



Partners in
Innovation &
Excellence

HAYCO

2025 Hayco Group Sustainability Report



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ABOUT THE REPORT

At Hayco, sustainability serves as the core strategic pillar that guides our long-term growth direction and value creation. We are pleased to present our second Sustainability Report to provide a clear, data-backed view of how we performed against our sustainability goals in 2025. This report elaborates on how we embed sustainability in our daily operations and further details how we create shared value that benefits our business and stakeholders.

• REPORTING SCOPE

Reporting Period

The report covers the period from January 1 to December 31, 2025.

Reporting boundary

The report covers the Hayco Group (referred to herein as “the Company”, “Hayco”, “our”, or “we”), encompassing the following entities:

- **Hong Kong Headquarter**
 - Hayco Manufacturing Limited
- **Shenzhen Sites (referred to herein as “Hayco SZ”)**
 - Hayco Technology and Development (Shenzhen) Ltd.
 - Hayco Enterprises (Shenzhen) Ltd.
 - Hayco Enterprises (Shenzhen) Ltd. Luotian Branch
 - Hayco Industries (Shenzhen) Ltd.
- **Zhongshan Site (referred to herein as “Hayco ZS”)**
 - Hayco Precision Industrial (Zhongshan) Co.Ltd.
- **DR Site (referred to herein as “Hayco DR”)**
 - Hayco Dominican Republic Co., S.R.L



Reporting Frequency

We plan to report our sustainability performance year by year to share our progress and engage with our stakeholders.

Restatements of information

The report has no restatements of information made from previous reporting periods.

• REPORTING FRAMEWORK

This report is prepared in accordance with the GRI Standards issued by the Global Reporting Initiative (GRI) and aligned with the recommendations outlined by the Sustainability Accounting Standards Board (SASB). Please refer to the Reporting Standards Indexes.

• STATEMENT OF RESPONSIBILITY

It is important to note that the highest governance body of Hayco is responsible for reviewing and approving both this report and the organization's materiality. The review and approval process ensures the accuracy and completeness of the reported information, reflecting our commitment to transparency and accountability.

• REPORT ASSURANCE

We invited a third party to validate the accuracy of key environmental, social, and governance data, reinforcing stakeholder confidence in the credibility of our sustainability performance.

We have obtained third-party reporting assurance for the 2025 Sustainability Report to enhance transparency, please refer to the Independent Verification Statement for details.

• REPORT AVAILABILITY

This report is available in electronic format and can be viewed or downloaded online via the official Hayco website. We welcome stakeholders to provide suggestions and advice for our sustainable development, and feedback can be submitted via the link: <https://forms.microsoft.com/r/YS44bZ8PNp?origin=IprLink> For further inquiries, please visit Hayco's website: www.hayco.com



01

About Hayco

• About Hayco



• A Note from Our CEO



• Our Values



• Our Honour & Awards



• Our Certifications & Qualifications



• 2025 Highlights



ABOUT HAYCO

- ✓ Started out as a family business in 1983, Hayco has been pursuing manufacturing excellence for over 40 years, delivering quality and consistency to many of the world's leading consumer brands.
- ✓ Hayco's fully integrated manufacturing processes ensure innovation, reliability, and security at every step—from product design, prototyping, mold design and fabrication, injection molding, product assembly and packaging, all verified and validated in-house, and always exceeding the highest certified quality standards. Our commitment to partnership, innovation, and excellence has made us a global leader in plastics engineering and device assembly.
- ✓ We're proud to be an employer of choice, and we value the wellbeing of our 5,500+ strong team, which is why we prioritize their comfort, security, ongoing training, and career development. Being a team member at Hayco means participating in a community that is relentlessly creative and motivated. Every day we work to make things better for our people, our customers, and our planet.
- ✓ In 2023, Hayco acquired Portugal based CTR, a world leading developer and manufacturer of diffusion devices and consumables for air care, pest control and pet care. This acquisition gives Hayco a broader offering for customers, access to new market segments, and greater capacity for the creation and manufacture of reliable consumer products.
- ✓ Hayco is a global company headquartered in Hong Kong, and operate seamlessly across six locations worldwide, ensuring global accessibility and exceptional service delivery to our esteemed customers. We treat every customer as a partner, working closely with them to develop products and end-to-end solutions that save time, money and delight consumers worldwide.
- ✓ Hayco China in Shenzhen is the EcoVadis Platinum-certified factory and our Global Technology Center for the Hayco Group. From design and development to precision mold making, injection molding, automated and manual assembly, and manufacture of complex electronic components, industrial cleaning equipment, and even quality-assured baby products, our Mainland China sites offer end-to-end solutions. We believe in keeping our teams flat. Engineers work closely with design teams to solve problems collectively and meet the challenges of each new product. By investing in state-of-the-art equipment and new technology, we have earned the Smart Manufacturing Capability Maturity Level 3 for the manufacturing process of our plastic products in China.





Hayco Dominican Republic is LEED as well as EcoVadis Platinum rated Plastic Molding Facility. The Donald Espie Hay Building focuses on high-quality injection molding and assembly. Our presence in the Caribbean puts us near our United States and European customers. This enables us to respond quickly to changes in demand, new product promotions, marketing requirements, packaging alterations, and more. We stay nimble and flexible so that we can fully support the changes facing our customers' businesses. Our state-of-the-art facility is not only the first LEED-compliant plastic molding facility; it also runs 1.5 MW of solar panels on the roof, helping us to move towards sustainable power dependence and reducing our carbon footprint to create a better future.

Our mission is to partner with customers for their success by co-innovating in product development, sustainable manufacturing, and global distribution, leveraging plastics engineering and device assembly. As a fully vertically integrated organization, from first design sketch to final delivery, from mold-making to injection stretch blow molding, and from packaging assembly to packaging-print solutions and beyond, Hayco works closely with our partners to understand the complexities of their businesses and deliver simple, seamless production solutions. We also continue to invest in equipment that is more efficient, cost-effective, and environmentally conscious.



A NOTE FROM OUR CEO



At Hayco, we see accountability and sustainability issues as critical to the running of a modern business. We hold ourselves to high moral standards and recognise the role we play in shaping the future and making a positive impact. Since my father founded the company, we have always strived to be a good partner with the communities in which we operate, aligning with our vision to be the trusted partner for the world's leading consumer brands, in the pursuit of innovation and excellence. We believe that we are in a favourable position to lead the way in addressing environmental, social, and governance (ESG) issues while supporting our customers in achieving their own goals. That's why we are committed to the principles of the United Nations Global Compact and continue to enhance our practices to meet and exceed our sustainability targets.

In these coming years, sustainability will remain a top priority for us at Hayco. As our footprint expands, we will continue to prioritise being a good corporate citizen in the communities in which we operate and encourage all our business partners to do the same.

Let's work together to make a lasting, positive impact for our people, our communities, and our planet.



OUR VALUE



At Hayco, we partner with customers for their success, by co-innovating in product development, sustainable manufacturing and global distribution, leveraging plastics engineering and device assembly. At the heart of pursuing this mission is the collective strength of our people in our transformation journey from regional to global provider with footprint extended to multiple continents.

We grow our business, strengthen our organization capability and also cultivate our people capability to meet the business needs not only today but also the future. Hayco cultivates a bias-free and safe environment for our employees where everyone is committed and engaged to contribute their best. In our culture of continuous improvement and collaboration, we value ownership, can-do attitude and extra miles which is also related to our value – Partnership, Innovation and Excellence.

At Hayco, our people's philosophy is at the heart of everything we do. We believe that our employees are our most valuable asset, and we are committed to creating a supportive and inclusive work environment where everyone can thrive.

Our philosophy centers around the following principles:



By embracing these principles, we create a positive and engaging work environment where our employees can thrive, grow, and achieve their full potential. Our philosophy of people is the foundation of our success and drives our commitment to building a strong and motivated team.



OUR HONOUR & AWARDS

In June 2025, we were awarded the EcoVadis Platinum Medal for our Shenzhen and DR facilities, which represents the highest level of excellence in the industry (top 1%) in a number of areas, including the environment, labor and human rights, business ethics, and sustainable sourcing.

EcoVadis Platinum Medal Award



We were awarded "Above average Performance" by the Hong Kong Council of Social Service for recognition of our consistent dedication to fostering a caring culture for 9 years.

9 Years Caring Company



Due to our actively engagement in community public welfare activities and our heartfelt care for vulnerable groups, we were awarded the title of "Public Welfare Enterprise" in January 2025.



OUR CERTIFICATIONS & QUALIFICATIONS

We have obtained relevant certifications to validate our efforts in sustainable development, including ISCC PLUS and the ICTI Ethical Toy Program.

The achievement of ISCC PLUS -- a globally recognized standard for sustainable supply chain management, with a strong focus on bioenergy, biomaterials, and circular economy practices—signifies our alignment with international benchmarks for traceable, low-carbon, and responsible supply chain operations.

ISCC PLUS Certifications



Meanwhile, our compliance with the ICTI Ethical Toy Program, an industry-leading initiative dedicated to upholding ethical labor standards, safe working conditions, and anti-exploitation practices across the global toy value chain, demonstrates our unwavering commitment to safeguarding the rights and well-being of workers in our supply chain.



ICTI Ethical Supply Chain Program Certifications

Other certificates obtained during the reporting period.



Global Security Verification

Hayco ZS GMP certificate

2025 HIGHLIGHTS

JANUARY



- ▶ We implemented the Hayco Care Program from January to October, covering youth camps, newborn support, and school-age child care, reinforcing our commitment to employee well-being and a family-friendly workplace across different life stages.
- ▶ Global Meeting in Dominican Republic.
- ▶ DR Best Practices Sharing

MAY



- ▶ Through employee-led volunteer initiatives—including community renovation, blood donation, and volunteer recognition—we actively contributed to community development and promoted responsible corporate citizenship.

JUNE



- ▶ During Hayco Safety Month, we launched a company-wide safety awareness campaign focusing on risk identification, accident prevention, and emergency preparedness, strengthening a shared safety culture.
- ▶ Awarded Ecovadis Platinum.
- ▶ Since the official commissioning and operation of Hayco Precision Industrial (Zhongshan) new Site, we successfully passed Sedex Members Ethical Trade Audit (SMETA-4P) from our customers in May 2025, and completed the ESCP and GSV certification audits with relevant certificates obtained in June 2025.
- ▶ DR Annual EHS Week
- ▶ DR Reforestation Day Los Reyitos. Los Cacaos Community, San Cristobal

JULY



- ▶ DR Infinity project launch

AUGUST



- ▶ DR Blood Donation Day

OCTOBER



- ▶ DR Townhall Meeting
- ▶ We replaced a significant and old Power Transformer with brand new energy efficient one to reduce Energy wastage hence GHG Emission.
- ▶ Supplier Forum at Shenzhen focuses "Let's Shape our Sustainability journey together"

NOVEMBER



- ▶ Hayco Quality Monthly - "Strengthen Total Quality Management To Achieve Excellence". A Journey To Zero Defects.
- ▶ We conducted hands-on fire-fighting equipment training and emergency drills during 119 Fire Safety Publicity Week, enhancing fire safety awareness and organizational emergency readiness.
- ▶ CN Townhall Meeting
- ▶ DR Commissioned new wastewater treatment plant, advancing sustainable water management
- ▶ Supplier Forum at DR focuses "Let's Shape our Sustainability journey together"
- ▶ We conducted Lean Management Training directed to Department heads and Supervisors to process improvement and efficiency.
- ▶ DR Townhall Meeting

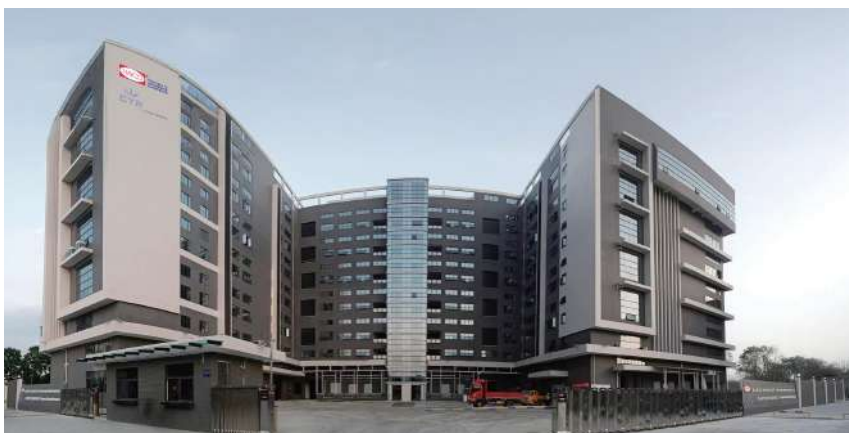


02 | Our Commitment To Sustainability

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- Sustainability Governance >
- Materiality Assessment >

SUSTAINABILITY STRATEGY

• OUR COMMITMENT TO CREATING A SUSTAINABLE FUTURE



At Hayco, we are committed to creating a sustainable future by driving positive environmental, social, and governance outcomes.

We aim to lead by example, embedding ethical and responsible practices into everything we do. Our vision is to be a catalyst for change, fostering a healthier planet, strong communities, and transparent equitable governance.

SUSTAINABILITY GOVERNANCE



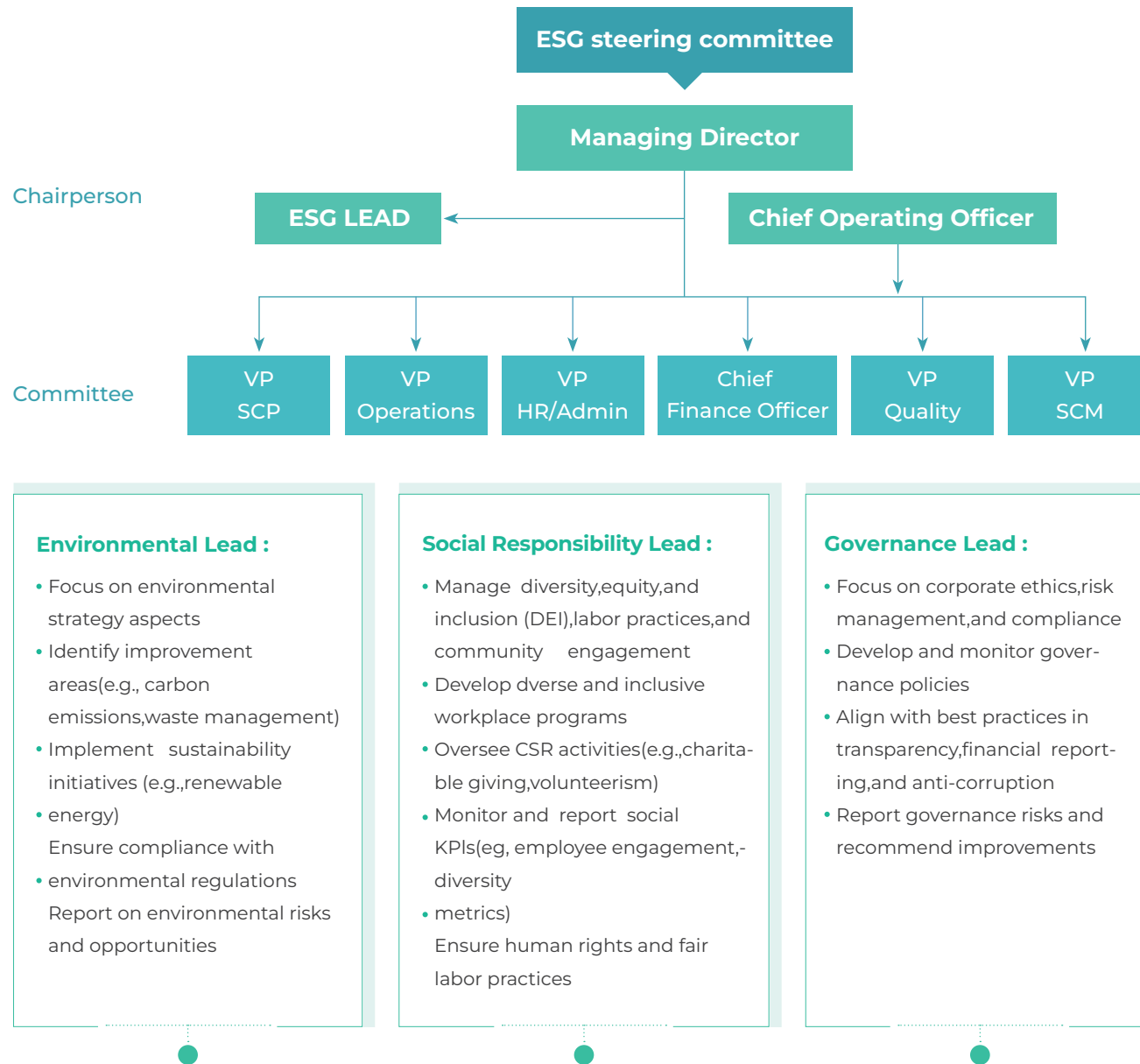
We have established an ESG Steering Committee to guide the development, integration, and oversight of our sustainability, ethics, and governance practices. The Committee monitors ESG performance, facilitates stakeholder communication, and collaborates with internal and external partners to advance ESG initiatives. It also holds regular meetings with the Board of Directors to report on sustainability progress, align strategic direction, and identify opportunities for continuous improvement, thereby supporting long-term value creation.



Chaired by the Managing Director, the Committee consists of six Vice Presidents, each with clear ownership of key focus areas: the VP of SCP leads environmental priorities; the VPs of Operations and HR oversee social initiatives; and the VPs of Finance, Quality, and SCM address governance topics. Through close collaboration, these departments coordinate their efforts to promote sustainable practices and support sustainability targets.



The roles of the Chief Operating Officer and the ESG Lead are established within the Committee to oversee the implementation and compliance of key ESG initiatives across all sites. With clear role accountability, the delivery of our sustainability strategy is advanced more efficiently, enabling effective integration of sustainability considerations into corporate decision-making and daily operations.



Sustainability Targets

With ESG Steering Committee providing strong support, we have successfully set the sustainability targets as follows:

• Emission Reduction:

Target to reduce overall emissions by 50% by 2030, with a focus on implementing energy efficient machinery and exploring renewable energy options such as the Dominican Republic Solar Project.

reduce overall emissions by
50%

• Sustainable Product Initiatives:

Integrating 50% recycled material into new product lines, including plastic bottles, aiming for a circular economy in product design.

50% recycled material into new product lines

• Zero Waste to Landfill:

Committing to a zero-waste approach by enhancing recycling and waste management practices across all facilities.

Zero-Waste

MATERIALITY ASSESSMENT

✓ Against the backdrop of evolving global ESG regulations and upgraded international disclosure standards, this year, we have upgraded the traditional single materiality framework to the Double Materiality assessment model. Our assessment not only covers the Company's operational environmental and social impacts, but also evaluates financial risks and growth opportunities derived from material sustainability topics.

✓ The assessment was carried out strictly in line with the four-step approach defined by the GRI Standards, with full stakeholder engagement throughout research and consultation. A total of six core material topics have been finalized, encompassing both impact materiality and financial materiality. These topics are established as the key priorities and core focus areas for our sustainability governance, guiding the delivery of future sustainability roadmaps and driving sustained long-term corporate value creation.

Four steps to determine material topics

What we do

Understand the organization's context

We conduct comprehensive profiling and mapping of the Company's products and services, business footprint, future development strategies and roadmaps, stakeholder groups and their expectations, as well as its value chain ESG impacts. We also benchmark against globally recognized sustainability frameworks, standards and requirements including GRI, UNGC, SDGs, EcoVadis KPIs, SASB and local regulatory rules, to develop a holistic understanding of the Company's internal and external sustainability context.

Identify actual and potential impacts

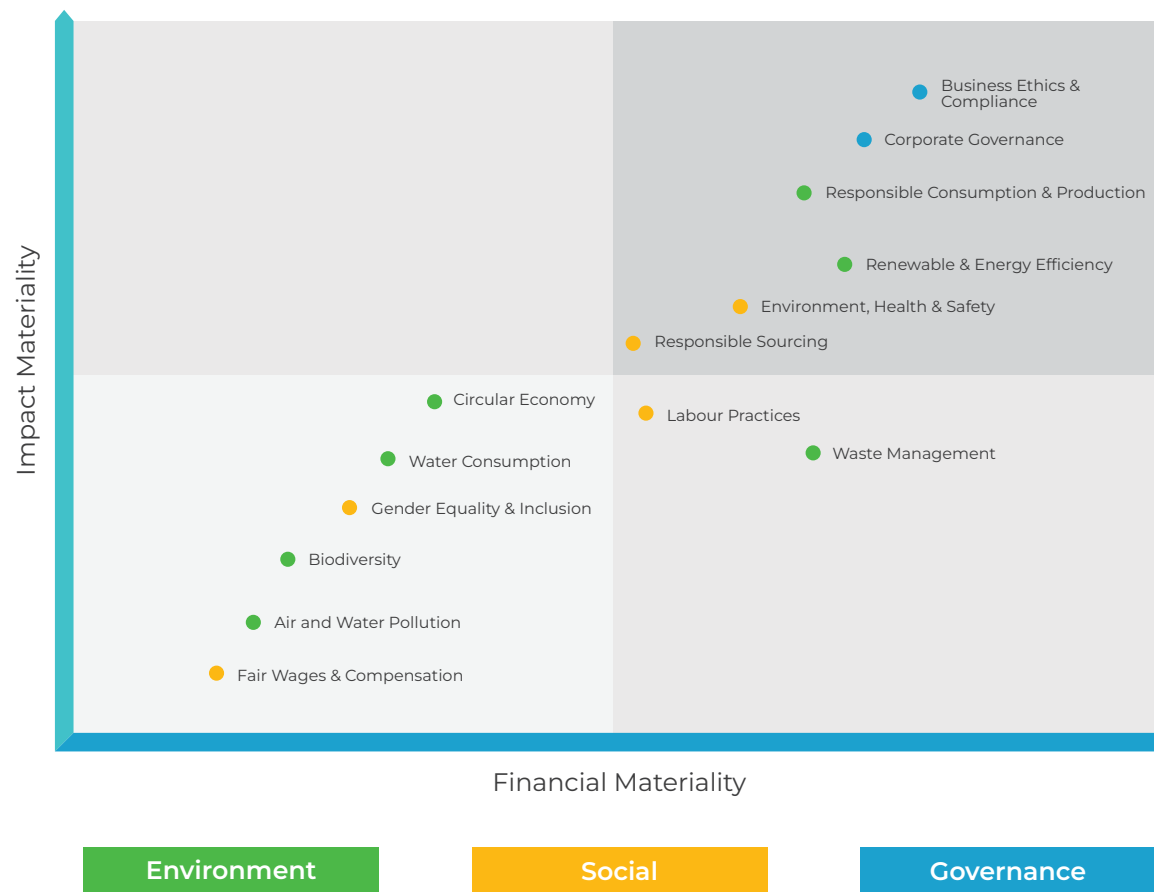
Based on the above contextual analysis, we shortlist a preliminary list of potential topics for materiality assessment, covering 15 main topics and 62 sub-topics. For each shortlisted topic, we further evaluate its actual and potential impacts on economy, environment and society, as well as the inherent financial risks and opportunities it may bring to the Company.

Assess the significance of the impacts

We distribute targeted questionnaires to stakeholders to rate and assess each topic from the dimensions of impact materiality and financial materiality. In 2025, the survey covered China and Dominican Republic regions, engaging external regulators, shareholders and investors, local communities, suppliers and employees. A total of 159 valid stakeholder responses were collected.

Prioritize the most significant impacts for reporting

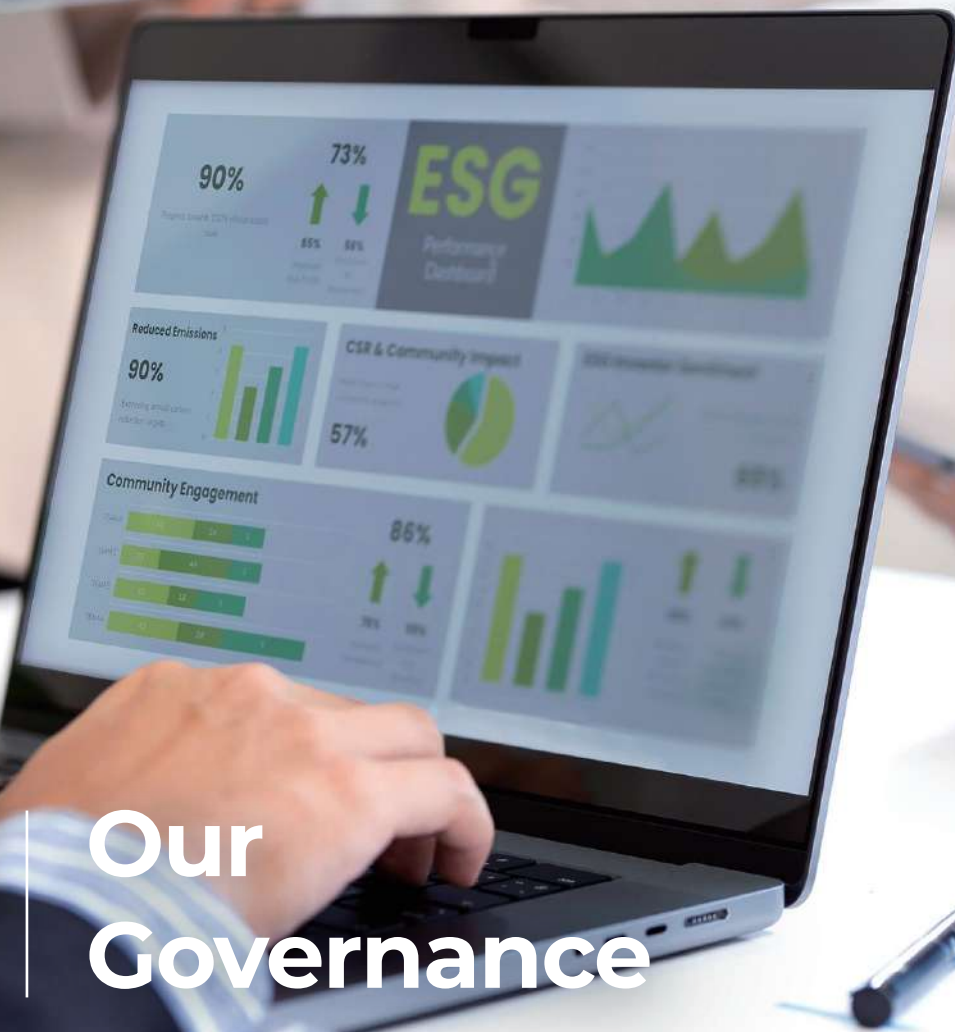
We adopted qualitative and quantitative analysis to rank all topics by their materiality level. The assessment outcomes were thereafter reviewed and endorsed by the ESG Steering Committee. A total of six topics, identified with both high financial materiality and impact materiality, are designated as priority matters for prominent disclosure in the sustainability report. Topics identified as Low Impact do not necessarily mean that they are not Important at Hayco but low risk based on current actual situation.



Note : Topics positioned lower on the matrix are rated lower in relative materiality based on the stakeholder assessment, it doesn't mean that they are not required to be taken care. Specifically 'Fair Wages and Compensation', Hayco recognizes it as a fundamental employment practice and continues to maintain policies and processes to ensure fair and equitable compensation.



03 | Our Governance



- Our Approach >
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Our customers trust us—not only to deliver good quality products, but to help create healthier and more sustainable homes.

This is a shared responsibility across Hayco, and this vision drives our commitment to providing eco efficient solutions.

Creating sustainable impact starts with the choices we make every day.

Equally important is how we conduct our business. We remain firmly committed to acting ethically and transparently.

That is why independent hotline reporting platforms are in place, in all the languages of the countries we operate in, to ensure every voice can be heard in a safe and secure environment.

Sustainable growth is not just about results. It is about trust, integrity, and doing the right thing—together. Thank you for your continued commitment.

—Amii Tam (Managing Director)



Responsible investment (RI) is a strategy that incorporates ESG factors into investment decisions to manage risk and generate sustainable, long-term returns. It moves beyond traditional financial analysis to include issues like climate change, labour standards, and corporate ethics. Popular approaches include screening, ESG integration, and active stewardship to influence companies.

Sustainability remains a high priority consideration in our financial plans.

By investing in efficient technologies and responsible practices, we strengthen both our environmental impact and long-term business resilience.

Key strategies include investing in cleaner technology, ethical supply chains.

—Terry Lam (Chief Finance Officer and VP IT)

OUR APPROACH

Hayco regards governance as the core of sustaining our growth momentum and realizing our long-term sustainable objectives. A robust governance mechanism clarifies strategic directions for sustainability, balances the interests of stakeholders, and drives the company to integrate environmental and social responsibilities into its daily operations.

» Governance Structure:

We establish an organizational structure with clear roles and responsibilities, where each party fulfils its duties to firmly drive sustainable development.

The diversity of our Board

Directors by gender



male

66.7%

female

33.3%

» Business Ethics:

We establish clear guidelines for ethical behaviour and instruct employees to adhere to integrity through training and supervision.

Responsible business practices



Number of confirmed corruption and bribery incidents

0



Number of confirmed competitive incidents

0



Percentage of operations assessed for risks related to corruption

100%

Percentage of our employees who received business ethics awareness training

100%



Percentage of our employees and business partners who have been communicated to our anticorruption policies and procedures

100%

» Information Security:

We build a full-lifecycle data management system to protect data security and safeguard the rights and interests of stakeholders.

Responsible information management



Number of confirmed information security incidents at Hayco SZ

0



Percentage of sites at which annual audits for information security has been performed

100%

Sustainable Procurement:

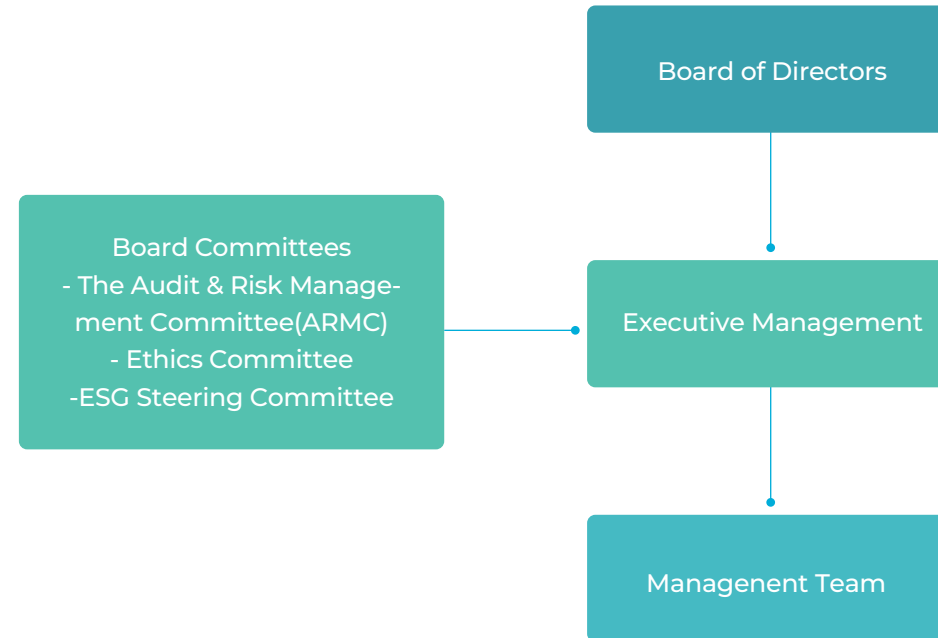
We promote sustainable supply chain resilience and enhance suppliers' environmental and social performance.



¹ Targeted suppliers: at Hayco, we define targeted suppliers as non-prescribe suppliers in Top 80% spends.

CORPORATE GOVERNANCE

We have a robust three-tier governance framework -- the Board of Directors, Executive Management, and Management Team -- that guides our strategic direction and reinforces our commitment to sustainable development.



Our Board of Directors is characterized by diversity in gender, nationality, skills, and experience, enabling forward-looking and well-rounded oversight. The Board ensures alignment between financial and non-financial performance, leads the integration of sustainability into our business strategies, and actively drives stakeholder engagement in sustainable development.

The Executive Management team, led by the CEO, is responsible for implementing the Board's directives, coordinating across departments to achieve sustainability targets, ensuring ESG regulatory compliance, and driving the integration of sustainable practices throughout the value chain.

The Management Team is cross-functional, responsible for implementing daily sustainability initiatives, embedding ESG practices into daily operations, and ensuring progress toward our sustainability targets.

2025 Strategy Day: Executive Leadership Engagement and Strategic EHS Integration

As part of our commitment to sustainable and responsible business practices, our Executive Leadership Team convenes annually to review company performance, set strategic direction, and reinforce priorities across all key functions. A central component of this meeting is a dedicated focus on Environment, Health, and Safety (EHS), underscoring its critical role in long-term value creation and operational excellence. Senior management demonstrates a strong commitment to ESG through clear governance, structured initiatives, and active oversight. We have established a dedicated ESG Steering Committee, comprising senior leaders, drives ESG strategy and implementation. It operates under a framed process to translate initiatives into a defined roadmap and measurable actions, with formal reporting submitted to the Board.

Building on the foundation laid in 2024, the 2025 annual meeting reaffirmed that EHS is not only a compliance obligation but a core business priority and a critical enabler of our corporate strategy.

Key priorities addressed during the 2025 session included:

Strengthening Safety Culture

Reinforcing a “zero accidents, zero injuries, and zero hazards mindset across the organization, with leadership alignment on accountability, employee engagement, and proactive hazard identification.

Advancing Environmental Stewardship

Evaluating progress against sustainability targets, including reductions in greenhouse gas emissions, waste generation, and resource consumption.

Regulatory and Risk Oversight

Assessing emerging regulatory requirements and strategic risks, ensuring robust governance and compliance frameworks are in place globally.

Integration into Business Strategy

Embedding EHS considerations into capital planning, operational decisions, and supply chain management to drive sustainable growth.



Through this top-down engagement, we ensure that EHS remains fully integrated into our governance structure, supporting our broader sustainability objectives and reinforcing our commitment to protecting people, preserving the environment, and operating responsibly.

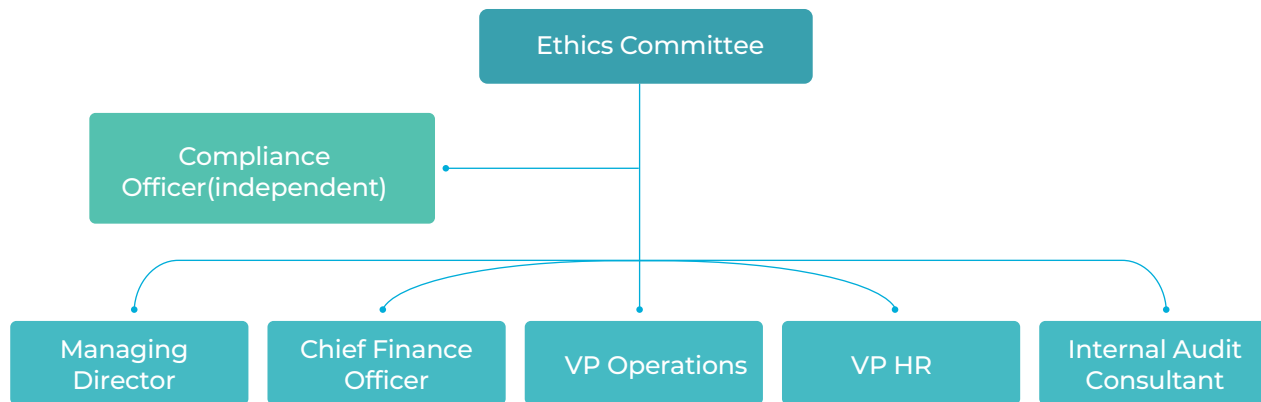


BUSINESS ETHICS

We emphasize integrity, respect, honesty, and fairness as core values that guide all our business operations. We are committed to complying with all applicable laws and regulations, and we ensure that our interactions with stakeholders -- including directors, employees, customers, and suppliers -- are conducted in an ethical and transparent manner.

• BUSINESS ETHICS GOVERNANCE

The Ethics Committee -- one of our specialized Board committees -- is dedicated to upholding ethical standards and ensuring regulatory compliance. It promotes transparency and integrity across all business activities and ensures that ESG practices align with Hayco's values and stakeholder expectations. To support its work, an independent Compliance Office handles reported ethical incidents. Additionally, we have a third-party-operated Business Ethics Hotline provides stakeholders with a confidential channel to voice concerns, further strengthening transparency and accountability.



Hayco Business Ethics Handbook ("Handbook") serves as a key guide for managing ethical conduct across the company. As an integral part of our anti-bribery and ethics program, it outlines our standards of ethical behavior and provides practical guidance for decision-making. The Handbook supports our employees, customers, suppliers, and other business partners in understanding and upholding our values, fostering an ethical culture of integrity and responsible business practices. And it has been distributed to every employee and supplier to ensure a thorough understanding of our ethical standards and to embed these principles into daily business conduct.

• RULES OF BUSINESS ETHICS

We adhere to all applicable laws and regulations and maintain a zero-tolerance approach to unethical behavior. Any violation of our ethical standards is addressed with the highest level of seriousness, and cases involving legal breaches are promptly escalated to the relevant authorities to ensure accountability.



Bribery and corruption

We maintain a strict zero-tolerance policy against all forms of bribery and corruption. The Handbook sets out clear requirements on the prohibition and management of improper benefits, including cash or financial incentives, loans, gambling, gifts, and other forms of undue advantage. Through these standards, we ensure robust controls are in place to prevent bribery and corruption, safeguarding integrity in all our business dealings.



Anti-money laundering

We provide general guidance to prevent unintentionally engaging in money laundering activities. We are committed to verifying customer identities prior before conducting business, ensuring all transactions are genuine, avoiding complex or window-dressing arrangements, confirming that the paying party matches the billed party, and minimizing the use of cash payments.



Conflict of interest

Employees and business partners are expected to avoid situations where personal interests could interfere with professional judgment or company interests. Specifically, we prohibit external employment or investments that conflict with one's job responsibilities, any related-party business conducted by employees or their family members that may harm our interests, and any personal commercial relationships with suppliers.



Information security

We safeguard personal and sensitive business information through adherence to high standards of security and privacy. The Company stores a wide range of confidential information, including personal data, intellectual property, and company records, all of which are valuable assets. All employees and contractors are required to handle this information with care, safeguard its security, and promptly report any breaches or irregularities to the Company.



Misuse of official position, company assets and information

We require all directors and employees to refrain from using their official positions for personal gain and to use company assets solely for legitimate business purposes. No one is permitted to disclose any confidential information without proper authorization.



Anti-competitive practice

We support fair and open market competition. Hayco prohibits unfair or anti-competitive practices, bribery in transactions, and misleading or false advertising regarding products. We also ensure customers are free to purchase from any operator, fostering a transparent and competitive marketplace. This commitment ensures a level playing field and fosters trust with our stakeholders.

• RESPONSIBLE BUSINESS PRACTICES

Ethical policy optimization

We are committed to the highest standards of ethical conduct and integrity in its business activities and operate according to the legal compliance of the local laws. In 2025, we further revised and optimized our *Ethics Policy* with two key objectives: to broaden and clearly define its worldwide scope of application, and to align with prevailing industry best practices.

Regarding scope of application, the *Ethics Policy* now covers the Board of Directors, Senior Management and employees, as well as suppliers and other business partners including but not limited to agents, consultants, contractors, distributors, and representatives, driving ethical compliance across the entire upstream and downstream value chain.

In terms of policy optimization, we keep iterating and improving our *Ethics Policy* to enhance its comprehensiveness and specificity in alignment with industry leading practices. For instance,



Anti-competitive conducts

We have launched regular and sustained compliance training programs, integrating standardized compliance management into daily business operations.



Information security

We clearly stipulate that sensitive information is vital to the legitimate interests of both the Company and all employees. In addition, the governance coverage has been extended from internal staff and contractors to external business partners, bringing all external stakeholders into unified information security supervision to effectively prevent external data leakage risks.



Conflict of interest

We mandate business partners to abide by our ethical norms and timely disclose all potential and actual conflicts of interest, thereby extending our ethical risk prevention mechanism to the whole upstream and downstream industrial ecosystem.



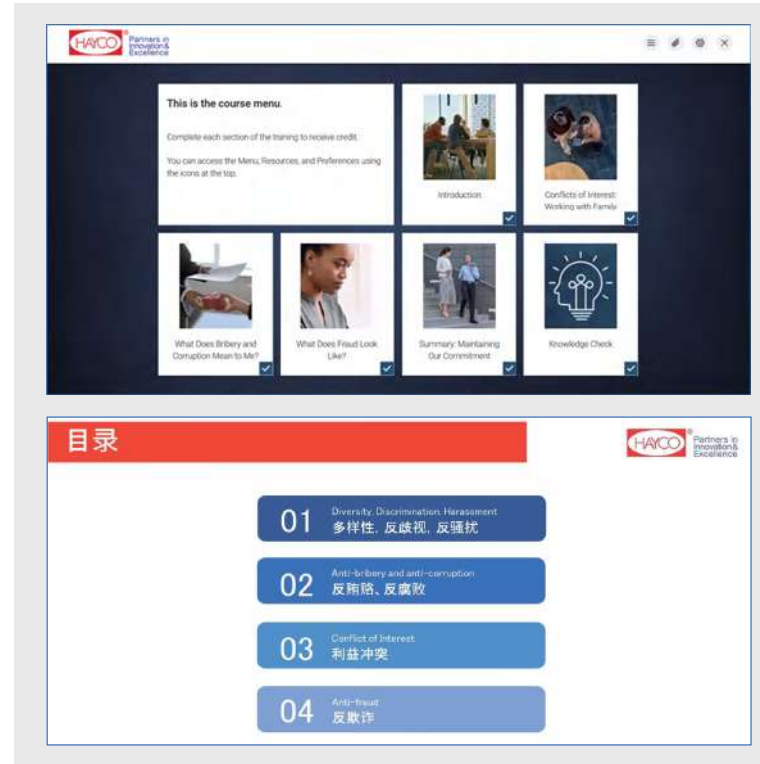
Ethics questionnaire

In 2025, we completed the annual business ethics questionnaire led by the VP of Human Resources. The assessment consists of 48 evaluation criteria, covering multiple aspects of corporate operations, including corporate values and mission statements, internal reporting channels, business ethics training and relevant implementation outcomes. It is designed to assist management in identifying ethical risks and raising organizational awareness of ethics compliance initiatives. Moreover, it helps identify departments and business functions that need extra training, and assess the overall staff knowledge, dedication and adherence to standardized ethical practices. Overall, the questionnaire outcomes are satisfactory.

Raising ethical awareness

From day one, all new hires are introduced to ethics as a core part of our onboarding program and are required to sign a Business Ethics Declaration within their first week.

We have launched an online business ethics training platform, where all employees are required to finish annual mandatory training. In 2025, the training covered six core themes: anti-bribery and anti-corruption, conflict of interest prevention, sexual harassment prevention, professional integrity, intellectual property protection and information confidentiality, covering all key aspects of business ethics. In line with previous years' arrangements, we provide supplementary targeted ethics courses for high-risk departments tailored to their operational priorities. For instance, the marketing, procurement and finance departments (100% employees) receive training centered on anti-competitive practices, whereas management and finance teams are provided with sessions focusing on anti-money laundering compliance.



Supplier ethics requirements

Our Supplier Conduct incorporates relevant sections of the Handbook that apply to suppliers. We have distributed the Supplier Conduct to all suppliers, both new and existing, and require them to acknowledge, agree to, and be bound by its provisions. This approach helps promote ethical practices across our entire value chain, reinforcing our commitment to responsible business conduct.

Meanwhile, we distributed ethics assessment questionnaires to suppliers to evaluate their ethical awareness. In 2025, we have 66% of target suppliers (non-designated suppliers in top 80% spending) who have undergone the assessment on ethical issues through a questionnaire.

• BUSINESS ETHICS REPORTING CHANNELS

Hayco maintains a dedicated Business Ethics Hotline that welcomes all stakeholders to report suspected unethical behavior, either anonymously or by name. All of our sites have implemented the whistleblowing mechanism for reporting ethics accidents, such as corruption, anti-competitive practices, information security, fraud and anti-money laundering.

All reports are managed in accordance with the *Standard Operating Process for Whistleblowing on Potential Ethics Cases*, under which independent investigation personnel is assigned to ensure impartiality, fairness, and credibility throughout the review and resolution process. Throughout the process, we ensure strict confidentiality and robust protection against retaliation, reinforcing our commitment to responsible business conduct and ethical governance.



Business Ethics Reporting Channel



Website: <http://ethics.hayco.com>



Toll-free lines:

- Hong Kong: 800 906 069

- China: 400 120 3062

- Dominican Republic: 1 829 200 1123



Email: ethics@hayco.com



CYBERSECURITY

We place a strong emphasis on safeguarding company and stakeholder information through robust security practices. To sustain resilient security operations, we have established a holistic cybersecurity governance framework, which underpins the stable, compliant and effective operation of our global security defense posture. In line with our robust security controls and proactive risk mitigation efforts.

• CYBERSECURITY GOVERNANCE

We have established a dedicated team for data security and privacy protection, which takes charge of the construction, operation and daily maintenance of IT security systems and digital infrastructure, and oversees risk assessment, technical defense and regular security supervision across the group.

We have formulated the *Group Information Security Policy* for the entire group, revised and optimized it in strict alignment with ISO 27001 international standards. Currently, the ISO 27001 certification application is well in progress. We continuously iterate and improve the overall information security management system to standardize internal management mechanisms and lift the group's overall cyber security governance capability.

The *Group Information Security Policy* is designed to ensure the confidentiality, integrity, and availability of sensitive information processed, transmitted, and stored across our internal business systems. This policy applies to all employees, business units, contractors, and partners, ensuring that comprehensive protection measures are implemented throughout our operations. Notably, we have classified customer-related core data into the Highly Restricted level, and formulated clear and standardized data handling specifications, operational norms and whole-process management procedures accordingly.

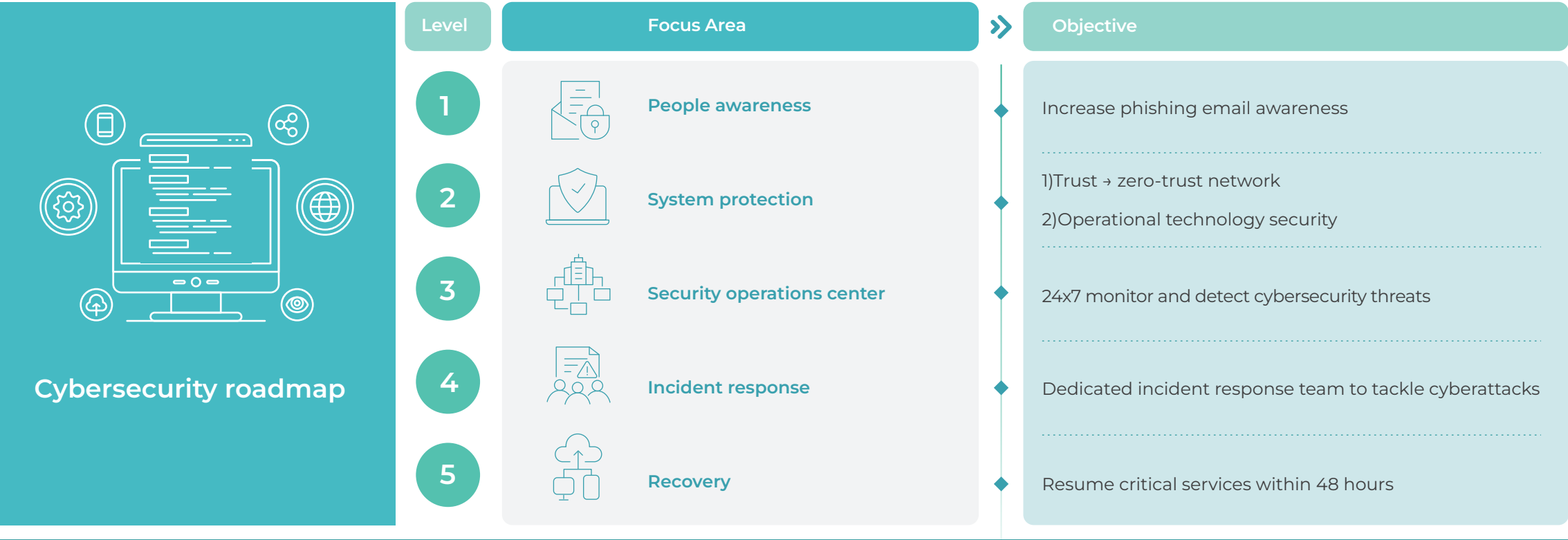
We dynamically update and revise the Group Information Security Policy in response to the latest industry development trends and emerging cyber threat landscapes. In February 2025, we further upgraded the policy by incorporating dedicated provisions covering AI ethics compliance, systematic AI risk assessment, authorized use of AI, targeted cybersecurity safeguard measures and AI-related security incident reporting mechanisms, etc. This comprehensive revision lays solid governance foundations to ensure all internal AI application activities fully adhere to universal ethical norms, align with enterprise cybersecurity compliance requirements, and meanwhile satisfy diversified practical demands arising from business expansion and digital operational development.



• CYBERSECURITY RISK MANAGEMENT

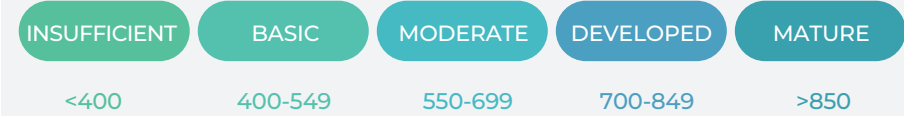
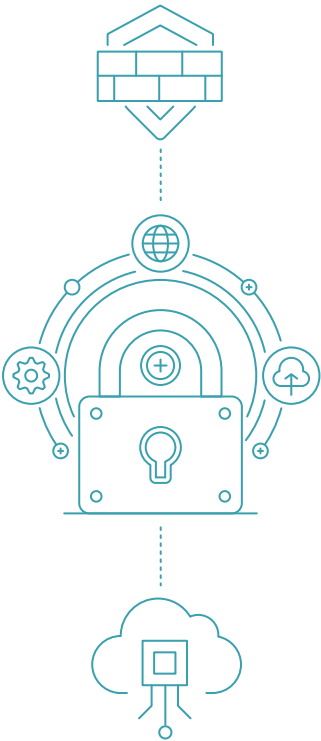
We have structured our information security protection into five levels, with clear definition of accountable parties and standardized handling protocols for each level. The cybersecurity roadmap ensures that no matter the nature or scale of information security risks, we can activate the corresponding response mechanisms promptly and minimize potential negative impacts.

We adopt a risk classification tool to conduct regular cybersecurity risk assessments across five dimensions: identification, protection, detection, response, and recovery. Risks are categorized by severity into high, medium, and low levels, enabling us to prioritize mitigation actions for high-severity risks, so that we could ensure our cybersecurity risks remain manageable and controlled.



Furthermore, we engage in a third-party cybersecurity platform to perform real-time vulnerability scanning, facilitating cybersecurity risk identification globally. The platform employed delivers comprehensive monitoring and real-time threat detection across multiple host types, including workstations, servers, and domain controllers. Separately, we have adopted another independent suite of third-party security solutions to issue timely cyber threat notifications and deliver proactive early risk warnings for emergent security hazards.

In 2025, we confirmed one information security incident at Hayco DR. The incident was the result of a zero day attack² targeting network devices at our Dominican Republic factory. Critical systems were not affected, and operations returned to normal within 48 hours with support from our strategic and professional cybersecurity partner. We continue to upgrade our IT infrastructure to meet evolving customer cybersecurity requirements. In line with the latest annual external cybersecurity assessment (CyberVadis), our rating has improved from “Developed (2023)” to “Mature (2025).” Current assessed CyberVadis status for Hayco stands at “MATURE”.



We are currently rolling out the IP-Guard project to strengthen our endpoint cybersecurity and data loss prevention capabilities. This initiative delivers robust endpoint governance and full-scale document encryption control, mandating mandatory security restrictions on the access, copying, printing and external transmission of confidential customer and supply chain data.

² Zero Day attack: Refers to the fact that vendor has had Zero Days to address the vulnerability due to this is a previously unknown security flaw in software (or may hardware).

• CYBERSECURITY AWARENESS IMPROVEMENT

We aim to deliver high-quality cyber hygiene training to all users and adopt a proactive, comprehensive approach to security awareness initiatives. On a monthly basis, our IT team facilitates offsite cybersecurity training sessions, with a focus on effectively embedding critical cybersecurity skills among participants. In 2025, regular monthly information security training was delivered to employees across all business locations. Key training topics encompassed “safeguarding data: every employee’s responsibility”, “the AI evolution in phishing attack”, “spot the phish game: bad links edition” and other cybersecurity-related subjects. Besides, all employees are provided with monthly regular cybersecurity knowledge briefings to consolidate core security principles and maintain consistent high-level cyber threat vigilance throughout the entire organization.

Complementing this, we organize in-person classroom-based information security training for frontline operational staff on a semi-annual basis. By integrating online remote learning and offline onsite training modalities, we build a diversified and layered security education system, ensuring consistent implementation of security protocols among all workforce groups.

SUSTAINABLE PROCUREMENT

We are committed to implementing sustainable procurement by integrating sustainability criteria into every stage of the supply chain, which enables us to systematically mitigate environmental and social risks. Beyond that, we also proactively provide support to our suppliers to accelerate their transition toward more sustainable operational models, fostering a collaborative ecosystem that aligns with long-term sustainability targets.

• SUSTAINABLE PROCUREMENT POLICY

In January 2025, we revised the *Sustainable Procurement Policy*, which outlines our general expectations on suppliers’ business conducts with regards to social and environmental practices. To promote supply chain responsibility and ensure that suppliers are aligned with our motives and goals of sustainable procurement, we require all suppliers to strictly abide by our established environmental and social fundamental principles.

Fundamental Principles

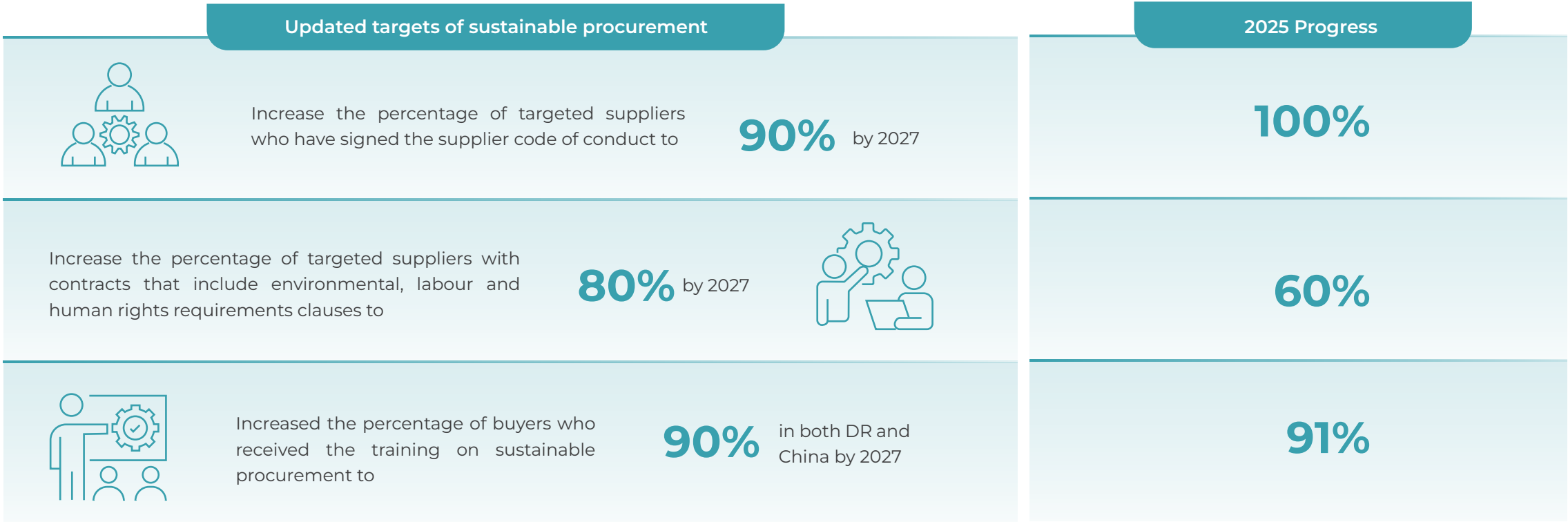
Environment

- Toxic waste: recycle toxic waste by a qualified vendor
- Greenhouse gas (GHG) reduction: reduce energy consumption and GHG emissions
- Water: ensure efficient water usage and minimal water wastage
- Local pollution: reduce smoke, particulate and noise
- Material, chemical & waste: reduce dependence on materials and ensure efficient material consumption

Social

- Compliance: meet labor laws and regulations of the country
- Health and safety: minimize and prevent work-related injury and fatality
- Fair wage and benefits: ensure all employees compensated fairly
- Career management: support and develop employees’ capabilities
- Discrimination and harassment: create a zero discrimination and zero harassment workplace
- Child and fore labor: not engage any form of child and forced labor
- Free of association: all labor engaged shall be voluntary
- Business ethics integrity: conduct business ethically

The policy provided a clear guideline toward sustainable procurement practices, covering general practices, responsible sourcing, environmental practices, and social practices, to better integrate sustainable procurement into our supply chain management. Moreover, the policy outlines our sustainable procurement targets and roadmap. We conduct regular reviews and updates to our sustainable procurement target plans, so as to effectively advance and fully deliver our strategic objectives for sustainable procurement.



• SUPPLIERS QUALIFICATION REQUIREMENTS

In the supplier selection stage, we impose clear and structured requirements on potential partners to embed environmental and social responsibility before entering a partnership and to ensure customer health and safety. Additionally, we have established preferred criteria for suppliers of paper-based packaging materials to reduce the ecological footprint of our packaging supply chain.

In 2025, we revised the Supplier Qualification, added detailed supplier category classification to realize more refined hierarchical management of diverse suppliers. Meanwhile, we optimized supplier evaluation indicators and attached greater importance to diversity, equity and inclusion (DEI), which fosters inclusive supply chain development, promotes fair business collaboration and elevates the overall social responsibility performance across the supply chain.

Supplier Qualification Requirements

Mandatory requirements

- 1.Valid business license/permit.
- 2.Compliance with laws, regulations, and quality standards.
- 3.Completion of a self-assessment form (Supplier Factory Assessment Report) with a minimum acceptable score.
- 4.Certification of some locations with ISO 9001:2015, ISO 13485:2016, and ISO 14001:2015.
- 5.Completion of REACH Compliance Declaration Form, ensuring:
 - Compliance with European Regulation (EC) No. 1907/2006 (REACH).
 - No Substances of Very High Concern (SVHCs) exceeding 0.1% content.
 - Providing information on request within 45 days.
 - Notifying Hayco if any Substance of Very High Concern is present in products.

Preferred requirements

- Suppliers providing paper packaging materials are encouraged to maintain certifications from:
 - Forest Stewardship Council (FSC)
 - Sustainable Forest Initiative (SFI)
 - Programme for the Endorsement of Forest Certification (PEFC)

Beyond these core requirements, we conduct supplier risk analysis before establishing a partnership to identify potential social and environmental risks associated with their operations, products and service.



• SUSTAINABILITY IN SUPPLIER AGREEMENTS

We embed sustainable procurement practices directly into our supplier engagements, primarily through the *Purchase of Goods Agreement* and the *Supplier Code of Conduct*.

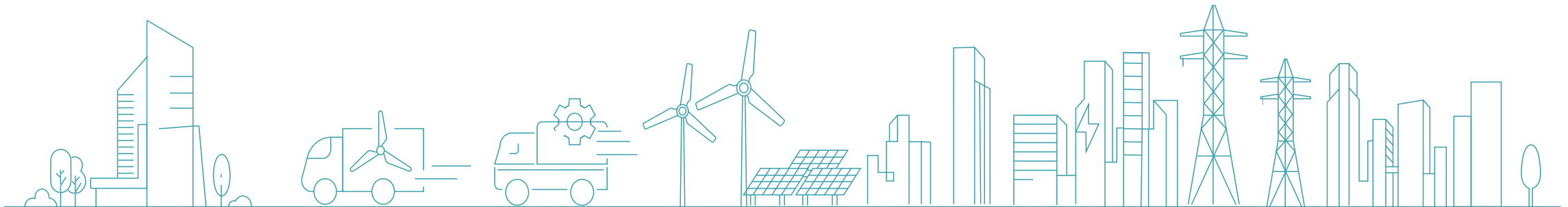
The *Purchase of Goods Agreement* incorporates dedicated environmental and social clauses, stipulating clear requirements for suppliers to adopt eco-friendly practices and uphold internationally acknowledged human rights standards in operational activities. These include requirements to advance environmental sustainability, uphold business ethics, source pulp and paper for packaging exclusively from certified sustainable resources, and ensure the protection of labor rights and human rights.

The *Supplier Code of Conduct* sets out the expectations of the ethical conduct, value and principles for our suppliers. We distribute the *Supplier Code of Conduct*, along with the *Business Ethics Handbook*, to all new and existing suppliers, and require them sign, agree and be bound by the conditions before business commences as well as throughout the partnership. It covers nine aspects, including labor and human rights, health and safety, sustainability, animal testing, information and reporting, security and anti-terrorist compliance, and reporting responsibilities.

• SUPPLIER PERFORMANCE APPRAISAL

We conduct systematic supplier performance assessments on an annual basis using a set of standardized performance metrics. This process allows us to evaluate and benchmark suppliers across multiple dimensions, providing a comprehensive view of their capabilities, efficiencies, and alignment with our supply chain objectives. The assessment framework is structured around four key areas: commercial performance, operational excellence, innovation, and partnership.

Within the commercial dimension, we place particular emphasis on supplier diversity, social responsibility, and environmental sustainability. Specifically, suppliers are evaluated against a range of sustainability-related criteria, including labor practices; health and safety; environmental protection; business ethics; GHG reduction efforts; and sustainable procurement practices. Starting from 2025, we add DEI as one of evaluation criterion. To further prioritize DEI, suppliers with strong performance in this area will receive an additional incentive score of up to 5%.



Highlights for sustainability performance assessment metrics

To ensure our supplier sustainability assessment is targeted and impactful, we have designated key priority questions that go beyond basic compliance. Specifically, these highlighted areas are:

GHG reduction management:

- Carbon compliance
- CDP survey performance
- Corporate Social Responsibility (CSR) /sustainability report

Sustainable procurement

- Sub-supplier environmental & social assessment
- Sub-supplier CSR Code of Conduct
- Sub-supplier contracts with social/environmental clauses
- On-site environmental & social audits for sub-suppliers
- CSR violation reporting channels (sub-suppliers to suppliers)

Diversity, equity and inclusion

- A formal written diversity policy
- Ongoing DEI training for employees
- Promote supplier diversity programs
- Gather regular feedback from employees on DEI issues

Each year, our sourcing team leads a cross-functional to audit targeted suppliers' performance. Suppliers that rank in the top 10 or achieve an overall score above 85% are recognized as candidates for our annual supplier recognition program.

• SUPPLIER TRACEABILITY

Supply chain traceability plays a key role in our overall supply chain management. For metal suppliers specifically, we have implemented a strict requirement for the submission of Conflict Minerals Reporting Template (CMRT) documents. This measure is designed to rigorously screen out conflict minerals that may finance armed conflicts or contribute to human rights abuses in conflict-affected regions, thereby upholding ethical procurement standards throughout our supply network.



• EMPOWERING OUR SUPPLIERS

We attach great importance to upgrading suppliers' sustainability awareness and capabilities. In 2025, we continued to empower suppliers to carry out performance improvement. Guided by our team, suppliers deployed the DMAIC methodology (Define, Measure, Analyze, Improve, Control) to dig into root causes, implement joint optimization and secure measurable improvements. With structured 5M1E analysis covering Man, Machine, Material, Method, Measurement and Environment, abnormal issues were systematically diagnosed to sustain operational efficiency gains, cost reduction and quality upgrade, so as to meet end customers' demands.

Specifically for suppliers of our core product in 2025, we launched focused quality improvement campaigns amid frequent nonconformities. We proactively aligned with one supplier and prioritized two critical rectification items: surface contaminants and residual burrs on brush heads. Supported by our technical guidance, suppliers verified potential causal factors from five dimensions (Man, Machine, Material, Method, Measurement and Environment), confirmed primary root causes and rolled out targeted corrective actions. After implementation, the defect rate of surface contaminants dropped from 40.52% to 10.2% (a 74.83% reduction), while brush head burr defects decreased from 26.15% to 1.7% (a 93.50% reduction). We guided suppliers to complete full-cycle PDCA closed-loop management for product quality issues, strengthening overall supply chain resilience and facilitating the continuous advancement of suppliers' sustainable production, resource efficiency and long-term sustainable development of the whole supply chain.

04

Our Environment

• Our Approach >

• Climate Change >

• Water Management >

• Waste and Pollutants >

• Sustainable Products >

• Green Logistics >





Operational excellence and sustainability go hand in hand. Our team constantly identifies opportunities to reduce energy consumption and minimize waste while engineering smarter manufacturing processes on a global scale. Our rising EcoVadis and CDP scores serve as powerful evidence of our unwavering commitment to a greener future.

— Johnson Chew (Chief Operating Officer)



At Hayco, Sustainability is fundamental to how we operate, innovate, and grow. Throughout our global manufacturing facilities, we are committed to integrate environmental responsibility into our operations.

This includes:

- Improving energy efficiency and reducing GHG's
- Reducing and eliminating waste (zero waste to landfill policy)
- Sustainable process improvements
- Responsible resource management.
- Creating scope 3 improvement projects with key suppliers

Through collaboration, innovation, and continuous improvement, we aim to establish global manufacturing that support everyday living while minimizing our carbon footprint.

Our progress is driven by the dedication of our teams and our shared commitment to building a safer, smarter, and more sustainable future for our customers, communities, and future generations.

— Robert Atter (Vice President - Special Projects and New Technology)

OUR APPROACH

We integrate environmental stewardship into our core business growth, uphold the interests of current and future stakeholders, and enhance the company's long-term resilience amid the global transition to a low-carbon economy. All our sites have obtained ISO 14001 environmental management system certification and regularly conduct environmental risk assessments to proactively identify and mitigate potential environmental risks. In 2025, we continued taking part in the CDP rating to disclose environmental information and meet stakeholders' demands.

2025 CDP Climate Change Questionnaire: C

2025 CDP Water Questionnaire : B



We collaborate closely with our customers. 100% of our sites engage with customers to support the achievement of GHG emission reduction targets, and all sites have increased the proportion of recycled content in packaging, aligning fully with our customers' sustainability objectives.

» Climate Change:

We manage climate change risks in alignment with the Task Force on Climate-related Financial Disclosures (TCFD) framework and implement measures to reduce GHG emissions.

Climate Change



- Solar energy consumption

1918.97 MWh

Water Management:

We enhance water monitoring systems and conduct ongoing campaigns to promote water conservation.

Water recycled and reused



- Discharge of industrial wastewater from Hayco SZ

0

Waste and Pollutants:

We manage waste in compliance with regulations and improve recyclable waste recycling.

Waste management



- Percentage of the non-hazardous waste

Decreased **27.18%** compared to 2024

- Percentage of the air pollutants at Hayco SZ

Decreased **18.52%** compared to 2024

Sustainable Products:

We incorporate greater amounts of recyclable plastics and refine packaging materials to create sustainable products, reducing our environmental footprint.

Circular economy



- Plastics recycled for input materials

894.39 metric tons

Green Logistics:

We reduce carbon emissions from transportation by optimizing transportation routes, strengthening logistics management capabilities, and leveraging logistics platforms.

Green logistics



- Percentage of local procurement (within the territory of China)

Around **80%** for Hayco China

- Percentage of local procurement (within the territory of DR)

Around **71%** for Hayco DR

CLIMATE CHANGE

As a responsible organization, we are committed to advancing global decarbonization efforts while fostering a sustainable future for our business and stakeholders. We actively reduce our own carbon footprint and collaborate with our supply chain to collectively mitigate climate change impacts.

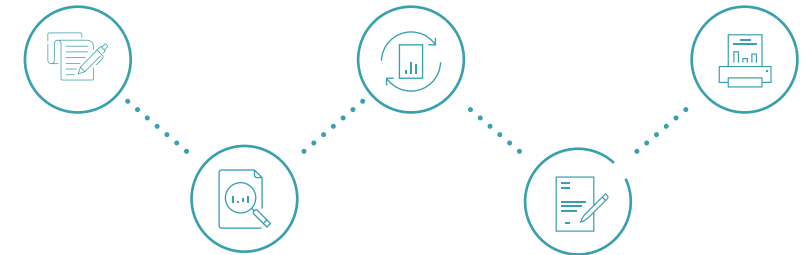
• GOVERNANCE



The governance structure is well-structured to ensure systematic oversight and execution. At highest level, the Board of Directors serves as the ultimate accountable body, approving the company's long-term climate strategy, reviewing annual GHG emission reports, and ensuring sufficient resources are allocated to climate-related initiatives. Reporting to the Board, the ESG Steering Committee translates the Board's climate targets into actionable plans and takes charge of cross-departmental coordination and strategic implementation. At the operation level, we optimized and adjusted the organizational structure this year and established an energy management team. The team is responsible for formulating corporate strategies and plans for energy conservation and emission reduction, supervising implementation and inspecting the progress of relevant practices. The team consists of members from various departments, with the FAC (the Facility Department) serving as the core department. FAC is in charge of key tasks such as energy statistics, energy emergency management, and routine operation and equipment maintenance.

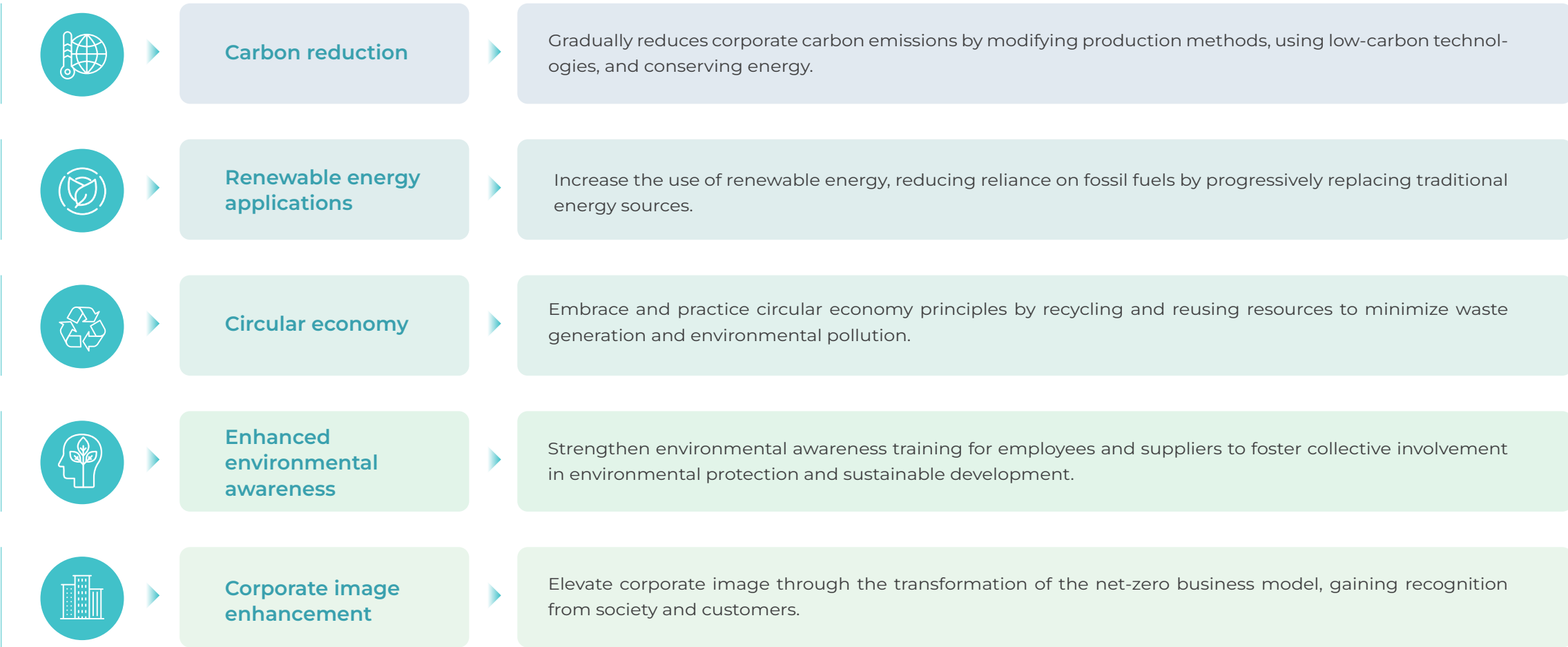


To ensure consistency in climate management, we develop key guiding documents including the *Climate Response Policy Guidelines*, the *Risk Management Policy Guidelines* and the *Greenhouse Gas Inventory Management Guidelines*. The guidelines define standardized methodologies for GHG inventory accounting, outline climate risk assessment processes, and provide actionable guidance on climate change adoption and mitigation. In January 2026, we updated the management procedures for energy compliance obligations and formulated the management regulations on energy and energy-related equipment. These documents guide the rational and scientific utilization of various energy sources, strengthen standardized energy management, and further explore opportunities for carbon emission reduction.



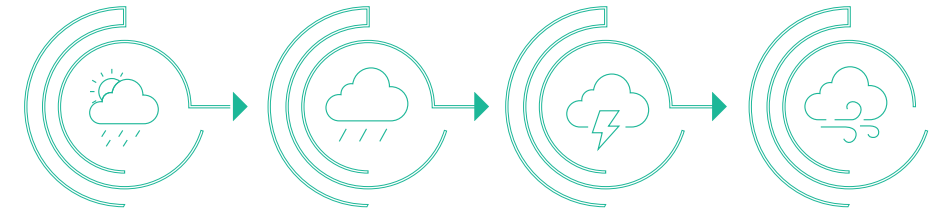
• STRATEGY

Hayco has implemented short-, medium-, and long-term low-carbon transition goals encompassing greenhouse gas reduction, clean energy applications, and improvements in resource efficiency. The *Net-Zero Business Model Transformation Plan* identifies five pathways toward achieving net-zero emissions, which guide the company’s approach to climate strategy.



• RISK MANAGEMENT

Our climate risk management follows ISO 31000 and COSO ERM, ensuring a structured process of identification, assessment, analysis, and action. This approach enables us to mitigate potential risks, contain emerging issues, and secure business resilience against climate-related challenges.



Identification of Climate Risks and Opportunities

In line with TCFD, Hayco identifies a list of relevant climate risks and opportunities by assessing external environments, industry factors, and the unique characteristics of Hayco's business.

Conduct of Scenario and Financial Impact Analyses of Key Climate Risks and Opportunities

In collaboration with various business units and divisions, Hayco identifies and evaluates the potential business and financial impacts of each significant climate risk and opportunity, as well as the current management status. Scenario and financial impact analyses are conducted in line with actual business conditions.

Assessment of the Importance of Climate Risks and Opportunities

Based on Hayco's climate risk and opportunity matrix, each risk and opportunity are evaluated across four dimensions: time-frame, impact on the value chain, probability of occurrence, and severity of impact. This assessment establishes the priority ranking and matrix for climate risks and opportunities.

Formulation of Control Measures for Key Climate Risks and Opportunities

We assess the suitability of the current controls for significant climate risks and opportunities and adjust as necessary. For risks, Hayco implements measures for risk prevention, loss mitigation, and recovery; for opportunities, we adjust business strategies or allocate appropriate resources.

We proactively explore energy-saving initiatives to reduce greenhouse gas emissions.



For SZ site, our energy management team conducts regular energy consumption audits across all plant areas with dedicated audit forms monthly, covering lighting, air conditioning, compressed air equipment, air compressor stations, power supply and distribution systems, as well as energy management in production and office zones. This mechanism helps identify energy waste issues promptly, push forward rectification work, standardize on-site energy usage and effectively cut overall energy consumption. In 2025, we also carried out some energy-saving technical upgrades. Low-efficiency and high-energy-consumption transformers were replaced with high-efficiency energy-saving ones, and VOC treatment facilities were integrated, reducing the number of such facilities by two. These initiatives saved a total of 417,860 kWh of electricity. Meanwhile, in response to the updated management structure and energy-saving policies, we launched targeted training programs to raise employees' awareness of energy conservation.

- In 2025,saved a total of

417,860

kWh of electricity



For DR site, we delivered systematic operation and maintenance optimization for the solar power project in 2025, covering system rehabilitation, on-site fault rectification and standardized preventive maintenance, as well as targeted professional training for the operation and maintenance teams to secure stable and sustainable renewable energy generation capacity at the site. Driven by the structured Energy Management System and ongoing Operational Excellence initiatives, Hayco DR achieved outstanding operational and sustainability results throughout the year. We achieved annual on-site power generation of 1,843,997 kWh alongside total energy savings of 600,000 kWh in 2025, translating to an emissions reduction of 420 metric tons CO2, as a direct result of the implementation of advanced technological solutions and an active energy management approach supported by our Building Management System (BMS). Supported by a series of targeted operational upgrades, these efforts have effectively reduced overall energy consumption, improved operational and process efficiency, lowered overall operational expenditures and mitigated the on-site environmental footprint, fully demonstrating our solid commitment to sustainable development. In addition, as part of our preventive strategy, we installed more than 20 units off voltage surge suppressors in critical electrical panels. This measure aims to protect equipment from electrical over voltages that can cause premature degradation of internal components, increase electrical losses, and reduce system operating efficiency, keeping equipment in optimal condition and eliminating excess energy use from faults or overload.

- in 2025, annual on-site power generation of
- total energy savings of
- emissions reduction of

1,843,997

kWh

600,000

kWh

420

metric tons CO2

Scope 3 Initiative



- In order to fully and effectively support end customers in achieving their ESG and GHG reduction goals, we took the lead in connecting with core strategic suppliers to explore effective ways to advance coordinated emission reduction across the supply chain and cut Scope 3 carbon emissions, as Scope 3 emission reduction remains a major challenge in overall GHG management.



- As we manufacture diverse products for global renowned clients, our supply chain covers extensive categories including metals, electronics, resins, additives and packaging, with suppliers ranging from local small-scale firms to well-established enterprises, whose ESG awareness and practical capabilities vary greatly. We actively offer guidance and support to suppliers with insufficient ESG experience, while drawing experience from seasoned practitioners, so as to drive joint progress across the supply chain and deliver greater value to end customers.



- In 2025, Hayco Sourcing together with Environment Team developed end to end Scope 3 Engagement process, run it as Pilot project covering all major commodities with Strategic Supplier Partners starting from supplier's basic ESG process information till defining GHG Reduction Targets and monitoring process. Learning from this pilot run, Hayco plans to Roll out this process over to 2026 till 2030 targeting 40% Reduction in GHG Emissions collectively adding to our Customers Sustainability Targets.

Plans for Scope 3 Initiative

Stages	What we will do
Stage 1	Shortlist Strategic Suppliers for Scope 3
Stage 2	Establish Partners Sustainability Lead Contacts
Stage 3	Engage and conduct General Sustainability Assessment to learn Supplier Partner's Current Sustainability Resources, Practices on Environment, Social and Governance (ESG)
Stage 4	Review GHG Emissions Data or Support to Quantify GHG
Stage 5	Establish GHG Reduction Targets (up to year 2030 and beyond) and Quantify GHG Reduction Status and next plans
Stage 6	Continue to drive Scope 3 Implementation

• METRICS AND TARGETS

To effectively assess the performance of its climate strategy, Hayco conducted a systematic inventory of Scope 1, Scope 2, and Scope 3 carbon emissions in reference to ISO 14064-1 standards, disclosing annual data in the CDP and EcoVadis questionnaires.

In 2025,

- The scope 1 ghg emissions is

1,267.40

metric tons CO2e

- The scope 2 is

31,367.34

metric tons CO2e

- The Scope 3 GHG emissions is

84,118.25

metric tons CO2e

- Also, we consumed

62,111.80

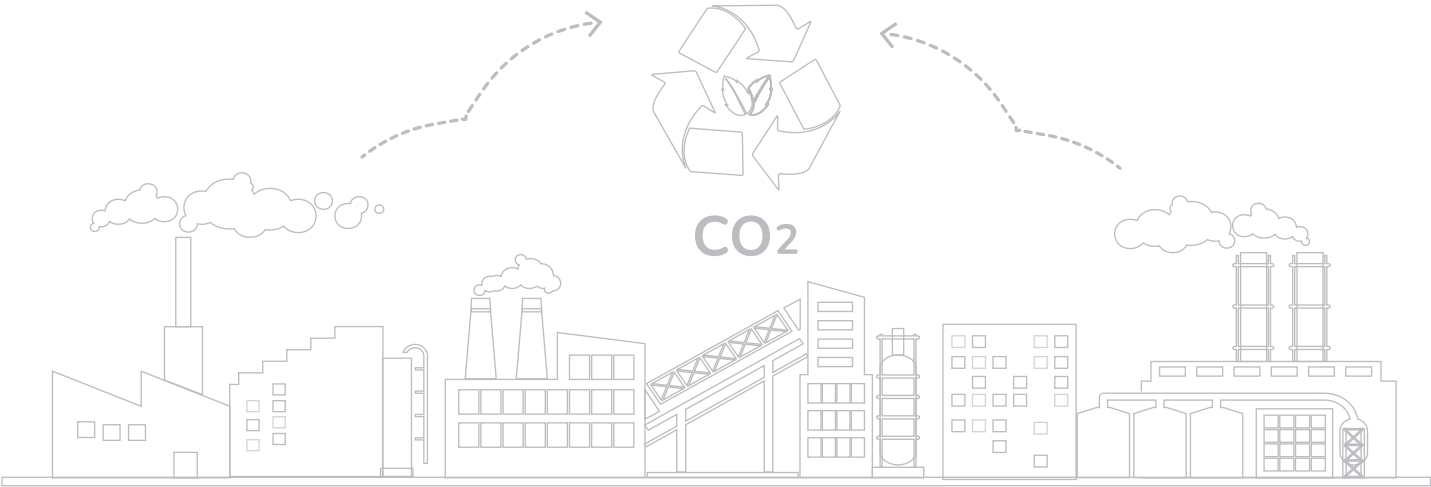
MWh energy this year

- With

1,918.97

MWh derived from renewable sources

Targets of energy consumption and GHG emissions	2025 Progress
10% solar energy consumption of Hayco DR by year 2025	7.4%
3% annual energy savings of Hayco China by 2030	In progress



WATER MANAGEMENT

Effective water resource management is a critical pillar of our sustainability strategy and operational resilience. To put this commitment into practice, we have established a comprehensive water management framework, which aligns with ISO 14064 standard.

• WATER RESOURCE MANAGEMENT

First, we formalized a set of governing policies, such as the *Water Supply and Consumption Management* and the *Guidelines for Water-Saving Equipment*, which set clear standards for rational water use across all departments. Second, we established a dedicated Water Conservation Management Team responsible for developing company-wide protocols, monitoring usage patterns, and setting measurable water-saving targets. The team meets quarterly to review key metrics, address anomalies in water usage, and track progress toward annual goals.

• WATER CONSERVATION PRACTICES

We further promote water conservation through operational measures, including optimizing water usage processes, water-use planning and quota management to curb excessive consumption, integrating incentives and penalties into performance evaluations, and strengthening metering and statistical systems to improve accuracy. Hayco SZ upgraded our aluminium tube cleaning process from a water-based method to a hydrocarbon-based chemical cleaning approach. The hydrocarbon-based cleaning uses recyclable chemical solutions that eliminate the generation of industrial wastewater entirely since 2022.

In daily operations, the Water Conservation Management Team also raises organizational awareness through training sessions and educational campaigns in high-traffic areas (e.g., restrooms and production facilities), fostering a company-wide culture of responsible water use. In 2025, we held a dedicated water conservation meeting to communicate requirements and deploy optimization measures. All participants passed the assessment, effectively enhancing employees' water conservation awareness and execution capabilities.



Targets of water management	2025 Progress
To achieve direct 100% of wastewater to treatment facilities by year 2025	100%
To implement and maintain annual water balance check by year 2025	25%
To install rainwater treatment system in the selected facility by year 2025	25%
To increase the usage of recycled water for production, irrigation and cooling processes to 5% by year 2025	100%

WASTE AND POLLUTANTS

- We have developed the Waste Operation Procedure document to standardize waste handling practices and ensure compliance with environmental management requirements. By enforcing rigorous waste classification, monitoring, and recycling practices, we reduce overall waste generation, minimize dependence on virgin resources, and support the transition toward a circular economy.



- Our waste stream is systematically categorized into four distinct types: general waste, recyclable waste, hazardous waste, and kitchen waste, each with tailored disposal or recycling protocols. The general waste is collected by licensed waste management contractors for centralized treatment, while hazardous waste is exclusively handled by third-party agencies that hold valid certifications for hazardous waste disposal, ensuring adherence to strict safety and environmental regulations.

- For recyclable waste, we implement a targeted reuse and recycling strategy: aluminum scraps and aluminum powder generated during aluminum tube processing, for instance, are returned to our suppliers to be repurposed in their aluminum production cycles. Additionally, reusable plastic materials are reintegrated into our own operations, such as for product manufacturing, prototype development, or the production of turnover plastic crates. Reusable boxes provided by suppliers are also stored in dedicated weather-protected areas to facilitate their repeated use in logistics and storage processes. In 2025, the total weight of recycled waste reached 557.25 metric tons at Hayco SZ.

- As for other pollutants, we also implement strict compliance-based management and control measures. First, we manage water pollutants in compliance with regulations, with our wastewater from Hayco DR directly discharged to treatment facilities. Second, we strictly control air pollutant emissions. With VOCs equipment installed, we achieved a 18.52% reduction in emission weight at Hayco SZ in 2025 compared to 2024. Additionally, the noise levels of Hayco SZ and Hayco DR plant operations areas are up to 85 decibels. Last, we have implemented odor control measures at both Hayco SZ and Hayco DR, which improves the working environment for employees and enhances the quality of life for nearby residents.

Domestic wastewater treatment plant at Hayco DR



In November 2025, Hayco DR initiated the commissioning process of our new domestic wastewater treatment plant. This significant investment represents a strategic advancement in the sustainable management of water resources, strengthens compliance with environmental standards, and reinforces Hayco’s long-term commitment to responsible and sustainable operations. Meanwhile, we completed a comprehensive upgrade of the treated water plant control system, a critical infrastructure that supports the entire operation. Keeping these systems up to date and operating under optimal conditions is essential to ensure business continuity, operational resilience, and alignment with green building regulations and standards.



Targets of waste and pollutants		2025 Progress	
100% coverage rate of all Hayco sites implemented the procedure of handling hazardous goods and substances to minimize any associated dangers by year 2025		100%	
To install dust filters at 100% of manufacturing sites by year 2025		100%	
To keep 100% of noise levels within the plant operations areas to 85 dB by year 2025		100%	

SUSTAINABLE PRODUCTS

We are committed to reducing the carbon footprint of our products throughout their lifecycle, with targeted actions across two key areas: product development and packaging. The sustainable products meet the growing demand for eco-friendly options and mitigate risks from resource scarcity or stricter environmental regulations.



At Hayco, sustainability is at the heart of our product development. We are committed to use recycled and biodegradable materials, reducing plastic usage, and incorporating PCR materials in both our products and packaging. We also committed to design products that consume less energy and feature replaceable components wherever possible.

All these efforts are focused on creating products with lower carbon footprints, supporting our goal of building a more sustainable future.

— Sven Eschrich (Vice President Engineering and Technology)



• SUSTAINABLE PRODUCT DEVELOPMENT

For product development, we prioritize single-material or recyclable eco-friendly materials for new products to minimize landfill waste. Also, we assess environmental impacts across all product lifecycle stages to quantify GHG emissions and evaluate climate-related risks and opportunities for our business. In 2025, the total volume of Post-Consumer Recycled Polypropylene (PCR PP) resin applied in products supplied to one client increased by 154 metric tons, representing a year-on-year growth rate of 16.3% compared with 2024. Based on our calculation, the total sustainable PCR material supplied reached 1 metric ton, contributing to a carbon emission reduction of 1.42 tons CO₂e.

• SUSTAINABLE PRODUCT PACKAGING

For product packaging, we prohibit aluminum or steel in packaging due to recycling challenges, and do not recommend use plastic material on the primary packaging level. If plastic packaging is not avoidable, we also ensure all packaging materials display recycling symbols to facilitate consumer recycling practices correctly. In 2025, recycled materials utilized cover recycled packaging materials, pump needle caps, PP PCR resin and Tritan resin. At Hayco SZ, recycled material consumption was more than four times the volume recorded in 2024. Meanwhile, we recycled 59% of paper at Hayco DR in 2025.

In addition, we prefer the pure vegetable inks for printing. This year, we switched the packaging of more of our products to recyclable materials, used biodegradable thermo materials for packaging, and phase out single-use plastic packaging gradually.

The achievements of our green packaging initiative in 2025

- **96%** of product package is recyclable in US, Europe market
- **2,540.3** Tons of FSC certified material of product package used
- Breakdown of all product package and prioritize the use of **100%** paper-based materials. All paper-based materials should be **100%** recycled or FSC-certified.

Targets of sustainable product

Percentage of manufacturing sites at which recyclable plastic products have been marked with resin designation

2025 Progress

100%



GREEN LOGISTICS

Logistics constitutes a notable part of our overall carbon footprint and environmental impact. Green logistics goes beyond mere cost optimization; it embodies a systematic approach to minimizing environmental harm throughout the logistics chain.

Actions	Progress
Transportation route optimization at Hayco SZ	By optimizing logistics routes between our Shenzhen facility and two major ports — Yantian International Container Terminals and Shekou Cruise Homeport, we adopted more eco-friendly transportation solutions. For the route to Yantian, we cut travel distance by approximately 45 kilometers, reducing carbon emissions per container by around 77.7%. For the route to Shekou, we shortened the journey by about 11 kilometers, achieving a carbon emission reduction of roughly 73.3%.
Packaging Reduction Initiative	In 2025, for the palletized shipment of one product line, given that the Redesign initiative has significantly enhanced packaging structural strength and ensured product safety during transit, Hayco DR eliminated pallet shrouds, security bands, and metal staples, thereby drastically reducing the consumption of single-use packaging materials.
Warehouse capacity improvement  	- Hayco DR has implemented a semi-automatic compact racking system to support business growth while significantly reducing the warehouse footprint. This advanced system is operated by robotic shuttles that efficiently allocate and retrieve materials within storage channels that are up to 19 pallets deep. By optimizing vertical and horizontal space utilization, the system enhances both storage density and operational efficiency. - The semi-automatic compact racking system has proven to be a highly effective solution, enabling the release of 942 m² of valuable production floor space while increasing warehouse capacity by 2,295 pallet positions. This dual benefit allows the company to accommodate higher inventory volumes without requiring physical expansion, thus avoiding additional capital investment in infrastructure. - The redesigned warehouse layout incorporates a strategic combination of storage systems to maximize efficiency. Currently, 51% of the capacity is allocated to standard single-deep racks, which are ideal for high-rotation materials with lower pallet quantities, ensuring quick accessibility and faster picking times. The remaining 49% utilizes the semi-automatic compact racking system, which is better suited for materials with higher pallet volumes and lower rotation frequency, optimizing space utilization and reducing aisle requirements. - In addition to improving operational performance, this project has generated significant financial and environmental benefits. By increasing internal storage capacity, Hayco DR has reduced its external warehousing, leading to substantial cost savings in storage and transportation. Furthermore, the optimized use of space contributes to a lower environmental footprint by minimizing the need for additional facilities, reducing energy consumption, and promoting more sustainable logistics operations.

Actions

Progress

Reverse logistics for local vendors

- Hayco DR has implemented a reverse logistics program in collaboration with all local raw material vendors. This program focuses on returning pallets and packaging materials for recycling and reuse, significantly minimizing the amount of waste sent to landfills. By closing the loop on material usage, the initiative supports both cost efficiency and environmental sustainability.
- The program operates with different levels of vendor adoption. Two of Hayco DR's main vendors have implemented more advanced solutions, including plastic pallets and reusable cartons, which are systematically returned after materials are consumed. These solutions provide higher durability, improved hygiene, and longer lifecycle benefits compared to traditional alternatives. The remaining vendors currently use wooden pallets, which are also returned and reused after materials are consumed.

Implement Lithium Batteries for Forklift Operations

- Hayco DR has launched a strategic program to replace lead-acid batteries in its forklift fleet with lithium-ion technology. During FY24-25, the company successfully converted 41.2% of its forklifts to lithium batteries, marking a significant step toward modernizing its material handling operations.
- The transition delivers substantial operational advantages, particularly in equipment's uptime and productivity. Lithium batteries reduce charging time from approximately 8 hours to just 2 hours, enabling faster turnaround and minimizing downtime. In addition, they support opportunity charging, allowing forklifts to be charged during short breaks without impacting battery life, which further increases equipment availability and operational flexibility.

Localization procurement

- Over the past three years, Hayco DR has consistently strengthened our localized procurement strategy for packaging materials. By 2025, around 90% of our packaging materials come from local suppliers, cutting down the shipping-related GHG emissions, and 100% of our paper packaging is certified paper. As for procurement budget for local suppliers, around 80% of the procurement budget in China is allocated to local suppliers, and 63% of the procurement budget in DR is spent within DR.

05 | Our People

- Our Approach >
- Human Rights >
- Diversity, Equality and Inclusion >
- Workforce Development and Engagement >
- Health, Safety and Wellbeing >
- Community Engagement >





Sustainability at Hayco is powered by our people. We are committed to building an inclusive, safe, and empowering workplace where our people can thrive and contribute meaningfully to our long-term sustainability goals. We continue to invest in talent development, employee well-being, and ethical leadership to strengthen our culture and support responsible business growth.

By aligning our People strategy with ESG priorities, we ensure that our workforce remains a key driver of value for our stakeholders and communities where we live and work.



—Leslie Thompson (Vice President Human Resources)



OUR APPROACH

Our approach is fundamentally people-centric, recognizing that our employees are our most valuable asset. We strive to create a supportive and inclusive work environment where everyone's dignity and well-being are prioritized.

Human Rights:

We commit to protect human rights for both our employees and all partners across our value chain.

Human rights protection



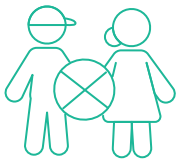
Number of confirmed human rights incidents

0



Percentage of potential hires on which ID checks has been implemented

100%



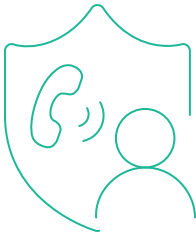
Percentage of sites at which child labour and/or slavery risk assessments have been conducted

100%



Percentage of employees receiving annual awareness training on our child and forced labour policy

100%



Percentage of sites at which child labour has been as part of the reportable incidents in whistleblower procedure

100%



Percentage of internal employees and contract workers covered by living wage benchmarking analysis

100%



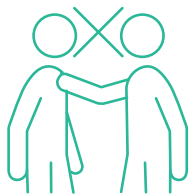
Percentage of sites offering compensation for extra or atypical working hours paid

100%

➤ Diversity, Equality and Inclusion (DEI)

We strictly prohibit all forms of discrimination and harassment and actively advocate for DEI across our organization.

DEI



Number of confirmed discrimination and harassment incidents

0

Percentage of employees that have received training on discrimination

100%



Percentage of sites at which discrimination and harassment has been included as one of the reportable incidents in the whistle-blower policy

100%



Percentage of women employed in relation to the whole organization

55.38%

➤ Workforce Development and Engagement:

We actively advance employee development efforts, collect feedback from employees through a variety of channels to boost organizational cohesion.

Employee development and engagement

Percentage of employees who received skills development trainings

100%



Total hours worked company wide

8,826,486



Percentage of sites at which annual town-hall meetings have been held with Hayco Management

100%

Percentage of general employees receiving regular performance appraisals

100%



Percentage of new hires that have received the orientation training

100%



>> Health, Safety and Wellbeing:

Safety is No.1 KPI at Hayco. We take all feasible measures to safeguard the well-being of both our employees and subcontractors.

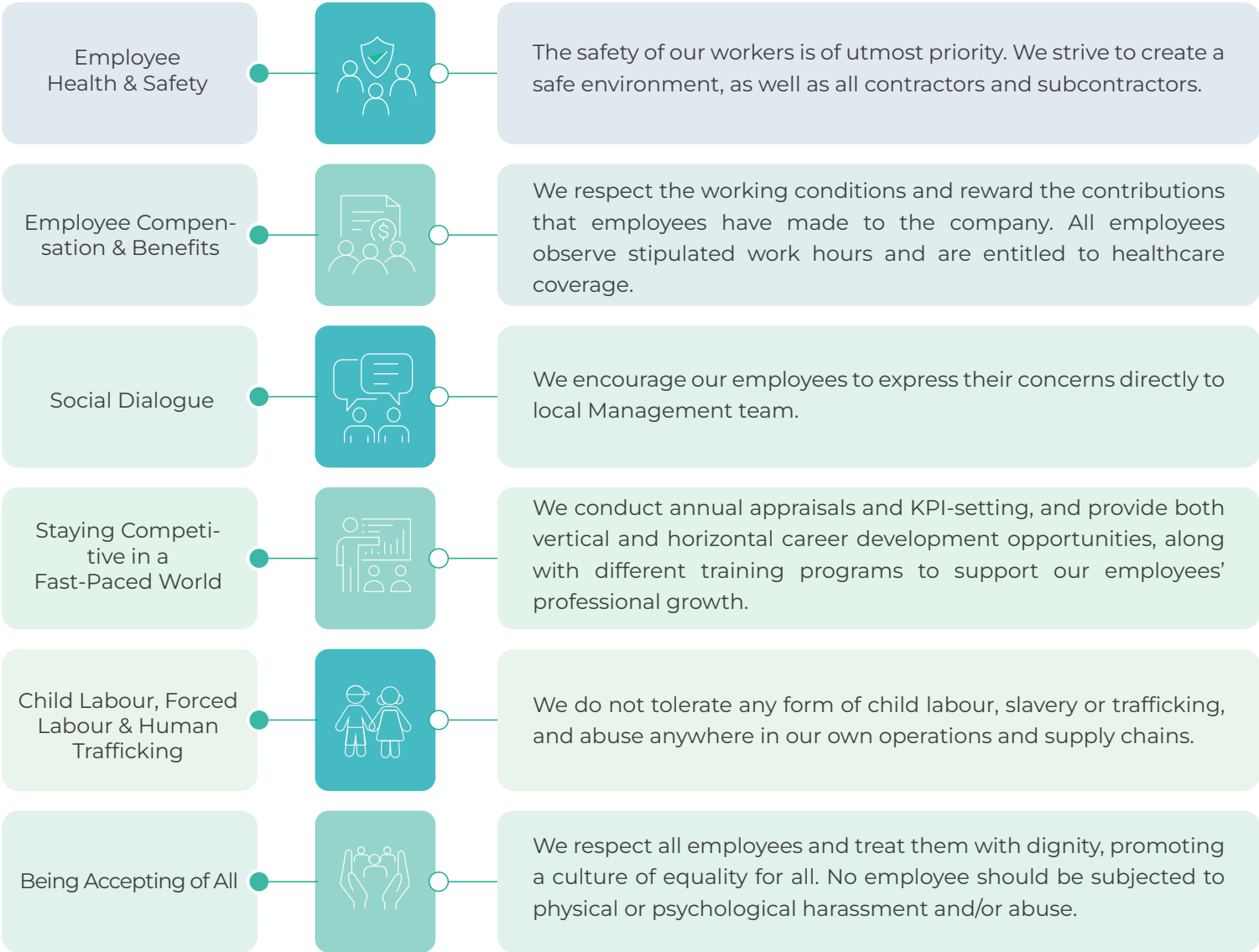


HUMAN RIGHTS

Respect for human rights is at the heart of our daily operations. At Hayco, adhering to national, local, and international labor laws and regulations is our baseline. We are strongly committed to upholding human rights and following internationally recognized labor standards, as well as the conventions established by the International Labor Organization, the UN Global Compact, and the UN Guiding Principles on Business and Human Rights. During this reporting period, no significant human rights violations occurred.

• HUMAN RIGHTS MANAGEMENT

Our Labour & Human Rights Policy reflects our unwavering commitment to providing favourable working conditions for all staff, ensuring employee well-being and strengthening the long-term sustainability of our business. The policy places particular emphasis on workplace health and safety, fair compensation, and employee welfare, while fostering open dialogue between staff and management to cultivate an inclusive work environment. In addition, human rights-related modules have been integrated into the mandatory onboarding programme for all new hires, ensuring that these core values are embedded from day one.



For employee compensation, we ensure that the standard entry-level wage for all full-time roles, across all our global offices and regardless of gender, exceeds the applicable local minimum wage.

Targets of human rights	2025 Progress
● Employee Health & Safety To train 100% of our employees on potential health and safety risks that they may get exposed to from 2023 onwards 100% To keep 100% conduct annual audits on the safety of our equipment 100%	
● Social Dialogue To hold annual town hall meetings with Hayco Management from 2023 onwards 100%	
● Staying Competitive in a Fast-Paced World To announce vacant positions to current employees through email from 2023 onwards 100% To maintain regular performance appraisals of 100% of our general employees from 2023 onwards 100%	

Targets of human rights	2025 Progress
● Child Labour, Forced Labour & Human Trafficking To implement ID checks of potential hires at 100% of our locations from 2023 onwards 100% To conduct risk assessments on all new hires at 100% of our sites to determine if any child labor and/or slavery was involved from 2023 onwards 100% To conduct an annual training on our child and forced labor policy to 100% of our employees to increase awareness from 2023 onwards 100% To include child labor as part of the reportable incidents in whistleblower procedure at 100% of our site from 2023 onwards 100% To conduct risk assessment on child labor and forced labor & human trafficking at 100% of our site from 2023 onwards 100%	

Targets of human rights	2025 Progress
● Being Accepting of All To conduct the orientation training for 100% of our new hires from 2023 onwards 100% To include discrimination and harassment as one of the reportable incidents in the whistle-blower policy from 2023 onwards 100%	

• HUMAN RIGHT RISK MANAGEMENT

We carry out regular human rights risk assessments to facilitate the identification of potential concerns; leveraging these assessment outcomes, we take prompt action to deploy preventative strategies for risk mitigation and targeted corrective measures for issue remediation.

In 2025, Hayco SZ carried out these assessments with the RPN (Risk Priority Number) tool, considering severity, occurrence, and detection factors. The assessment results have led us to implement a range of measures aimed at preventing and reducing adverse impacts, while also ensuring ongoing monitoring of our control measures' effectiveness.

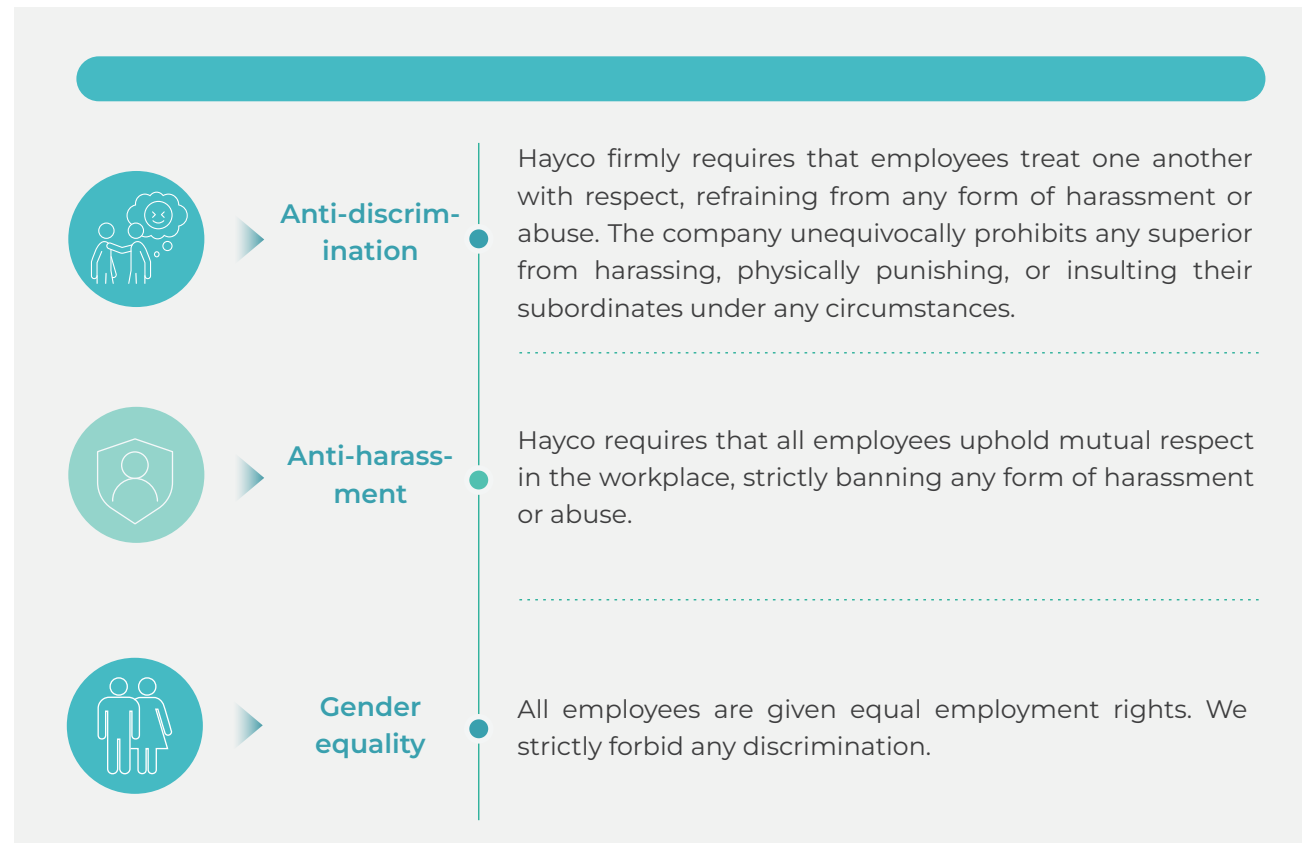
• HUMAN RIGHT GRIEVANCE MECHANISM

In the event of any suspected or confirmed incidents involving human rights violations, employees are encouraged and empowered to report through multiple channels to ensure transparency and accountability. These channels include utilizing third-party whistle-blowing platforms that offer an additional layer of confidentiality, submitting reports via the company's E-HR platform for internal tracking, or directly addressing complaints within their respective departments for immediate attention. For details on the whistleblower hotline, please refer to the "Business Ethics" section.

We are committed to ensuring the utmost protection and well-being of all whistleblowers, explicitly prohibiting any form of retaliation, harassment, or discrimination. Any regulatory breaches or legal infractions will be promptly reported to the relevant judicial authorities for further action.

DIVERSITY, EQUALITY AND INCLUSION

We unequivocally forbid all forms of discrimination and strictly uphold the tenets of fairness and equality when devising and executing policies related to recruitment, compensation, benefits, training, promotion, dismissal, retirement, and other relevant areas. We ensure zero discrimination on grounds of an employee's race, social class, nationality, religion, disability, gender, sexual orientation, marital status, social inclinations, trade union or political party affiliation, or membership in minority/vulnerable groups. Moreover, we refrain from interfering with employees' beliefs, values, and specific rights in these domains.



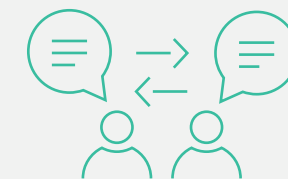


Sunshine Program

Hayco is committed to hiring people with diverse abilities and has established the “Sunshine” workers program to support this commitment. To ensure this initiative is supported, we regularly participate in job fairs in local markets to support the diverse ability hiring opportunities. During the onboarding process, each employee is assigned a dedicated “buddy” to support a positive onboarding experience for the worker. Additionally, we provide sign language training at our sites to enable more open communication between Sunshine workers, management, and human resources.



ZS Sunshine Job Fairs



2025 Onboarding Care for New Sunshine Workers



Direct feedback from the Sunshine workers indicates that they feel respected and valued at Hayco. Since 2015, over 400 sunshine workers have been employed.



Sunshine workers at Hayco DR



Women and Motherhood Program

The program offers women healthcare services, including healthcare lectures on common gynecological concerns and wellness workshops. We also have an Employee Assistance Program to provide psychological, legal, and financial counseling to expectant mothers and for mothers-to-be, we offer orientation on personal care during pregnancy and delivery, as well as newborn care guidance.. In 2025, 16 expectant mothers benefited from this program, highlighting Hayco's commitment to the well-being of its female employees and their families, and demonstrating our proactive approach to social responsibility.



Care room for Mothers-to-be



healthcare lectures

We fully support for employees during pregnancy and lactation, as well as our proactive efforts to facilitate their smooth return to work.



Bluebird Program

Is a learning experience designed to develop essential soft skills such as communication, teamwork, adaptability, and problem solving to enhance the workers' performance and personal growth in the workplace.

In 2025, the program focused on safety (anti-fraud, traffic, and fire safety), health (EAP skills and occupational disease prevention), and soft skills, including social insurance awareness, Excel, and AI skills. Participation was strong across locations, with employees demonstrating high engagement in learning and self-development. Across sites, hundreds of employees have completed the program to date, with new cohorts graduating quarterly.



International Women's Day



Women and Motherhood Program

In 2025, the Company continued its commitment to supporting the wellbeing and inclusion of female employees through a range of initiatives. These included Employee Assistance Program (EAP) training to promote emotional wellbeing and enhance employees' ability to manage personal and work-related challenges. The Company also recognized and supported female employees through the distribution of care gifts and the celebration of International Women's Day and Mother's Day, fostering an inclusive and supportive workplace culture.

Mother's Day



EAP Training



WORKFORCE DEVELOPMENT AND ENGAGEMENT

We strongly believe that continuously investing in our people's growth and development is essential to achieving shared long-term success.

• TALENT ATTRACTION AND RETENTION

We leverage a multi-channel approach to attract top-tier candidates—including internal postings, professional recruitment platforms, local job fairs, social media channels, and targeted advertising. Human rights-related content is woven throughout the entire recruitment lifecycle, from job announcements to onboarding training, underscoring our commitment to upholding and protecting human rights at every stage.

To strengthen candidate attraction and ensure seamless integration, we have launched a "Buddy Program" that pairs experienced employees with new hires, offering hands-on guidance to help them acclimate to the workplace more effectively. The contributions of these veteran "buddies" are formally recognised through official certifications and performance-based rewards, fostering a culture of mutual support while facilitating effective knowledge transfer.

We also conduct annual salary benchmarking analyses to stay aligned with industry and market standards.



Young Talent Program

We have implemented the Young Pilot Program, designed to support talent development in the manufacturing sector by guiding high-potential individuals toward professional growth.

At Hayco SZ, the program mainly focuses on recruiting recent graduates and is organized into five key stages: orientation, production line exposure, industrial knowledge training, departmental on-the-job training (OJT), and continuous OJT. Participants are evaluated every six months, with role adjustments made as needed to better align with their development needs and accelerate their progress. Through this structured framework, participants can grow into capable manufacturing professionals within two years. In 2025, additional emphasis was placed on ESG, with new training introduced on environmental data collection to strengthen ESG management practices.



Young Talent Program

At Hayco DR, the limited pool of experienced engineering talent presents both a challenge and an opportunity. In response, we have adopted a proactive strategy to recruit and develop local talent. In collaboration with local universities, the two-year Young Talent Program provides participants with a clearly defined career pathway. The program aims to build local expertise aligned with our advanced technologies and business needs, ensuring smooth integration into our operations. In 2025, seven young professionals joined the program, and four of them secured permanent positions, highlighting the program's success and impact.



• EMPLOYEE DIALOGUE AND FEEDBACK

Understanding the evolving needs and expectations of our employees is paramount to our success. We have different sources of communication to ensure that every employee receive accurate and timely information related to the Company, work schedules, benefits, activities and others. Also, we provide different channels for our workforce to voice their opinions and concerns.

Employee satisfaction survey

At Hayco, we focus on gathering insights into our employees. In 2025, surveys focused on canteen and living arrangements if applicable. Our goal is to identify areas for improvement to enhance the overall employee experience. The feedback received has been instrumental in guiding our efforts to upgrade facilities, improve meal options, and create a more comfortable and enjoyable living environment.

 Satisfaction Survey Result	Focus Area	2023	2024	2025
	 SZ Canteen	70%	72%	72%
	 SZ Dormitory	86%	83%	86%
	 ZS Canteen	/	/	71%
	 ZS Dormitory	/	/	76%
	 DR Canteen			
	 DR Transportation	66.94%	76.75%	NA ³

³ We plan to further strengthen cafeteria management in the follow-up, including quarterly menu reviews, upgraded executive meals, more healthy food options, and enhanced communication with suppliers.

Town-hall Meeting

In addition to numerous site town halls throughout the year, a global “all employee” townhall was held in December 2025 providing both business updates and strategic outlook.

By including a wide range of topics in our Town-hall meeting presentations, we ensure that employees are well-informed about the company's direction and their role in its success.



Employee feedback and complaint channels

At Hayco we have an established whistleblowing channel to provide employees numerous avenues to report any areas of concern. The E-HR platform also allows employees to make reports confidentially if they prefer that method. We do not condone any form of retaliation regarding any reports made.

Our sites also provide our employees an employee service center as a centralized contact center to support our employees. All employees can ask questions, complete tasks, receive information on health insurance and many other services.



We also have suggestion boxes across our locations where employees can anonymously submit their feedback and improvement ideas.

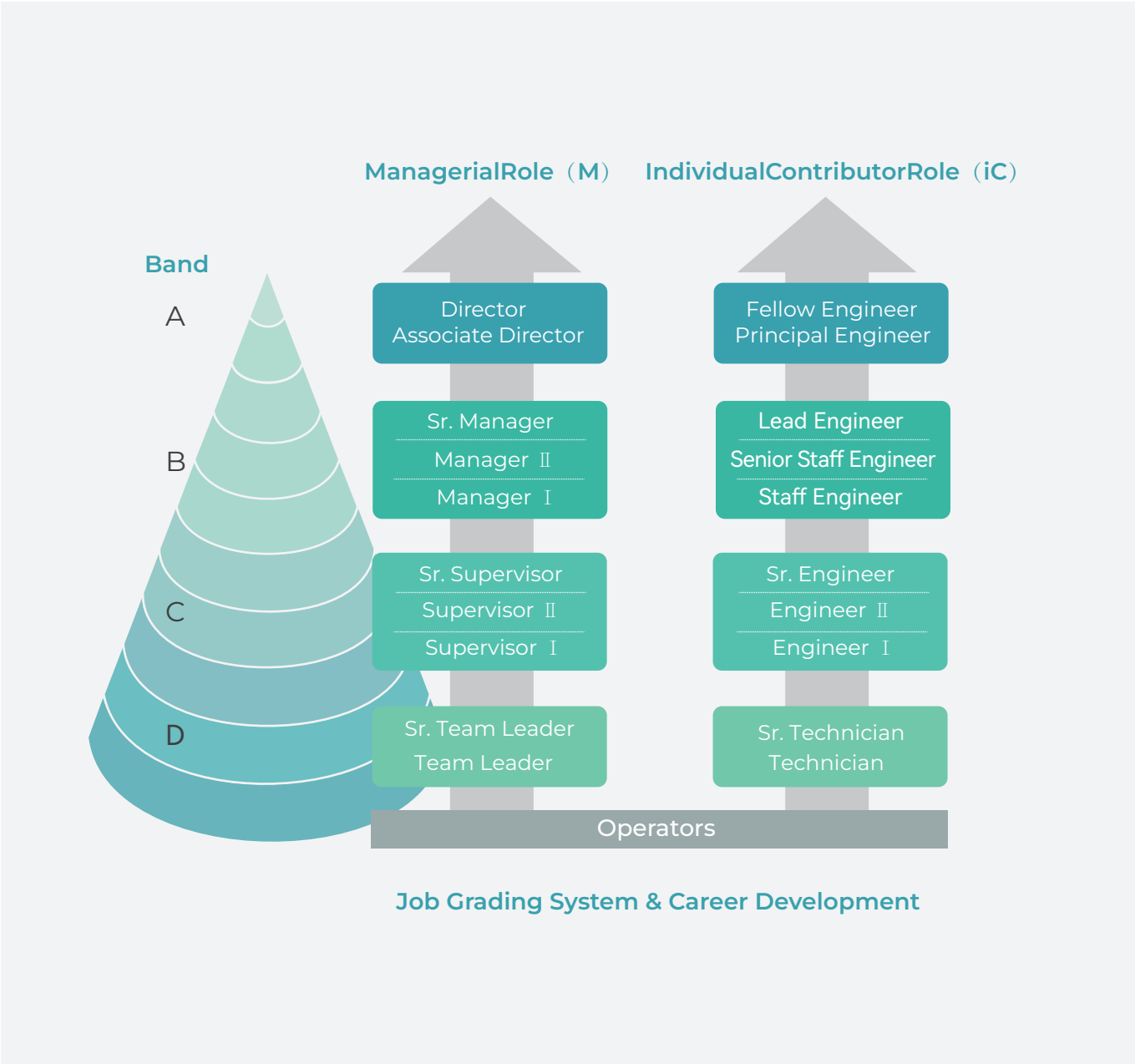
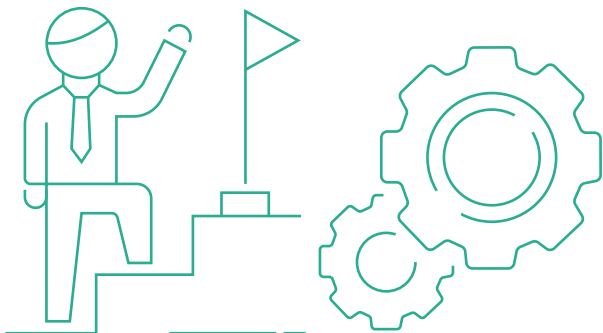
• PERFORMANCE MANAGEMENT

Performance feedback assists employees in identifying their achievements and opportunities for development. Individual performance is measured against pre-established goals that align with the Company strategy and foster a culture of excellence and continuous improvement.

• CAREER DEVELOPMENT PATHWAYS

Our career development path stands as a paragon of opportunity, providing a well-defined and structured advancement route from entry-level positions to management and technical roles.

Our dual-track career system, encompassing Management and Technical paths, enables each employee to forge a unique career trajectory aligned with their strengths and aspirations. We support both vertical and horizontal promotion for employees.





Dual System Program

The Dual System Program is a technical apprenticeship initiative in the DR that is carried out in collaboration between HAYCO and the National Institute for Technical and Vocational Training (INFOTEP). It focuses on preparing young individuals from nearby communities for specialized technical careers, particularly in mold shop repair. Through this program, participants enhance their technical skills, improve their employability, support the development of specialized talent, and help to build a sustainable talent pipeline for the manufacturing sector.

During the reporting period, 12 apprentices were actively enrolled in the program, completing an 18-month structured technical training program.



• PERSONAL DEVELOPMENT

Every member of our professional workforce enjoys full access to premium learning resources, delivered through comprehensive development programmes, digital learning platforms, and in-person training sessions—designed to accommodate a wide range of learning preferences and styles. This empowers employees to chart their own learning paths at their own pace, selecting programmes that align with their existing skill sets and long-term career aspirations.

Multi-skill Program

The Multi Skills Program focuses on the certification and recertification of critical technical competencies required for operational excellence and business continuity. Training is delivered through structured curricula covering manufacturing processes, material handling, Total Productive Maintenance (TPM), occupational safety, quality management, and SAP systems.

In 2025, the program engaged 137 employees at Hayco DR, including 59 female participants.



English as a second/foreign language

This program is designed to equip our employees with the necessary linguistic skills to thrive in a globalized business environment, fostering cross-cultural communication and collaboration. In October 2025, ~100 employees enrolled in a six month online and in person program.



Technical skills improvement

Hayco continues to invest in technical capability building to strengthen employee skills and addressing operational and technical challenges. In 2025, the training program focused on the identification and elimination of the 8 Wastes in manufacturing processes, including waiting, transportation, overproduction, defects, and other forms of non-value-added activities. Through a combination of theoretical training and practical project-based guidance, a selected group of employees was equipped with the knowledge and tools to identify improvement opportunities and implement waste-reduction initiatives within their respective processes. This program not only supports operational efficiency and continuous improvement, but also strengthens employees' problem-solving capabilities and the company's SGA (Small Group Activity) culture.



• EMPLOYEE ENGAGEMENT ACTIVITIES

To empower our employees to perform at their best and reach their full potential, we held a diverse range of activities to support collaboration, team building, and work-life balance. Additionally, we provide employees with leave entitlements, including statutory public holidays, annual paid leave, sick leave, etc.

Team building events



The event is dedicated to recognizing our long-serving employees and outstanding contributors.



China Mid-Year Awards Ceremony –Stronger Together



DR Thank you cards

Team building events



To strengthen employee engagement, we organized departmental team-building activities throughout the year. These activities included team dinners, outings, interactive games, and appreciation gifts, providing employees with opportunities to build stronger relationships, enhance teamwork, and create a positive and inclusive workplace culture.



Employee birthday celebration



An employee birthday party is held every month at our SZ and ZS locations. All employees whose birthday falls within the month enjoy a birthday meal and receive a birthday gift.



The China 2025 Annual Dinner was held on March 19th. This event embodies the core values of CAN DO and Hayco - Collaboration, Innovation and Excellence!



2025 China Annual Dinner

Special festivals



DR Independence Day



Hayco extended festive greetings and best wishes to all female employees for International Women's Day. We also provided small gifts for all female employees.



Women's Day



Winter Food Festival



This Winter Food Festival prepared various featured delicacies to enrich employees' dining experience.



Special festivals



Spring Festival celebration



Lantern Festival is a traditional Chinese festival. This event created a vibrant atmosphere of joy and excitement.



Lantern Festival Riddle guessing contest

Special festivals



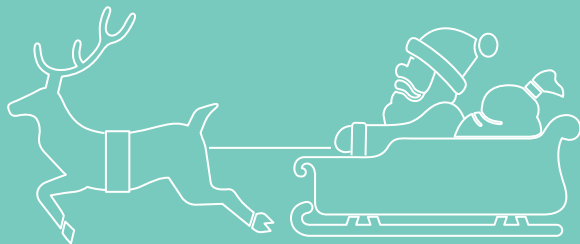
Holy Week Sweet Beans



MERRY CHRISTMAS



Christmas Celebration



Sport activities



Yoga club



ZS and SZ badminton friendship match March 4, 2025.

Badminton competition



Sport activities



Basketball games



Table tennis competition



Family support



Common room family painting wall



Family education seminar



Employee family tour



We build an interactive platform for employees and their children to create and to build the future together.



Newborn care packages

Family support



A trip for employees and their children to visit the Waste Treatment Museum in Baoneng Environmental Park in Bao'an District, gaining an immersive experience in environmental protection education.



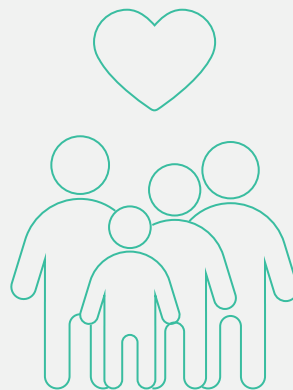
Family outings



Children's Winter Camp



Employee Parent-Child Reading Program



Movie night

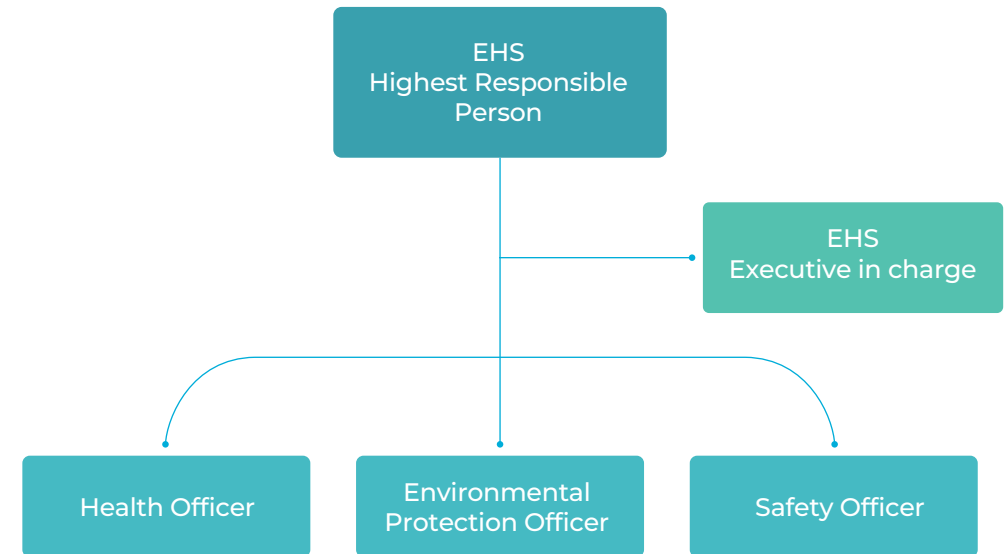
HEALTH, SAFETY AND WELLBEING

At Hayco, we recognize that the health, safety, and well-being of our leaders, employees, and partners are not just a legal obligation but a fundamental moral imperative and a key driver of sustainable business success. Achieving and maintaining a safe and healthy work environment demands an unwavering commitment from every stakeholder within our ecosystem.

• HEALTH AND SAFETY MANAGEMENT

We have established a comprehensive health and safety management system that is fully aligned with local, national, and international Environmental, Health, and Safety (EHS) laws and regulations. Operating in strict accordance with ISO 45001 standards, the system reflects our unwavering commitment to upholding the highest levels of occupational health and safety. To ensure our policies remain current and effective, we conduct regular reviews of all procedures, making timely adjustments to address emerging risks and evolving regulatory requirements.

At the heart of our health and safety management is the EHS Committee. Led by senior management representatives, the Committee assumes overall responsibility for health and safety across the organization. Through strategic oversight and proactive engagement, it ensures that health and safety remain at the forefront of our operational priorities, cultivating a culture of safety and well-being at every level of our workforce.



EHS committee structure

In addition, our safety and security teams also play a crucial role in maintaining the safety and security of employees and our premises. To ensure they are well-equipped for their responsibilities, we have established a partnership with the local public security department. All teams are required to attend comprehensive training. This training covers a wide range of topics, including legal regulations, conflict resolution, and proper security procedures.

• SAFETY RISK MANAGEMENT

We place great emphasis on the identification and assessment of risks in occupational health and safety management. Our systematic risk assessment process is designed to comprehensively identify potential safety hazards that could arise from various sources, including equipment failures, and human errors.

We employ a multi-faceted approach to identify, assess, and mitigate potential hazards. Through Operational Risk Assessment (ORA), Task Risk Assessment (TRA), and Job Safety Analysis (JSA), we systematically evaluate risks associated with various work activities. For high-severity and high-likelihood risks, we implemented engineering controls, such as installing safety interlocks on equipment, improving ventilation systems to prevent chemical exposure, and implementing automated monitoring systems to detect potential hazards in real-time. For risks with moderate severity or likelihood, we focused on administrative controls, including developing standard operating procedures, conducting regular safety training, and implementing job rotation to reduce fatigue-related errors.



• INCIDENT REPORTING AND RESPONSE

We encourage any employee can report any hazard or potential hazard and we commit to protect the reporter from any retaliation. By doing so, we gained a clear understanding of the risk landscape within our operations, enabling us to prioritize and allocate resources effectively.

In the event of an incident, our EHS personnel act swiftly, ensuring the affected person receives immediate medical attention at our on-site medical unit. Next, we will conduct interviews with the affected person and witnesses and carry out a thorough verification/inspection of the relevant processes, machinery, equipment, and environment. Then, we will complete a preliminary information form and organize a review with all relevant parties. Once the root cause has been defined, detailed action plans are defined to eliminate any future incidents. Finally, follow-up monitoring is conducted through an action matrix and the 4-quadrant method.



• SAFETY TRAINING AND PARTICIPATION

All employees have access to and participate in safety and health training. There is also annual training plans cover numerous safety related topics such as AED practical skills training, fire drill assimilations, mental health lecture, breast cancer clinic, flood/emergency drills, crane handling, etc. Each training is designed to meet industry safety standards and our internal ESG safety metrics, enhancing employees' risk awareness and emergency response capabilities.

Safety month

Our 2025 Safety Month activities included employee safety commitments, firefighting equipment skills competition, online EHS knowledge competition, fire safety experience camp, first aid training, health and wellness events, safety video contests, etc.



AED practical skills training



Fire Safety Training

COMMUNITY ENGAGEMENT

We firmly believe that active community engagement is not merely a responsibility—it is a cornerstone of sustainable growth. In 2025, we deepened our involvement in local community initiatives and strengthened our dialogue with community stakeholders.



▼ REFORESTATION DAY



Trees were planted and the area cleaned up at Los Cacaos, San Cristobal, DR on June 20, 2025.



▼ BLOOD DONATION DRIVES



▼ MOONCAKE DIY AT MID-AUTUMN FESTIVAL



▼ COMMUNITY FEDERATION OF TRADE UNIONS (CFTU) ACTIVITIES



May Day "100 Years of Concentration," organized by Yanluo Federation of Trade Unions.



▼ MOONCAKE DIY AT MID-AUTUMN FESTIVAL



Family time cleaning up in Luo Tian Park.





06 | Annex

• Metrics



• Index



• Independent
Verification Statement



• Feedback form



METRICS

• ENVIRONMENT TOPICS

Topics	Metrics	Unit	2023	2024	2025
Energy	Energy consumption within the organization	MWh	60,190	68,734.07	62,111.80
	- Diesel consumption	L	151,469.40	109,776.89	141,548
	- LPG (Liquefied Petroleum Gas) consumption	Ton	1.78	4.18	0
	- Electricity consumption	MWh	57,808.80	66,639.07	62,078.10
	Renewable energy consumption	MWh	2,268	2,095	1,918.97
	- Solar energy consumption	MWh	2,268	2,095	1,918.97
	Energy consumption outside of the organization	MWh	0	0	0
Greenhouse Gas ⁵	Scope 1 GHG emissions	Tons CO ₂ e	871.50	1,113.41	1,267.40
	Scope 2 GHG emissions (location based)	Tons CO ₂ e	35,985	37,463	31,367.34
	Scope 3 GHG emissions	Tons CO ₂ e	106,838.61	Not available ⁶	84,118.25
Water Resources	Water withdrawal	Megaliters	327.60	340.60	338.02
	Water withdrawal from all areas with water stress	Megaliters	0	0	0
Waste	Hazardous waste generated	Ton	72.70	67.11	74.83
	Non-hazardous waste generated	Ton	2,609.40	1849.20	2,387.94



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Source of Emission Conversion Factors:

(1)Hayco CN:

a)Scope 1: Fuel emission factors from IPCC National Greenhouse Gas Inventory Guidelines

b)Scope 2: 2023 provincial grid CO₂ emission factors published by China's Ministry of Ecology and Environment

(2)Hayco DR:

a)Scope 1: the United States Environmental Protection Agency's Greenhouse Gas Equivalencies Calculator

b)Scope 2: National grid emission factor issued by CNCCMDL (Consejo Nacional para el Cambio Climático y Mecanismo de Desarrollo Limpio), the official national climate government body of the Dominican Republic.

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Scope 3 GHG emissions data for 2024 hasn't been verified internally yet.

• SOCIAL TOPICS

Topics	Metrics	Unit	2023	2024	2025
Diversity and Inclusion	Total number of employees ⁷	Person(s)	5,226	5,261	4,597
	By gender at Hongkong Headquarter, Shenzhen Sites & Zhongshan Sites				
	Male	Person(s)	1,506	1,973	1,156
	Female	Person(s)	1,110	1,086	748
	By age at Hongkong Headquarter, Shenzhen Sites & Zhongshan Sites				
	Under 30 years old	Person(s)	370	566	315
	30-50 years old	Person(s)	2,041	2,210	1,307
	Over 50 years old	Person(s)	205	283	282
	By gender at DR Site				
	Male	Person(s)	917	780	895
	Female	Person(s)	1,693	1,422	1,798
	By age at DR Site				
	Under 30 years old	Person(s)	1,858	1,506	1,839
	30-50 years old	Person(s)	720	666	813
	Over 50 years old	Person(s)	32	30	41

⁷ The scope of statistics for 2024 and 2025 cover all employees, and the scope of statistics for 2023 does not include dispatched workers.

Topics	Metrics	Unit	2023	2024	2025
Occupational Health and Safety	Fatalities as a result of work-related injury	/	0	0	0
	High-consequence work-related injuries ⁸	/	0	0	0
	Recordable work-related injuries	/	10	12	11
	The number of fatalities as a result of work-related ill health	/	0	0	0
	The number of cases of recordable work-related ill health	/	0	0	0
	Percentage of employees by gender and by employee category who received regular performance/career development reviews at Hongkong Headquarter, Shenzhen Sites & Zhongshan Sites				
	Senior Management (Governing bodies: directors, supervisors, senior executives)				
Performance and career development reviews	Male	%	100	100	100
	Female	%	100	100	100
	Middle Management				
	Male	%	100	100	100
	Female	%	100	100	100

⁸ work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months.

Topics	Metrics	Unit	2023	2024	2025
Performance and career development reviews	Grassroots Management				
	Male	%	100	100	100
	Female	%	100	100	100
	Employees				
	Male	%	100	100	100
	Female	%	100	100	100
	Percentage of employees by gender and by employee category who received regular performance/career development reviews at DR Site				
	Senior Management (Governing bodies: directors, supervisors, senior executives)				
	Male	%	100	100	100
	Female	%	100	100	100
	Middle Management				
	Male	%	100	100	100
	Female	%	100	100	100
	Grassroots Management				
	Male	%	83	54	100
	Female	%	25	26	46
	Employees				
	Male	%	33	34	100
	Female	%	9	10	100

Topics	Metrics	Unit	2023	2024	2025
Customer Health and Safety	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	%	100	100	100
	Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services	/	0	0	0
Marketing and labelling	Percentage of significant product or service categories covered by and assessed for compliance	%	100	100	100
	Number of incidents of non-compliance concerning product and service information and labeling	/	0	0	0
	Number of incidents of non-compliance concerning marketing communications	/	0	0	0
Customer Privacy	Total number of substantiated complaints received concerning breaches of customer privacy	/	0	0	0
	Total number of identified leaks, thefts, or losses of customer data	/	0	0	0

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• INDEX A: GRI STANDARDS INDEX GENERAL DISCLOSURE

Statement of use	Hayco has reported in accordance with the GRI Standards for the period 1 January to 31 December 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not Applicable

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	PAGE NUMBER	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	About Hayco	05	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	2-2 Entities included in the organization’s sustainability reporting	Reporting Scope	01			
	2-3 Reporting period, frequency and contact point	Reporting Scope	01			
		Reporting Availability				
	2-4 Restatements of information	Reporting Scope	01			
	2-5 External assurance	Independent Verification Statement	199			
	2-6 Activities, value chain and other business relationships	About Hayco	03			
	2-7 Employees	Metrics	171			
	2-8 Workers who are not employees	Metrics	171			
	2-9 Governance structure and composition	Corporate Governance	37			
	2-10 Nomination and selection of the highest governance body	Corporate Governance	37			
	2-11 Chair of the highest governance body	Corporate Governance	37			
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Governance	22			
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance	22			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	PAGE NUMBER	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	Statement of Responsibility	02			
	2-15 Conflicts of interest	Business Ethics	41			
	2-16 Communication of critical concerns	Sustainability Governance	22			
	2-17 Collective knowledge of the highest governance body	Sustainability Governance	22			
	2-18 Evaluation of the performance of the highest governance body	Sustainability Governance	22			
	2-19 Remuneration policies	/	/		Confidentiality constraints	Sensitive information
	2-20 Process to determine remuneration	/	/		Confidentiality constraints	Sensitive information
	2-21 Annual total compensation ratio	/	/		Confidentiality constraints	Sensitive information
	2-22 Statement on sustainable development strategy	Sustainability Strategy	21			
	2-23 Policy commitments	Our Honour & Awards	13			
	2-24 Embedding policy commitments	Sustainability Governance	22			
	2-25 Processes to remediate negative impacts	Business Ethics	41			
	2-26 Mechanisms for seeking advice and raising concerns	Business Ethics	41			
	2-27 Compliance with laws and regulations	Business Ethics	41			
	2-28 Membership associations	Our Honour & Awards	13			
	2-29 Approach to stakeholder engagement	Materiality Assessment	25			
	2-30 Collective bargaining agreements	Business Ethics	41			
Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment	25		A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.	
	3-2 List of material topics	Materiality Assessment	25			
Economic performance						
GRI 3: Material Topics 2021	3-3 Management of material topics	/	/		Information unavailable	Non-listed company

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	PAGE NUMBER	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	/	/		Information unavailable	Non-listed company
	201-2 Financial implications and other risks and opportunities due to climate change	/	/		Information unavailable	Non-listed company
	201-3 Defined benefit plan obligations and other retirement plans	/	/		Information unavailable	Non-listed company
	201-4 Financial assistance received from government	/	/		Information unavailable	Non-listed company
Market presence						
GRI 3: Material Topics 2021	3-3 Management of material topics	Human Rights	111			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Human Rights	111			
	202-2 Proportion of senior management hired from the local community	Community Engagement	165			
Indirect economic impacts						
GRI 3: Material Topics 2021	3-3 Management of material topics	Community Engagement	165			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Community Engagement	165			
	203-2 Significant indirect economic impacts	Community Engagement	165			
Procurement practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	Green Logistics	97			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Green Logistics	97			
Anti-corruption						
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Ethics	41			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Business Ethics	41			
	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics	41			
	205-3 Confirmed incidents of corruption and actions taken	Business Ethics	41			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	PAGE NUMBER	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Anti-competitive behavior						
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Ethics	41			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics	41			
Tax						
GRI 3: Material Topics 2021	3-3 Management of material topics	/	/		Confidentiality constraints	Non-listed company
GRI 207: Tax 2019	207-1 Approach to tax	/	/		Confidentiality constraints	Non-listed company
	207-2 Tax governance, control, and risk management	/	/		Confidentiality constraints	Non-listed company
	207-3 Stakeholder engagement and management of concerns related to tax	/	/		Confidentiality constraints	Non-listed company
	207-4 Country-by-country reporting	/	/		Confidentiality constraints	Non-listed company
Materials						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Products	93			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	/	/		Confidentiality constraints	Low material impact
	301-2 Recycled input materials used	Sustainable Products	93			
	301-3 Reclaimed products and their packaging materials	Sustainable Products	93			
Energy						
GRI 3: Material Topics 2021	3-3 Management of material topics	Climate Change	75			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Metrics	171			
	302-2 Energy consumption outside of the organization	Metrics	171			
	302-3 Energy intensity	/	/		Confidentiality constraints	Confidential production volume or sales volume
	302-4 Reduction of energy consumption	Metrics	171			
	302-5 Reductions in energy requirements of products and services	Sustainable Products	93			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	PAGE NUMBER	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Water and effluents						
GRI 3: Material Topics 2021	3-3 Management of material topics	Water Management	87			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management	87			
	303-2 Management of water discharge-related impacts	Water Management	87			
	303-3 Water withdrawal	Water Management	87			
	303-4 Water discharge	Water Management	87			
	303-5 Water consumption	Water Management	87			
Biodiversity						
GRI 3: Material Topics 2021	3-3 Management of material topics	/	/		Not applicable	Low material impact
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	/	/		Not applicable	Low material impact
	304-2 Significant impacts of activities, products and services on biodiversity	/	/		Not applicable	Low material impact
	304-3 Habitats protected or restored	/	/		Not applicable	Low material impact
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	/	/		Not applicable	Low material impact
Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	Climate Change	75			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate Change	75			
	305-2 Energy indirect (Scope 2) GHG emissions	Climate Change	75			
	305-3 Other indirect (Scope 3) GHG emissions	Climate Change	75			
	305-4 GHG emissions intensity	/	/		Confidentiality constraints	Confidential production volume or sales volume
	305-5 Reduction of GHG emissions	Climate Change	75			
	305-6 Emissions of ozone-depleting substances (ODS)	/	/		Information unavailable	No data available
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	/	/		Information unavailable	No data available

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	PAGE NUMBER	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Spills						
GRI 3: Material Topics 2021	3-3 Management of material topics	/	/		Not applicable	Low material impact
GRI 306: Effluents and Waste 2016	306-3 Significant spills	/	/		Not applicable	Low material impact
Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	Wate and Pollutants	89			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Wate and Pollutants	89			
	306-2 Management of significant waste-related impacts	Wate and Pollutants	89			
	306-3 Waste generated	Wate and Pollutants	89			
	306-4 Waste diverted from disposal	Wate and Pollutants	89			
	306-5 Waste directed to disposal	Wate and Pollutants	89			
Supplier environmental assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Procurement	57			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable Procurement	57			
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Procurement	57			
Employment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Workforce Development and Engagement	125			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	/	/		Confidentiality constraints	Sensitive information
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Workforce Development and Engagement	125			
	401-3 Parental leave	Diversity, Equality and Inclusion	116			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	PAGE NUMBER	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Labor/management relations						
GRI 3: Material Topics 2021	3-3 Management of material topics	Human Rights	111			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Human Rightsn	111			
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	Health, Safety and Wellbeing	159			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health, Safety and Wellbeing	159			
	403-2 Hazard identification, risk assessment, and incident investigation	Health, Safety and Wellbeing	159			
	403-3 Occupational health services	Health, Safety and Wellbeing	159			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health, Safety and Wellbeing	159			
	403-5 Worker training on occupational health and safety	Health, Safety and Wellbeing	159			
	403-6 Promotion of worker health	Health, Safety and Wellbeing	159			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, Safety and Wellbeing	159			
	403-8 Workers covered by an occupational health and safety management system	Health, Safety and Wellbeing	159			
	403-9 Work-related injuries	Metrics	171			
	403-10 Work-related ill health	Metrics	171			
Training and education						
GRI 3: Material Topics 2021	3-3 Management of material topics	Workforce Development and Engagement	125			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Metrics	171			
	404-2 Programs for upgrading employee skills and transition assistance programs	Workforce Development and Engagement	125			
	404-3 Percentage of employees receiving regular performance and career development reviews	Metrics	171			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	PAGE NUMBER	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Diversity and equal opportunity						
GRI 3: Material Topics 2021	3-3 Management of material topics	Diversity, Equality and Inclusion	116			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity, Equality and Inclusion, Metrics	116			
	405-2 Ratio of basic salary and remuneration of women to men	Diversity, Equality and Inclusion, Metrics	116			
Non-discrimination						
GRI 3: Material Topics 2021	3-3 Management of material topics	Human Rights	111			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Human Rights	111			
Freedom of association and collective bargaining						
GRI 3: Material Topics 2021	3-3 Management of material topics	Human Rights	111			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights	111			
Child labor						
GRI 3: Material Topics 2021	3-3 Management of material topics	Human Rights	111			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Human Rights	111			
Forced or compulsory labor						
GRI 3: Material Topics 2021	3-3 Management of material topics	Human Rights	111			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights	111			
Security practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	Health, Safety and Wellbeing	159			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Health, Safety and Wellbeing	159			
Rights of Indigenous Peoples						
GRI 3: Material Topics 2021	3-3 Management of material topics	/	/		Not applicable	Low material impact

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	PAGE NUMBER	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 411: Rights of I ndigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	/	/		Not applicable	Low material impact
Local communities						
GRI 3: Material Topics 2021	3-3 Management of material topics	Community Engagement	165			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community Engagement	165			
	413-2 Operations with significant actual and potential negative impacts on local communities	/	/		Not applicable	The organization does not have operating points with significant actual or potential negative impacts on local communities
Supplier social assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Procurement	57			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Procurement	57			
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable Procurement	57			
Public policy						
GRI 3: Material Topics 2021	3-3 Management of material topics	/	/		Not applicable	Low material impact
GRI 415: Public Policy 2016	415-1 Political contributions	/	/		Not applicable	Low material impact
Customer health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Procurement	57			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Metrics	171			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Metrics	171			
Marketing and labelling						
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Products	93			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	PAGE NUMBER	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Metrics	171			
	417-2 Incidents of non-compliance concerning product and service information and labeling	Metrics	171			
	417-3 Incidents of non-compliance concerning marketing communications	Metrics	171			
Customer privacy						
GRI 3: Material Topics 2021	3-3 Management of material topics	Cybersecurity	51			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Metrics	171			

• Index B: Alignment to UNSDGs

SDGs Targets Report Alignment	SDGs Targets Report Alignment	SDGs Targets Report Alignment	SDGs Targets Report Alignment	SDGs Targets Report Alignment
1 No Poverty Workforce Development and Engagement Community Engagement	4 Quality Education Workforce Development and Engagement	7 Affordable and Clean Energy Climate Change	12 Responsible Consumption and Production Sustainable Procurement Sustainable Products Green Logistics	17 Partnerships for the Goals Sustainable Procurement
2 Zero Hunger Community Engagement	5 Gender Equality Human Rights Diversity, Equality and Inclusion	8 Decent Work and Economic Growth Workforce Development and Engagement	13 Climate Action Climate Change	
3 Good health and welfare Workforce Development and Engagement Health, Safety and Wellbeing Community Engagement	6 Clean Water and Sanitation Water Management	10 Reduced Inequalities Human Rights Diversity, Equality and Inclusion	16 Peace, justice and Strong Institutions Corporate Governance	

• Index C: Alignment to SASB Household and Personal Products standard

Topics	Metrics	Unit	2023	2024	2025
Water management	Total water withdrawn	m ³	327.60	340.60	338.02
	Total water consumed	Megalitre	327.60	340.60	306.84
	Percentage of each in regions with High or Extremely High Baseline Water Stress	%	0	0	0
Product Environmental, Health and Safety Performance	Revenue from products that contain substances of high concern	CNY	Confidential		
	Revenue from products designed with green chemistry principles	CNY			
Packaging Life cycle Management	Total weight of packaging	Metric tonne	Confidential		
	percentage made from recycled or renewable materials, and	%	Not available		
	percentage that is recyclable, reusable or compostable	%			
Environmental & Social Impacts of Palm Oil Supply Chain	Amount of palm oil sourced, percentage certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved,	Metric tonne	Not applicable		
	(b) Segregated,	metric tonne			
	(c) Mass Balance or	metric tonne			
	(d) Book & Claim	metric tonne			
		%			
		%			

• Index D: Alignment to UNGC United Nations Global Compact Ten Principles

Principles	Content	Section
Human Rights		
Principle I	Businesses should respect and uphold all internationally recognized human rights	Human Rights
Principle II	Companies will not be involved ("complicit") in any disregard or abuse of human rights	Human Rights
Labour Standards		
Principle III	Companies should uphold freedom of association and recognize the right to collective bargaining between labor and management	Human Rights
Principle IV	Companies should eliminate all forms of forced labor	Human Rights
Principle V	Enterprises should eliminate child labor system	Human Rights
Principle VI	Companies should eliminate any discrimination in employment and occupation	Human Rights
Environment		
Principle VII	Businesses respond to environmental challenges in a proactive manner	Climate Change Water Management Waste and Pollutants
Principle VIII	Companies should take the initiative to increase their responsibility for environmental protection	Climate Change Water Management Waste and Pollutants
Principle IX	Companies should encourage the development and promotion of environmentally friendly technologies	Sustainable Products
Anti-corruption		
Principle X	Businesses should oppose all forms of corruption, including extortion and bribery	Business Ethics

INDEPENDENT VERIFICATION STATEMENT

SGS

ASSURANCE STATEMENT

REPORT ON SUSTAINABILITY ACTIVITIES IN THE HAYCO GROUP 2025 SUSTAINABILITY REPORT

NATURE OF THE ASSURANCE/VERIFICATION

SGS-CSTC Standards Technical Services Co., Ltd. (hereinafter referred to as SGS-CSTC) was commissioned by Hayco Group (hereinafter referred to as Hayco) to conduct an independent assurance on the entire sustainability performance information included in the Hayco Group 2025 Sustainability Report (English version) for the period of January 1, 2025 to December 31, 2025.

INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all Hayco's Stakeholders.

RESPONSIBILITIES

The sustainability information in the Hayco Group 2025 Sustainability Report and its presentation are the responsibility of Hayco's management.

Our responsibility is to express an opinion on the sustainability performance information within the scope of assurance based upon sufficient and appropriate objective evidence.

SGS-CSTC hereby states that it shall not be held responsible or liable for any direct, indirect, incidental, or consequential damages or losses arising from or in connection with the use of information provided in this report.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The SGS Group ESG & Sustainability Report Assurance (SRA) protocols used to conduct assurance are based upon internationally recognised assurance standards including the ISAE 3000.

The assurance of this report has been conducted according to the following Assurance Standards:

Assurance Standard	Level of Assurance
ISAE 3000	Limited

SCOPE OF ASSURANCE

This assurance engagement is confined to verifying the accuracy and reliability of the entire sustainability performance information presented in the Hayco Group 2025 Sustainability Report.

ASSURANCE METHODOLOGY

The assurance comprised a combination of pre-assurance research, interviews with relevant employees on-site at No. 2 Longshan 5th Road, Xiangshan Avenue, Bao'an District, Shenzhen City, Guangdong Province, P.R. China, and remote for Zhongshan Site and DR Site, including documentation and record review and validation where relevant. This assurance engagement was restricted to the group level of Hayco and did not include traceability of all original data from subordinate institutions.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

SGS

LIMITATIONS AND MITIGATION

Data drawn directly from independently audited financial accounts and intensity data calculated based on financial data has not been checked back to source as part of this assurance process.

The greenhouse gas emissions related data in the Hayco Group 2025 Sustainability Report was calculated by Hayco. In the context of the present assurance engagement, our procedures were limited to sample-based validation.

This assurance engagement was limited to conducting interviews with departmental managers and selected employees of Hayco, in addition to reviewing relevant documents and records. External stakeholders were not included in the interview process.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and certification, operating in multiple countries and providing services. As an affiliate of SGS Group, SGS-CSTC affirm our independence from Hayco, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment.

FINDINGS AND CONCLUSIONS

ASSURANCE/VERIFICATION OPINION

On the basis of the methodology described and the assurance engagement performed, no inaccuracies or reliability issues were identified within the scope of the sustainability performance information covered by the Hayco Group 2025 Sustainability Report.

Signed:



For and on behalf of SGS-CSTC

David Xin

Sr. Director – Business Assurance

16/F Century Yuhui Mansion, No. 73, Fucheng Road, Beijing, P.R. China

Jul. 16th, 2026

WWW.SGS.COM



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FEEDBACK FORM

We highly value the opinions of our stakeholders. Your comments and suggestions are essential for us to further improve the quality, clarity, and relevance of our sustainability reporting. We kindly ask for your support in completing the feedback form below and sharing your input with us.

1. Multiple-Choice Questions (Please tick “√” in the corresponding box)

	Excellent	Good	Fair	Poor
This report comprehensively and accurately reflects the company’s material impacts on the economy, society, and environment.				
The information, indicators, and data disclosed in this report are clear, complete, and accurate.				
This report is easy to read, with clear language, logical content structure, and user-friendly graphic design.				

2. Open-Ended Questions

- 1) What is your overall evaluation of this report?
-
- 2) What aspect of this report are you most satisfied with?
-
- 3) What information do you believe is missing from this report?
-
- 4) What suggestions do you have for our future ESG management and reports?
-

3. Optional: please Provide Your Contact Information (If Convenient)

Name	Organization	Phone Number	Email Address

Alternatively, we warmly invite all our stakeholders to provide feedback and comments on our 2025 Sustainability Report by completing the feedback form via <https://forms.microsoft.com/r/YS44bZ8PNp?origin=lpLink> or scanning the QR code below:



For more corporate updates, please visit our official website: <https://www.hayco.com/>