandong) Builds a Volunteer Service Model Featuring "Dual Orientation of Serving People's Well-being and Supporting Business Operations"

Rooted in corporate operations, the Asia Symbol (Shandong) Volunteer Association conducted comprehensive assessments on community needs and leveraged corporate strengths to launch featured brand initiatives such as "I Am a Little Papermaker", and built Asia Symbol's volunteer service model featuring "dual orientation" of serving people's well-being and supporting business operations. Through seamless integration of the Royal Golden Eagle (RGE) China Employee Volunteer Service Platform with the Zhiyuanhui Platform of the Communist Youth League (CYL) Central Committee, Asia Symbol (Shandong) enabled integrated, "dual-platform" management of volunteer services.

In December 2025, a citywide volunteer service conference was held at Asia Symbol (Shandong), at which leaders of the CYL Rizhao Municipal Committee highly commended the volunteer service model of Asia Symbol (Shandong).



Conference of Rizhao Volunteers Association

Asia Symbol (Shandong) Conducted Village-Enterprise Co-Construction Activity on Dragon Boat Festival

During the Dragon Boat Festival, Asia Symbol (Shandong) and Donghanjia Village jointly organized a village-enterprise co-construction activity titled "The Fragrance of Zongzi Unites Neighbors, Celebrating Dragon Boat Festival for Health and Harmony". During the activity, villagers and company employees prepared distinctive "couple zongzi" with local characteristics together, inheriting the Dragon Boat Festival folk customs. Subsequently, the volunteers and villagers delivered the cooked zongzi and eggs to elderly individuals living alone and families in financial hardship within the community. This activity strengthened the bond between the village and the enterprise through festival celebration, and conveyed festival warmth and care to community groups in need, demonstrating Asia Symbol (Shandong)'s social responsibility rooted in the community and dedicated to building a harmonious society.



Asia Symbol (Shandong) Village-Enterprise Co-Construction Activity on Dragon Boat Festival



Asia Symbol (Guangdong) Launched the "Love for the Elderly" Community Volunteer Campaign for Elderly Care

In July 2025, the Asia Symbol (Guangdong) Volunteer Association collaborated with a local social work organization to host a birthday celebration for the elderly at the Asia Symbol's Love for the Elderly Community Canteen in Shalu Village, Shuangshui Town. Over the past four years, this community elderly care volunteer campaign has regularly provided meal delivery, companionship during meals, and household assistance to seniors in need within the community. The meal delivery service has been offered over 250 times, effectively addressing the dining and care challenges for certain vulnerable seniors. Through sustained care, Asia Symbol (Guangdong) has fulfilled its community responsibility of ensuring that the elderly are well-cared for and have no worries about food.



Asia Symbol (Guangdong) "Love for the Elderly" Community Volunteer Campaign for Elderly Care

Asia Symbol (Guangdong) Conducted Mosquito Elimination Volunteer Campaign in the Community

In 2025, during the Chikungunya fever outbreak, Asia Symbol (Guangdong) actively responded to the government's call for "draining standing water, removing garbage, and eliminating disease-carrying mosquitoes" by assembling a volunteer team of over 30 members. The team went to Shalu Village in Shuangshui Town to thoroughly clear standing water containers and weeds - breeding grounds for mosquitoes - in streets and alleys, while also conducting comprehensive chemical disinfection across the entire area. Volunteers also educated residents about mosquito hazards and prevention techniques, establishing a "mosquito-free defense line" for the community and fulfilling Asia Symbol (Guangdong)'s community responsibility and commitment through concrete actions.



Asia Symbol (Guangdong) Mosquito Elimination Volunteer Campaign in the Community

Asia Symbol (Jiangsu) Conducted the "Caring for the Elderly in Golden Autumn" Elderly Home Visit Activity

In September 2025, Asia Symbol (Jiangsu) visited the elderly home for "Caring for the Elderly in Golden Autumn" activity. Volunteers were divided into a cleaning team and an electrical team to assist in cleaning public areas, inspecting circuit safety, and replacing aging components in a timely manner. Volunteers also gave gifts to the elderly and engaged in caring conversations with them, thereby fulfilling Asia Symbol (Jiangsu)'s responsibility to respect and care for the elderly and give back to society through warm companionship.



Asia Symbol (Jiangsu) "Caring for the Elderly in Golden Autumn" Elderly Home Visit Activity

Education Support

Asia Symbol recognizes that education is a crucial cornerstone for social development and has consistently prioritized supporting the advancement of education as one of the core areas for fulfilling our corporate social responsibility. We actively unite forces to promote universal education, cultivate scientific literacy among youth, and safeguard the healthy growth of the next generation. In 2025, Asia Symbol's education programs benefited a total of 15,942 students.

In 2025

Asia Symbol's education programs benefited a total of

15,942 students

Asia Symbol (Shandong) Conducted Open Touring Activity

In October 2025, Asia Symbol (Shandong) invited teachers and students from Rizhao Special Education School to participate in the "White Card Bears Craftsmanship, Moving Forward Together" themed visit. Volunteers guided students on a tour of the exhibition hall and automated production workshop, explaining paper manufacturing and green circular processes. They organized white cardstock DIY activity to provide a practical training and communication platform for disabled students, demonstrating Asia Symbol (Shandong)'s ongoing commitment to special education and social responsibility.



Asia Symbol (Shandong) Open Touring Activity

Asia Symbol (Shandong) Establishes a Model for Early Childhood Development and Education

The Rizhao Huiyu Hope Early Childhood Development Activity Center has hosted over 20 visits from leaders, including Hu Daohua, Deputy Director of the Department of Family and Children's Affairs, All-China Women's Federation; Yan Hong, Chairman of the Childcare Services of China Population Association; Yue Lijuan, member of Leading Party Members Group and Vice Chairman of Shandong Women's Federation; Lin Yan, Deputy Secretary, Shandong Provincial Committee of the Communist Youth League; and Li Zaiwu, Secretary of the Rizhao Municipal Party Committee. The Center also supported the Rizhao Women and Children Activity Center in securing its designation as a municipal-level childcare service center. The interviewee, Chen Hongying, member of Leading Party Members Group and Vice Chairman of the Rizhao Women's Federation, highlighted that the "Huiyu Hope" project in Rizhao empowered children to unlock their potential, and foster their healthy growth and well-rounded development. She noted that the project would also improve the comprehensive childcare services across Rizhao effectively.

The Donghanjia Village Huiyu Hope Center is China's first public-interest early childhood development project directly operated and managed at the village level. It has been recognized as a "Pioneering Case" under the "caring for children" topic on the 20 May Social Responsibility Day.



Asia Symbol (Shandong) Establishes a Model for Early Childhood Development and Education

Asia Symbol (Shandong) Volunteers Conducted an Experience Activity on "Intangible Cultural Heritage Paper Pulp Painting"

During the 2025 Founder's Day, Asia Symbol (Shandong) organized volunteers to visit Rizhao Lianyungang Road Primary School and conducted a cultural experience activity on "Intangible Cultural Heritage Paper Pulp Painting". Volunteers introduced students to the transformation process of paper from pulp sheets to finished products and guided them in creating three-dimensional artworks using eco-friendly pulp. By integrating industrial knowledge with aesthetic education, they planted seeds of cultural heritage and environmental protection in the students' minds.



Asia Symbol (Shandong) Volunteers Conducted an Experience Activity on "Intangible Cultural Heritage Paper Pulp Painting"

Asia Symbol Organized Mental Health Education and Training Programs

In August 2025, Asia Symbol (Guangdong), in collaboration with Royal Golden Eagle (RGE) China, Beijing Tanoto Foundation, and the Xinhui District Education Bureau, organized a specialized training program for mental health education teachers in primary and secondary schools. The program systematically empowered nearly 70 core teachers through case studies and practical simulations, enhancing the teachers' professional capabilities in addressing students' psychological distress.

Asia Symbol (Shandong) delivered continuous capacity-building programs for 200 homeroom teachers and 68 full-time and part-time teachers within Rizhao Economic-Technological Development Area, by mobilizing 46 classes in four pilot schools to institutionalize over 600 weekly mental health lessons. This significantly enhanced professional competencies of more than 1,000 teachers, establishing a replicable and scalable model for broader adoption.



Site of Training Session for Mental Health Education Teachers

Asia Symbol (Guangdong) Conducted the "United in Love for a Better Future" Charity Carnival

In September 2025, Asia Symbol (Guangdong) hosted the "United in Love for a Better Future" Community Charity Carnival. Continuing its sixteen-year tradition of awarding scholarships and grants, Asia Symbol (Guangdong) distributed over RMB 85,000 to 228 students this year. Additionally, employees donated more than 1,500 books of various types to the Green Apple Bookstore. This activity reflected Asia Symbol (Guangdong)'s deep commitment to empowering students to change their destinies through knowledge and courageously pursue their dreams.



Asia Symbol (Guangdong) "United in Love for a Better Future" Charity Carnival

Asia Symbol (Jiangsu) Conducted a Campus Science Popularization Activity Titled "Sowing Green Hope, Inspiring a Sustainable Future"

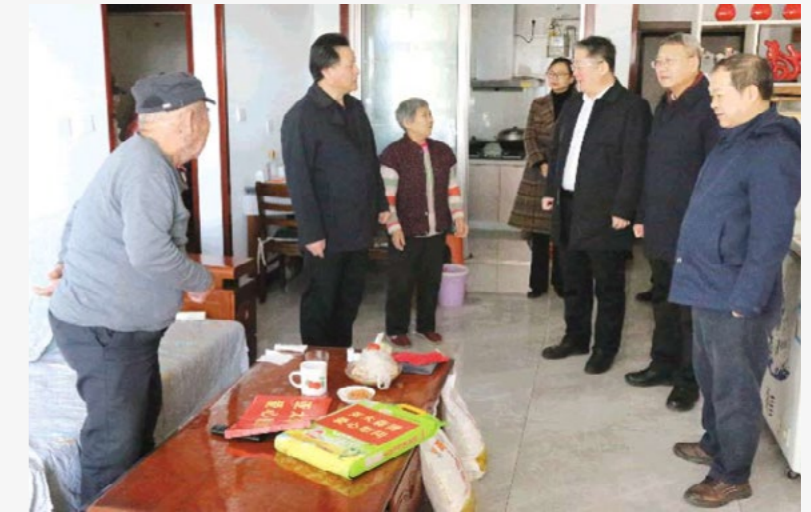
In October 2025, Asia Symbol (Jiangsu)'s volunteer team visited Rugao Gangcheng Experimental School to conduct a science popularization class themed "Sowing Green Hope, Inspiring a Sustainable Future". During the lecture, employee volunteers shared with students the complete green industrial chain, from trees being transformed into products to their natural degradation after use. Through interactive explanations, students intuitively understood the sustainable development relationship between resource circulation and industrial chain, effectively disseminating Asia Symbol (Jiangsu)'s environmental protection philosophy and social responsibility.



Asia Symbol (Jiangsu) Lecture on "Sowing Green Hope, Inspiring a Sustainable Future"

Asia Symbol (Shandong) Conducted Spring Festival Rural Outreach

Before the Spring Festival, Asia Symbol (Shandong) carried out a visit and consolation activity, presenting consolation money and daily necessities to the families in difficulty in eight nearby villages, including Donghaiyu Village and Donghanjia Village. Through sincere conversations with the beneficiary families, Asia Symbol (Shandong) encouraged them to maintain optimism and face life positively. This activity delivered tangible material support and festive warmth to villagers in need while conveying Asia Symbol (Shandong)'s neighborly affection through face-to-face care, thereby deepening mutual trust and symbiotic relationships between villages and the enterprise.



Asia Symbol (Shandong) Spring Festival Rural Outreach

Rural Revitalization

Asia Symbol actively responds to China's rural revitalization strategy by implementing diverse initiatives such as rural cultural promotion and professional technical training. These efforts effectively promote economic development and industrial upgrading in rural areas, contributing corporate strength to accelerate agricultural modernization and stimulate endogenous growth momentum in rural development.

Asia Symbol (Shandong) Conducted the Cultural Heritage Activity Titled "Earth Nurtures Millennia of Heritage, Village and Enterprise Sustain Black Pottery Ties"

In September 2025, Asia Symbol (Shandong) and Donghaiyu Village jointly organized a black pottery cultural heritage experience activity. This activity invited inheritors and teams of the black pottery craft intangible cultural heritage to provide full-process guidance. During the activity, the "Demonstration Unit for Village-Enterprise Innovative Co-Construction" was officially unveiled. This activity promoted the culture of black pottery and actively contributed to the protection of regional intangible cultural heritage through concrete actions. It assisted villagers in generating income through black pottery production, thereby supporting the revitalization of rural industries and culture.



Asia Symbol (Shandong) "Earth Nurtures Millennia of Heritage, Village and Enterprise Sustain Black Pottery Ties" Activity Site

Asia Symbol (Shandong) Guarded Rural Elderly Living Alone

Asia Symbol (Shandong) participated in building a "Smart and Benevolent Governance" management service platform for villages and communities. It specifically procured and equipped "Silver Age Guardian Card" devices for elderly individuals aged 70 and above living alone within the communities. An elderly individual could carry a portable call handle that allows him/her to trigger an alarm with a single button in emergency situations. Professional agencies provide 24-hour monitoring and response, ensuring staff arrive on-site immediately for prompt handling. This initiative has established a timely and reliable safety net for the life protection of elderly individuals living alone in rural areas, effectively safeguarding their security and well-being in later years through digital means.



Asia Symbol (Shandong) Management Team Inspected the Project of "Guarding Rural Elderly Living Alone"

Asia Symbol (Guangdong) Hosted the Rural Revitalization Study Tour Titled "One Paper Ark, Setting Sail with Dreams"

In 2025, Asia Symbol (Guangdong) collaborated with the Jiangmen Youth Palace to bring over one hundred students into the industrial park. Through exhibitions showcasing the integration of modern smart papermaking and sustainable forestry, visits to smart production workshops, and hands-on experiences in traditional papermaking practices, the activity vividly demonstrated the green circular process from tree cultivation to paper production. Students understood the synergy between industry and environmental protection in real-world scenarios, and enhanced their awareness of resource conservation and scientific interest, effectively promoting the concept of sustainable development.



Asia Symbol (Guangdong) Rural Revitalization Study Tour Titled "One Paper Ark, Setting Sail with Dreams"

Asia Symbol (Guangdong) Aided Villagers on Fire Safety in Electricity Usage

Asia Symbol (Guangdong) actively responded to the assistance needs of the town government and village communities by carrying out practical support for fire safety and electrical hazards in Shalu Village and Kengkou Village. By organizing fire safety lectures and Q&A sessions for villagers in Shalu Village, Asia Symbol (Guangdong) enhanced the villagers' safety awareness. Additionally, it implemented dilapidated housing renovations and electrical safety upgrades for multiple poverty-stricken families and elderly households, completing wiring and socket replacements to effectively eliminate home safety hazards. These measures have substantially improved the village's foundational safety standards and residents' livelihood security.



Asia Symbol (Guangdong) Aided Villagers on Fire Safety in Electricity Usage

Appendix

Third Party Assurance Statement

ATTESTATION

Independent Verification Statement

Verification Statement: EIV2 137963 0001 Rev. 00

To the management and stakeholders of Asia Symbol Group,

TÜV SÜD Certification and Testing (China) Co., Ltd. (hereinafter referred to as "TÜV SÜD") has been engaged by Asia Symbol Group (hereinafter referred to as "Asia Symbol" or "the Company") to perform an independent third-party verification on its *Asia Symbol 2025 Sustainability Report* (hereinafter referred to as "the Report"). During this verification, TÜV SÜD's verification team strictly abided by the contract signed with Asia Symbol and provided verification regarding the Report in accordance with the provisions agreed by both parties and within the authorized scope stipulated in the contract.

This Independent Verification Statement is based on all the data and information collected by Asia Symbol and provided to TÜV SÜD. The scope of verification is limited to the given data and information. Asia Symbol shall be held accountable for the authenticity and completeness of the provided data and information (contains assumptions, projections, and/or historical facts).

Scope of Verification

Time frame of this verification:

- The Report contains the data disclosed by Asia Symbol during the reporting period from January 1st, 2025 to December 31st, 2025 including environmental, social and governance data and information, methods for management of material issues, actions/measures and the Company's sustainability performance during the reporting period.

Physical boundary of this verification:

- The on-site verification sampling took place at below listed locations:
 Asia Symbol (Shandong) Pulp & Paper Co., Ltd., No. 369 Beijing Rd, Donggang District, Rizhao City, Shandong Province.
 Asia Symbol (Guangdong) Paper Co., Ltd., No. 1 Ruifeng Industrial Park, Shalu Village, Xinhui District, Jiangmen City, Guangdong Province.

Scope of data and information for the verification:

- The scope of verification is limited to the data and information of Asia Symbol and all companies under its operational control covered by the Report.

The following data and information are beyond the scope of this verification:

- Any relevant data and information beyond the reporting period;
- The data and information of Asia Symbol's suppliers, partners and other third parties; and
- The financial data and information disclosed in the Report that have been audited by an independent third party are not verified again herein.

Limitations

- The verification process is conducted in the above scope. Sampling and verification are adopted for the data and information in the Report by TÜV SÜD, and only the stakeholders within the Company are interviewed; and
- The Company's standpoint, opinions, forward-looking statements and predictive information as well as the historical data and information before January 1st, 2025 are beyond the scope of this verification.
- The verification conclusions are based on the analysis of the data and information collected by TÜV SÜD and may not identify all problems and conditions, nor constitute any guarantee of the credibility or status of the subject of verification.

ATTESTATION

Page 1 of 3

TÜV SÜD Certification and Testing (China) Co., Ltd.
 Floor 1-4, Building B, No.37, Tuanjie Road(Middle), Xishan Economic and Technological Development Zone, Wuxi, Jiangsu, P.R. China

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ATTESTATION


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ATTESTATION

Independent Verification Statement



Verification Statement: EIV2 137963 0001 Rev. 00

Verification Methodology

This verification process was conducted by TÜV SÜD's expert team with extensive experience in environmental, social and governance and other relevant areas and drew the conclusions thereof. The verification conforms to the following requirements:

- AA1000 Assurance Standard v3, Type 1, Moderate Assurance
- International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information, Limited Assurance
- Sustainability Report Verification Operation Rule (CCB_EIV_GR_002E Rev04)

In order to perform adequate verification in accordance with the contract and relevant assurance standards, and provide reliable verification for the conclusions, the verification team conducted the following activities:

- Preliminary investigation of the relevant information before on-site verification;
- Confirmation of the presence of the topics with high level of materiality and performance in the Report;
- On-site verification review of all supporting documents, data and other information provided by Asia Symbol; tracing and verification of key performance information;
- Special interview with the representative of Asia Symbol's management; and held interviews with the employees related to collection, compilation and reporting of the disclosed information; and
- Other procedures deemed necessary by the verification team.

Verification Conclusions


According to the verification, we believe that the data and information presented in Asia Symbol's report are objective, factual and reliable, without systematic problems.

The verification team has drawn the following conclusions on the Report:

Inclusivity	Asia Symbol has identified the internal and external stakeholders, such as management, government and regulatory agencies, shareholders and investors, consumers, suppliers and contractors, employees, public welfare organizations and NGOs, and community representatives, etc., and established a stakeholder communication mechanism to collect the demands of stakeholders on a regular basis.
Materiality	Asia Symbol has established the identification and prioritization process of material topics determination, identified and assessed the priority of the sustainability topics which are highly related to the industry, and disclosed the governance structure, management approach as well as sustainability performance in corporate operation, therefore the Report's adherence to materiality principle is guaranteed.
Responsiveness	Asia Symbol has disclosed the management approach and performance of high material topics that stakeholders concern, such as occupational health & safety, climate change response, and product quality & safety, etc., and has established a communication mechanism, to fully respond to the demands and expectations of stakeholders.
Impact	Asia Symbol has established a Management Committee to monitor and guide the Company's efforts in the areas of environmental, social and governance. The Company has implemented a process of material topics impact assessment, based on a comprehensive and balanced understanding measuring the impact on stakeholders and the organization itself, and disclosing the relevant impact.

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TÜV SÜD Certification and Testing (China) Co., Ltd.
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Verification Statement: EIV2 137963 0001 Rev. 00

Recommendations on Continuous Improvement

- The verification team has communicated improvement recommendations to the Company's management during the on-site execution process.

Statement on Independence and Verification Capability

TÜV SÜD is a trusted partner of choice for safety, security and sustainability solutions. It specializes in testing, certification, auditing and advisory services. Since 1866, the company has remained committed to its purpose of enabling progress by protecting people, the environment and assets from technology-related risks. Today, TÜV SÜD is present in over 1,000 locations worldwide with its headquarters in Munich, Germany. Through expert teams represented by more than 28,000 employees, it adds value to customers and partners by enabling market access and managing risks. By anticipating technological developments and facilitating change, TÜV SÜD inspires trust in a physical and digital world to create a safer and more sustainable future.

TÜV SÜD Certification and Testing (China) Co., Ltd is one of TÜV SÜD's global branches and has an expert team whose members have professional background and rich industrial experiences.

TÜV SÜD and Asia Symbol are two entities independent of each other and both TÜV SÜD and Asia Symbol and their branches or stakeholders have no conflict of interest. No member of the verification team has business relationship with the Company. The verification is completely neutral. All the data and information in the Report are provided by Asia Symbol. TÜV SÜD has not been involved in preparation and drafting of the Report, except for the verification itself and issuance of this Independent Verification Statement.

Signature: 

On Behalf of TÜV SÜD Certification and Testing (China) Co., Ltd.

Wenjun Zhu
TÜV SÜD Certification and Testing (China) Co., Ltd. Technical Certifier
Shanghai, China, 12th May, 2026



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Note: In case of any inconsistency or discrepancy, the simplified Chinese version "Independent Verification Statement" of this verification statement shall prevail, while the English translation is used for reference only.

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GRI Content Index

Instructions	Asia Symbol has reported in accordance with the GRI Standards for the period from 1 January 2025 to 31 December 2025
GRI 1 used	GRI 1: Foundation 2021

Disclosures	Details	Page
GRI 2: General Disclosures		
The Organization and Its Reporting Practices		
2-1	Organizational details	P8-13
2-2	Entities included in the organization's sustainability reporting	P4
2-3	Reporting period, frequency and contact point	P4-5
Activities and Workers		
2-6	Activities, value chain and other business relationships	P8-10
2-7	Employees	P70-97
2-8	Workers who are not employees	P70-97
Governance		
2-9	Governance structure and composition	P22
2-10	Nomination and selection of the highest governance body	Confidentiality Restrictions
2-11	Chair of the highest governance body	Information is lacking, and future disclosure is planned
2-12	Role of the highest governance body in overseeing the management of impacts	P14
2-13	Delegation of responsibility for managing impacts	P14
2-14	Role of the highest governance body in sustainability reporting	P14
2-15	Conflicts of Interest	P24-25
2-16	Communication of critical concern	P22-25
2-17	Collective knowledge of the highest governance body	P14-15, 22
2-18	Evaluation of the performance of the highest governance body	P22
2-19	Remuneration policies	P81
2-20	Process to determine remuneration	P81
2-21	Annual total compensation ratio	Confidentiality Restrictions

Disclosures	Details	Page
Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	P16-17
2-23	Policy commitments	P15
2-24	Embedding policy commitments	P11, 15
2-26	Mechanisms for seeking advice and raising concerns	P25
2-27	Compliance with laws and regulations	P24-25
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	P18
2-30	Collective bargaining agreements	P75
GRI 3: Material Topics		
3-1	Process to determine material topics	P19
3-2	List of material topics	P19
3-3	Management of material topics	Details in respective chapters
Topic Standards		
GRI 201: Economic Performance		
201-2	Financial implications and other risks and opportunities due to climate change	P30-32
201-3	Defined benefit plan obligations and other retirement plans	P82-88
GRI 203: Indirect Economic Impacts		
203-1	Infrastructure investments and services supported	/
203-2	Significant indirect economic impacts	P104-112
GRI 205: Anti-corruption		
205-1	Operations assessed for risks related to corruption	P24-25
205-2	Communication and training about anti-corruption policies and procedures	P24-25
205-3	Confirmed incidents of corruption and actions taken	P24-25
GRI 206: Anti-competitive Behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No relevant legal proceedings
GRI 302: Energy		
302-1	Energy consumption within the organization	P41
302-3	Energy intensity	P41
302-4	Reduction of energy consumption	P39-40
302-5	Reductions in energy requirements of products and services	P39-40

Disclosures	Details	Page
GRI 303: Water and Effluents		
303-1	Interactions with water as a shared resource	P42
303-2	Management of water discharge-related impacts	P45-46
303-3	Water withdrawal	P43
303-4	Water discharge	P46
303-5	Water consumption	P43
GRI 305: Emissions		
305-1	Direct (Scope 1) GHG emissions	P33
305-2	Energy indirect (Scope 2) GHG emissions	P33
305-4	GHG emissions intensity	P33
305-5	Reduction of GHG emissions	P38-40
GRI 306: Waste		
306-1	Waste generation and significant waste-related impacts	P48
306-2	Management of significant waste related impacts	P48
306-3	Waste generated	P49
306-4	Waste diverted from disposal	P48
306-5	Waste directed to disposal	P48
GRI 308: Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	P100-103
308-2	Negative environmental impacts in the supply chain and actions taken	P100-103
GRI 401: Employment		
401-1	New employee hires and employee turnover	P74-75
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	P82-88
401-3	Parental leave	P82
GRI 403: Occupational Health and Safety		
403-1	Occupational health and safety management system	P95
403-2	Hazard identification, risk assessment, and incident investigation	P91
403-3	Occupational health services	P95-97
403-4	Worker participation, consultation, and communication on occupational health and safety	P90, 95
403-5	Worker training on occupational health and safety	P94-97
403-6	Promotion of worker health	P95-97

Disclosures	Details	Page
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	P95-97
403-8	Workers covered by an occupational health and safety management system	P95
403-9	Work-related injuries	P90
403-10	Work-related ill health	P95-97
GRI 404: Training and Education		
404-1	Average hours of training per year per employee	P77
404-2	Programs for upgrading employee skills and transition assistance programs	P76-80
404-3	Percentage of employees receiving regular performance and career development reviews	P81
GRI 405: Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	P73-75
GRI 413: Local Communities		
413-1	Operations with local community engagement, impact assessments and development programs	P104-112
GRI 414: Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	P100-103
414-2	Negative social impacts in the supply chain and actions taken	P100-103
GRI 416: Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	P54-60
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	P68
GRI 418: Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	P69

Feedback

Dear Reader:

Thank you very much for reading the *Asia Symbol 2025 Sustainability Report*. We attach great importance to and look forward to receiving your feedback on the Company's ESG management, practices, and reporting. Your opinions and suggestions serve as a critical basis for our continuous advancement of corporate ESG management and practices. We look forward to your reply!

1. Which category of stakeholder does your employer belong to within the Group?

- Shareholders and Investors Employees Suppliers Customers Government and Regulatory Authorities
 Community Partners Industry Associations/NGOs Other (Please specify) _____

2. What is your overall assessment of this report?

- Good Fairly good Average Poor

3. How do you assess the clarity, accuracy, and completeness of the information and data disclosed in this report?

- Good Fairly good Average Poor

4. How do you assess the comprehensiveness of this report in reflecting the economic responsibilities undertaken by the Group?

- Good Fairly good Average Poor

5. How do you assess the comprehensiveness of this report in reflecting the environmental responsibilities undertaken by the Group?

- Good Fairly good Average Poor

6. How do you assess the comprehensiveness of this report in reflecting the social responsibilities undertaken by the Group?

- Good Fairly good Average Poor

7. Do you consider the information provided in this report to be readable?

- Good Fairly good Average Poor

8. What information do you wish to be disclosed but has not been included in this report?

9. What are your opinions and suggestions regarding the Group's environmental, social, and governance (ESG) work and reporting preparation?



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