预览稿 预览稿

PT QMB New Energy Materials
PT QMB New Energy Materials

Address: Tsingshan Park, China Indonesia Integrated Industrial Park, Morowali County, Central Sulawesi Province, Republic of Indonesia
Add: Morowali, Central Sulawesi, Republic of Indonesia China Indonesia Integrated Industrial Park Qingshan Park

QMB's Official Website

Electronic ESG Report

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Green for a Better World
青山绿水 美丽世界

QMB 2025

Sustainability Report





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About This Report

Reporting scope

This report is the 2025 Sustainability Report issued by GEM Indonesia QMB Park. The report covers five enterprises within the park: PT QMB New Energy Materials, PT Meiming New Energy Material, PT Green Eco Nickel, PT Indonesia Qingmei Energy Materials, and PT ESG New Energy Material. The content primarily includes ESG management and practice activities of the above-mentioned enterprises from January 1, 2025 to December 31, 2025. To ensure continuity and comparability of the report, some sections include historical data and cross-year information.

Basis for preparation

This report has been prepared with reference to the *GRI Standards*, the United Nations Sustainable Development Goals (UN SDGs), and the *Task Force on Climate-related Financial Disclosures* (TCFD).

Reporting principles

In the process of selecting the contents for this report, the GRI Standards reporting principles have been followed to comprehensively, truthfully, and fairly disclose the management practices and performance of GEM Indonesia QMB Park in corporate governance, environmental, and social responsibility areas. The data and information for this report have been collected based on the current workflows within the enterprises in the park.

Designations

In this report, GEM Indonesia QMB Park is referred to as “QMB”, “the company”, “we” or “the park”. PT QMB New Energy Materials is abbreviated as “QMB New Energy”, PT Meiming New Energy Material as “Meiming Energy”, PT Green Eco Nickel as “GEN”, PT Indonesia Qingmei Energy Materials as “QM New Energy”, and PT ESG New Energy Material as “ESG New Energy”. All rights to this report are owned by PT QMB New Energy Materials.

Release method

This report is released annually, and it is available in various language versions and formats, including Simplified Chinese, English, Japanese, Korean, and Indonesian versions, as well as in both paper and PDF electronic versions. The PDF electronic version can be downloaded from QMB’s official website (http://en.gemindonesia.com/).

Contact information

We sincerely welcome opinions and suggestions from all our readers. You can contact us through the following channels:

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Chairman's Message

Cultural Integration, Growing Together with Indonesia

GEM Indonesia QMB Park is a core pillar of GEM Co., Ltd.'s globalization strategy and an ESG hub where industry, technology, and culture are deeply integrated. On this dynamic land, we uphold the development philosophy of "Technology + Intelligence + Green", embed ESG principles into every detail of park construction and operation, and strive to build a global model for circular economy and sustainable development.

Safeguarding ecology through green manufacturing and leading low-carbon transformation

GEM Indonesia QMB Park aims to "build an ESG benchmark park and serve global new energy development", and leverage technological innovation to promote efficient resource utilization and coordinated green and low-carbon environmental protection. In 2025, a 68-kilometer long-distance slurry pipeline was completed and put into operation, alleviating environmental pressure from nickel ore transportation at the source. Nickel-cobalt chemicals and electrodeposited nickel were successfully commissioned, advancing low-carbon development across the entire "resources–materials–recycling" value chain. Since the commissioning of the waste heat power generation project, cumulative power generation reached 131.022.400 kWh, accounting for approximately 24.1% of the park's purchased electricity, reducing carbon dioxide emissions by approximately 100,000 tons. In 2026, QMB will accelerate the construction of a 6.6 MWp photovoltaic power generation project, make clean energy a primary production driver, continuously reduce energy intensity, and respond to the global "dual carbon" goal with practical actions.

Being rooted in communities through cultural integration and fulfilling social responsibility

The company's sustainable development is rooted in mutual prosperity with local communities. In Indonesia, QMB is not only an industrial builder but also a promoter of cultural integration. We have invested in building a China-Indonesia cultural integration village and improved livelihood facilities such as education and transportation. Through the China-Indonesia Joint Doctoral & Master Training Program, we cultivate high-end talent and promote educational cooperation. In the future, QMB will continue to deepen its presence in Indonesia, build a solid foundation for people's livelihood through more solid community co-construction, and promote people-to-people communication through closer cultural exchanges, so that the beautiful vision of "Cultural Integration, Growing Together with Indonesia" will bear fruitful results in mutual benefit and win-win cooperation, and truly realize the long-term stability, coordinated progress and sustainable development of the company and local society.

Strengthening foundations through compliance governance and building a model of transparent operations

As a global enterprise, QMB integrates compliance into all management processes and strictly adheres to Indonesian laws and regulations and international governance standards. In March 2025, QMB successfully obtained ISO 37301 compliance management system certification, strengthening the institutional foundation for compliant operations. In August of the same year, QMB passed acceptance by the ILO's SCORE program that covered four key areas including workplace cooperation and occupational health and safety, and became the Chinese going-global enterprise that passed the highest number of SCORE assessment modules. In addition, QMB has established a human rights due diligence process covering operations, partners, and communities, and systematically carried out human rights due diligence management. QMB also, for the first time, issued the Human Rights Policy and the Human Rights Due Diligence Report, responded to stakeholder concerns with high-standard and transparent operations, and proactively accepted public supervision.

Looking ahead

GEM Indonesia QMB Park will uphold the investment philosophy of "Integrated Development of Industry, Technology, and Culture, and Growing Together with Indonesia", promote sustainable development and efficient utilization of nickel resources, provide strong support for the global new energy industry, and contribute the wisdom and strength of QMB to safeguarding the ecosystem, empowering communities, and promoting sustainable development of global new energy. We firmly believe that only by embedding ESG principles into our core can we achieve sustainable coexistence among the company, society, and nature, and contribute to a brighter future for China-Indonesia green cooperation.

Xu Kaihua

Chairman of GEM Co., Ltd.

April 2026

- Expert Receiving Special Government Allowances of the State Council
- Adjunct Professor in Metallurgy, Central South University
- Adjunct Professor, Bandung Institute of Technology, Indonesia
- Director of the Academic Committee of the National Key Laboratory for Energy Metal Resources and New Materials
- Director of the Chinese National WEEE Recycling Engineering Research Center
- 2024 Annual He Liang He Li Industrial Innovation Award Winner
- Recipient of the National Scientific and Technological Progress Award (2010, 2018)

Chairman:



预览稿

Vision, Mission, and Philosophy

预览稿

Value Vision:

Cultural Integration, Growing Together with Indonesia

Milestone:

Indonesia's First Full-Industry-Chain Project for Nickel Resource-Based New Energy

Development Philosophy:

Putting Laterite Nickel Ore In, Refining New Energy Materials Out, and Producing Batteries

Design Philosophy:

Technology + Intelligence + Green



Review of Highlights in 2025

QMB passed acceptance by the ILO's Sustaining Competitive and Responsible Enterprises (SCORE) program, becoming the overseas Chinese enterprise with the most fields completed in the program

In November 2024, QMB officially launched the SCORE program and took the lead in establishing an EIT (Enterprise Improvement Team) at the Raw Material Feeding Center to pilot management innovation, which was then gradually promoted across all production centers. At present, QMB has established diversified and comprehensive EITs. These teams bring together Chinese and Indonesian employees with equal participation from both sides, and half of the members are from the production frontline, covering more than 5,000 employees. On August 25, 2025, during the nine-month SCORE program, QMB passed assessment and acceptance in four key areas: workplace cooperation, productivity and cleaner production, human resource management, and occupational health and safety. It became the Chinese going-global enterprise that passed the highest number of SCORE assessment modules.


证书编号：SCORE-2025-0801

SCORE

企业可持续发展项目

证 书

兹证明

青美邦新能源材料有限公司

完成了国际劳工组织企业可持续发展项目
《工作场所合作》、《清洁生产》、《人力资源管理》
及《职业健康与安全》的培训与辅导
特颁此证

证书签发日期：2025 年 08 月
证书有效期至：2027 年 09 月

签发机构：

Certificate No: SCORE-2025-0801

SCORE

SUSTAINING COMPETITIVE AND RESPONSIBLE ENTERPRISES

CERTIFICATE

This is to certify that

PT. QMB NEW ENERGY MATERIALS

has completed in the SCORE Training Modules on
"Workplace Cooperation", "Productivity through Cleaner Production", "Workforce Management" and "Occupational Safety and Health" in 2025.

Issue date: August, 2025
Period of validity: September, 2027
Issuing agency:

▲ SCORE Program Certificate

QMB constructed a comprehensive human rights governance system to promote sustainable development through responsible management

On June 15, 2025, the company officially established a human rights due diligence procedure covering its own operations, business partnerships, and community impacts. The procedure systematically identifies human rights risks, assesses priorities, and manages impacts, forming a closed-loop management mechanism for risk prevention, process control, and continuous improvement. During the reporting period, the company officially issued the *Human Rights Policy* and the *Human Rights Due Diligence Report* and publicly disclosed them on the official website, responded to stakeholder concerns with a high level of information transparency, and proactively accepted public supervision.



Human Rights Due Diligence Report ▶

QMB obtained ISO 56001:2024 Innovation management system certification, with its innovation management capability recognized internationally

On November 13, 2025, PT QMB New Energy Materials officially received the ISO 56001:2024 *Innovation Management System* international certificate issued by the International Organization for Standardization (ISO), with the certification scope clearly covering "technology development for nickel-cobalt hydroxide production and related innovation management activities". This certification not only marks that QMB's innovation management system in core new energy materials technologies has reached an internationally advanced level, but also makes it the first enterprise in Tsingshan Park (IMIP) to receive this honor, setting a new benchmark for standardized technological innovation in the industry.


中 经 纪 证

证书编号：04425IM0001R0M

创新管理体系认证证书

兹 证 明

青美邦新能源材料有限公司

注册地址：印度尼西亚雅加达首都特别区南雅加达市梅加蒂字区 14 号区 10 街区
梅加蒂字区办 3 楼及首都总办公大楼 A 座 22 楼

审核地址：印度尼西亚中苏拉威西省北莫罗瓦利县巴哈非达镇发社非雅村 IMIP 工业园区，50974

创新管理体系符合
ISO 56001:2024 标准

该体系覆盖范围

氢氧化镍钴生产技术开发（活动）涉及的创新管理
（未纳入认证范围的多场所不得使用认证证书和认证标志）

初证日期：2025 年 11 月 13 日　　有效期至：2028 年 11 月 12 日

北京中经科环质量认证有限公司　　签发人：

公众号　证书查询


中 经 纪 证

Certificate No.: 04425IM0001R0M

INNOVATION MANAGEMENT SYSTEM CERTIFICATION

Certificate

This is to certify the innovation management system of

PT QMB NEW ENERGY MATERIALS

REG.ADD: SOHO DEL OFFICE TOWER LANTAI 22, UNIT A, JALAN MEGA KUNINGAN BARAT III LOT 10.1-6 KAWASAN MEGA KUNINGAN, DESA/KELURAHAN KUNINGAN TIMUR, KEC. SETIABUDI, KOTA ADM. JAKARTA SELATAN, PROVINSI DKI JAKARTA, INDONESIA
AUDIT ADD.IMIP INDUSTRIAL PARK, FATUHA VILLAGE, BAHODOPI SUBDISTRICT, MOROWALI REGENCY, CNETRAL SULAWESI PROVINCE, INDONESIA, POST CODE: 94974

is in conformity with

ISO 56001:2024 standard

The certificate is valid for the following scope:

INNOVATION MANAGEMENT INVOLVED IN THE DEVELOPMENT OF NICKEL AND COBALT HYDROXIDE PRODUCTION TECHNOLOGY (ACTIVITIES)

(This scope excludes multi-site locations which will not be applicable when audit-site is out of the registration scope.)

Initial Date: 13 November 2025　　Expiry Date: 12 November 2028

Beijing Zhongjing Quality Certification Co., Ltd.　Issued by:

WeChat　Query

▲ Innovation Management Certificate

The "Bahodopi-QMB" cultural integration demonstration village was launched to support sustainable development of Indonesian communities

On September 30, 2025, QMBheld the completion ceremony for the Classroom, Road, and Bridge Construction Project at Bahodopi State No. 4 Primary School in Indonesia. Morowali Regent Iksan Baharudin Abdul Rauf attended the ceremony together with nearly 100 representatives from the government and various sectors of society. As a Chinese-invested new energy enterprise deeply engaged in Indonesia, QMB, focusing on practical challenges in local education and transportation, constructed six high-standard classrooms and improved supporting teaching facilities, which resolved the problem of "three-shift classes" for more than 300 students. Thanks to the school buildings and improved teaching facilities built with QMB's support, the school was rated Grade A by Indonesia's national education institution BAN-PDM, and enrollment increased to more than 500 students. Meanwhile, the company built a 2.2-kilometer paved road and the Kinaya Bridge, facilitating travel for nearby residents and eliminating traffic safety hazards. The growing population and number of shops along the road have driven regional prosperity and steadily improved residents' living standards. Local education conditions and the transportation environment have been significantly improved.



QMB won the “TOP CSR Four-Star Award” and the honorary title of “TOP Leader on CSR Commitment”, symbolizing dual recognition from Indonesian society for its CSR practices

On June 11, 2025, PT QMB New Energy Materials achieved outstanding results at the TOP CSR Awards 2025, the “TOP CSR Four-Star Award”. This award fully recognizes the company’s effective implementation of corporate social responsibility (CSR) and its positive and far-reaching impact on surrounding communities. At the same time, Mr. Yan Xiaodong, the company’s ESG officer, was honored with the honorary title of “TOP Leader on CSR Commitment” for his forward-looking vision and transformational leadership.



▲ TOP CSR Four-Star Award



▲ TOP Leader on CSR Commitment

QMB won the Silver Award at the ENSIA 2025, with its ESG practices highly recognized by the Indonesian government

On September 16, 2025, PT QMB New Energy Materials participated in the selection of the Environmental & Social Innovation Awards (ENSIA) 2025 hosted by the Ministry of Environment and Forestry (KLHK). The ENSIA 2025 attracted applications from 178 companies and 738 innovation achievements. QMB won the Silver Award for outstanding performance, demonstrating our firm commitment to and significant achievements in responsible, efficient, and environmentally friendly industrial practices.



Environmental & Social Innovation Awards (ENSIA) ▶

2025 ESG performance data

Economy

Sales revenue increased by 110.9% yoy ↑

Environment

Pollution emission compliance rate reached 100%

The wastewater emission intensity per unit product decreased by 21.1% yoy ↓

The COD emission intensity per unit product decreased by 8.21% yoy ↓

The green area of the park increased by 30,000 square meters in 2025

Society

R&D investment was RMB47,244,40

Occupational health and safety investment was RMB14,185,000

The proportion of local employees was 74.5%

The average training hours per employee were 89.42 hours/person/year

There have been zero incidents of violations of business ethics standards and related reports

As at the end of 2025, a total of 799 technical patents had been applied for

The first-time inspection pass rate reached 100%

QMB has donated IDR17,205,865,000 to the IMIP Sustainable Development Fund

预览稿



01 Introduction to GEM Indonesia QMB Park

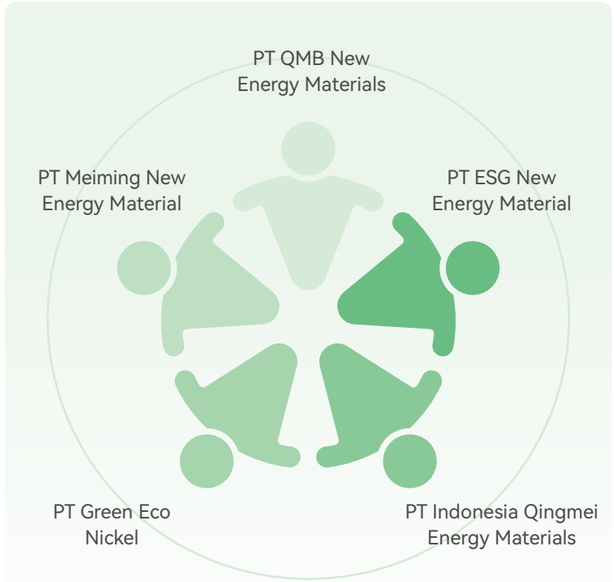
GEM Indonesia QMB Park is a high-tech industrial park for nickel resources, blending technology, intelligence, and green development. Five new energy production enterprises have gathered here, focusing on the production, manufacturing, and trade of battery-grade nickel chemicals and new energy materials. This park is not only a hub for manufacturing but also a fertile ground for technological innovation, aiming to realize the industrial ideal of “Putting Laterite Nickel Ore In, Refining Ternary Materials Out, and Producing Batteries”, while serving as a bridge for China-Indonesia technological and cultural exchanges.

1.1 Park overview and planning

QIMB青美邦 = Green for a Better World 青山绿水 美丽世界

GEM Indonesia QMB Park was developed by GEM Co., Ltd. and its global partners in the IMIP Industrial Park in Morowali County, Central Sulawesi Province, Indonesia. It is dedicated to the industrial ideal of "Putting Laterite Nickel Ore In, Refining Ternary Materials Out, and Producing Batteries", opening up a high-tech manufacturing mode in Indonesia that directly produces new energy materials from low-grade laterite nickel ore. The park is the world's leading "Green + Technology + Intelligence" high-tech nickel resource industrial park, manufacturing green nickel and battery materials for the global new energy battery industry.

The park currently hosts five new energy production enterprises: PT QMB New Energy Materials (a subsidiary of GEM), PT Meiming New Energy Material, PT Indonesia Qingmei Energy Materials, PT Green Eco Nickel (a subsidiary of ECOPRO), and PT ESG New Energy Material (a subsidiary of MBM). They focus on the production of intermediate products for new energy materials and the manufacturing of downstream products.



Five new energy enterprises are clustered in GEM Indonesia QMB Park, jointly building a full industrial chain for new energy materials

As a modern new energy industrial base built to high standards, GEM Indonesia QMB Park is committed to creating a world-class green factory.

- **4,528** The park currently has employees
- **106** hectares An area of
- USD **3.7** billion A total investment of
- USD **4** billion A total output value exceeding



Complete industrial chain system

Relying on mature laterite nickel hydrometallurgy (HPAL) core technology, the company's MHP production line, with an annual capacity of 150,000 tons of metal nickel, has been successfully completed and operating steadily. It has become a representative benchmark project in the industry, with world-class performance in input-output efficiency, product quality, and economic benefits. At the same time, the production lines for 30,000 tons of nickel-cobalt-manganese sulfate crystals, 50,000 tons of ternary precursor materials, and 30,000 tons of electrodeposited nickel have all been successfully put into operation. At present, all related production lines have been completed and are steadily advancing toward full-capacity and stable operation.

Production capacity

- **150,000** metal tons of MHP
- **30,000** tons nickel-cobalt-manganese sulfate crystals
- **30,000** tons electrodeposited nicke
- **50,000** tons ultra-high nickel ternary precursors



▲ Real scene of GEM Indonesia QMB Park

Design philosophy

Technology + Intelligence + Green

The park adopts hydrometallurgical technology (HPAL) to process low-grade laterite nickel ore (nickel content 0.8-1.2%) that cannot be utilized by pyrometallurgical processes (RKEF and side-blown process routes). It produces nickel-cobalt-manganese hydroxide intermediates (MHP), high-purity nickel-cobalt-manganese sulfate crystals, and ternary precursor materials, achieving full extraction of nickel, cobalt, and manganese from low-grade laterite ore (with a recovery rate exceeding 95%). This significantly conserves nickel, cobalt, and manganese resources, while carbon emissions are only 50% of those from pyrometallurgical processes, making it a world-leading green hydrometallurgical (HPAL) plant for nickel resources.

Value vision

Cultural Integration, Growing Together with Indonesia

Continue to build a global ESG benchmark park, establish a world-class laterite nickel hydrometallurgy engineering center and a world-class nickel resource industrial museum, strive to promote coordinated enhancement of industrial development and social value, and serve Indonesia's electrification development.

1.2 Milestones



In 2017

Chairman Xu Kaihua, as the first entrepreneur in China's new energy industry, visited Indonesia's Pulau K for an inspection of QMB projects



In January 2019

QMB grandly held the groundbreaking ceremony and commenced construction for the QMB Nickel Resource Project



In September 2023

The signing of the QMB Nickel Resource Project (Phase II) was made, with a planned total production capacity of 150,000 tons of metal nickel, elevating the project scale to a new level



In January 2024

The core equipment of QMB Phase II and GEM's Indonesia Nickel Resource Project, 1,168 m^3 high-pressure reactors, was successfully installed, marking entry into a critical stage of project construction



In August 2024

GEM, in collaboration with Bandung Institute of Technology of Indonesia and Central South University of China, invested in establishing the China-Indonesia Joint Research Laboratory for New Energy Materials and Metallurgical Engineering Technology. This is the first research laboratory built by a Chinese enterprise in Indonesia and serves as an international innovation hub in the field



In September 2024

The HPAL production line of the QMB Nickel Resource Project (Phase II) (using 1,168 m^3 reactors) was put into production



In November 2024

GEM and PT Vale Indonesia signed an investment agreement to jointly build a green nickel resource HPAL plant, witnessed by Indonesian President Prabowo, Gao Yunlong (Vice Chairman of the Chinese People's Political Consultative Conference and Chairman of the All-China Federation of Industry and Commerce), and other leaders from China and Indonesia

2017 | 2018 | 2019 | 2022 | 2023 | 2024 | 2025

In December 2018



A joint venture agreement was signed by Tsingshan, GEM, CATL, IMIP from Indonesia, Hanwa from Japan, and other partners to establish a laterite nickel ore project for battery-grade nickel chemicals in Indonesia

In September 2022





QMB held a grand ceremony for the commissioning of its Phase I production line, marking the project's entry into the production and operation stage. On the same day, the Nickel Industry Museum and the Laterite Nickel Hydrometallurgy and New Energy Material Engineering Research Center were inaugurated



In January 2025



GEM partnered with UNU Yogyakarta in Indonesia to collaborate in higher education, expanding China-Indonesia technological and cultural exchange to the Islamic community

In September 2025



The production line of 30,000 tons of electrodeposited nickel at QMB was commissioned



A ceremony was held at SD Negeri 4 Bahodopi to mark the completion of the classroom project at the school and the road and bridge projects at other locations across Bahodopi Village, Morowali Regency, Indonesia, all invested in and constructed by QMB.

1.3 Industry layout and performance

Upstream resource assurance and cooperation

QMB has deeply integrated upstream resources, signing a 20-year supply agreement for limonite with the Hengjaya Company in Indonesia by binding resources to meet future production capacity needs for the next 20 years, laying a solid foundation for long-term stable production. Meanwhile, it is working closely with Merdeka Battery Materials (MBM) and Indonesia's leading company, IMIP, to jointly develop a green nickel resource park. The goal is to build an ESG-compliant nickel resource industrial cluster. By promoting the sustainable development and efficient utilization of nickel resources, QMB will provide strong support for the global new energy industry and contribute to achieving carbon neutrality goals.

Full industry chain integration and synergy

Enterprises in the park focus on the full industry chain of "nickel-cobalt resource mining - power battery recycling - ternary precursor manufacturing - ternary material manufacturing". Through resource integration, they have established long-term and close cooperative relationships, and achieved resource sharing and complementary advantages. QMB drives technological innovation, relying on resource integration and upstream-downstream collaborative cooperation, to build an efficient, green, and sustainable industry chain, providing strong support for the development of the global new energy industry.

Economic performance data

In the fierce global competition in the nickel resource and new energy materials market, QMB's core strategy of building a complete, efficient, and unique industry chain from resource mining to material manufacturing precisely addresses the diversified demands of the market. The company uses technological innovation as its engine to drive capacity expansion and quality improvement, continuously consolidating its market position and earning widespread trust and praise from customers. In 2025, the park's sales revenue exceeded RMB11,798 million, an increase of 110.9% from the previous year. R&D investment amounted to RMB47,244,400, a year-on-year increase of 2.0%, demonstrating the company's high regard for technological innovation, injecting strong technical momentum into sustainable development.

RMB 11,798 million
The park's sales revenue exceeded

↑110.9%
A significant yoy growth

RMB 47,244,400
R&D investment amounted

↑2%
A yoy growth

2022-2025 Economic Performance Data

Item	2022	2023	2024	2025
Total assets (RMB100 millions)	45.86	76.84	162.53	240.00
Annual product output (metal tons)	0.00	26463.30	51666.00	111288.9
Sales revenue (RMB100 millions)	0.00	30.42	55.93	117.98
Operating costs (RMB100 millions)	0.00	19.94	38.81	91.67
Total taxes paid (RMB100 millions)	0.0048	0.02	0.16	10.64
R&D investment (RMB10,000)	36258	499.36	4,630.65	4724.44
Total employee compensation (RMB100 millions)	0.29	1.13	3.97	5.9

1.4 Development strategy and goals

QMB's advantage analysis

With advanced laterite nickel hydrometallurgy technology at its core, QMB has achieved low-carbon environmental protection and efficient resource utilization, capable of processing low-grade ore while significantly reducing carbon emissions. At the same time, it fully implements intelligent manufacturing to enhance production efficiency. Over 95% of key equipment has been localized, ensuring independent and controllable industrial chains. An Innovation R&D Center has also been established to continuously drive technological breakthroughs Leveraging its comprehensive advantages in green, intelligent, independent, and innovative capabilities, the company holds an important position in the global nickel resource and new energy materials market, leading sustainable development in the industry.

1 Low-carbon Environmental Protection

QMB uses advanced laterite nickel hydrometallurgy technology as the core, efficiently extracting key metal resources such as cobalt, nickel, and manganese, fully tapping into the potential of low-grade ore. This achieves the dual goal of efficient resource utilization and low-carbon environmental protection. This technology not only utilizes low-grade nickel ore that cannot be processed by pyrometallurgy, but also significantly reduces carbon emissions, demonstrating the company's leading advantage in green metallurgy.

2 Self-developed Equipment

In terms of equipment, QMB insists on independent research, development, and design, with more than 95% of key equipment using domestically produced equipment. This not only reduces dependence on external technology but also ensures the autonomy and control of the industrial chain. This strategic move provides strong technical support for the company to compete in the global market.

3 Intelligent Manufacturing

In the production process, QMB has fully integrated intelligent manufacturing processes, upgrading production lines towards automation, informationization, and intelligence. By deeply integrating advanced technologies with production processes, QMB has achieved a leap in both capacity and efficiency, providing a solid guarantee for high-quality, large-scale production.

4 R&D Innovation

The company has established a laterite nickel ore metallurgy and innovation R&D center, equipped with world-leading research facilities, and has gathered top technical talent. The center is dedicated to cutting-edge research and technological breakthroughs in laterite nickel hydrometallurgy. The Innovation R&D Center serves as the core engine of the company's technological development, providing continuous innovation momentum for the sustainable advancement of laterite nickel hydrometallurgy technology.



▲ World-class High-pressure Acid Leaching Equipment

Park development strategy

Technology-driven, green empowerment, growing together with Indonesia

QMB upholds the investment philosophy of "Integrated Development of Industry, Technology, and Culture, and Growing Together with Indonesia" and is committed to creating a high-tech industrial park with the concept of "Technology + Intelligence + Green", pioneering a new industrial model of directly manufacturing new energy battery core materials from laterite nickel ore. Through green manufacturing processes and low-carbon technologies, the company not only helps Indonesia enter the new energy era but also achieves sustainable development for the company.

In the future, it will continue to increase its focus on technological innovation, comprehensively improving nickel smelting capacity. With the QMB project, Meiming project, GEN project, and ESG project, the park's total production capacity will reach 150,000 tons of nickel per year, providing solid resource assurance for the development of the global new energy industry.

With a total investment of over USD3 billion, the park integrates resource development, material manufacturing, and recycling, becoming a benchmark for the global new energy materials industry.

A world-class laterite nickel ore new energy materials full industry chain demonstration park

A world-class "Technology + Intelligence + Green" lighthouse factory

Centered on intelligent manufacturing and green processes, QMB creates a highly efficient, low-carbon, and intelligent modern factory, leading the development direction of the industry in the future.

5 Five Major Flagship Projects

QMB has planned five major flagship projects in the China-Indonesia cooperation field to build a globally leading new energy materials industry chain

A world-class ESG demonstration factory

With ESG at its core, QMB creates a green and sustainable modern factory, setting a example for sustainable development in the industry.

A world-class laterite nickel hydrometallurgy and new energy material engineering research center

Gathering the world's top research forces, the center drives breakthroughs and innovations in laterite nickel hydrometallurgy and new energy materials technologies.

A China-Indonesia advanced talent training and technological and cultural exchange demonstration center

The center focuses on building a bridge for talent and cultural exchange between the two countries, cultivating high-end technical talent, and promoting the deep integration of technology and culture.

QMB leads the industry toward a greener and smarter future

- Driven by dual engines of capacity expansion and technological innovation
- Guided by five major flagship projects
- Supported by outstanding technical strength and forward-looking strategic planning



▲ Driven by "Ni" in the Future



▲ A world-class green lighthouse factory



02 Organizational Governance – Strengthening the Foundation for Development

We always uphold the philosophy of compliant operations, abiding by laws and regulations in business activities, and adhering to the highest standards of business ethics. We establish a sound internal control system, build a clean, fair, and transparent business environment, create continuous value for stakeholders, and set an example of integrity management in the industry.

预览稿

2.1Corporate Governance

预览稿

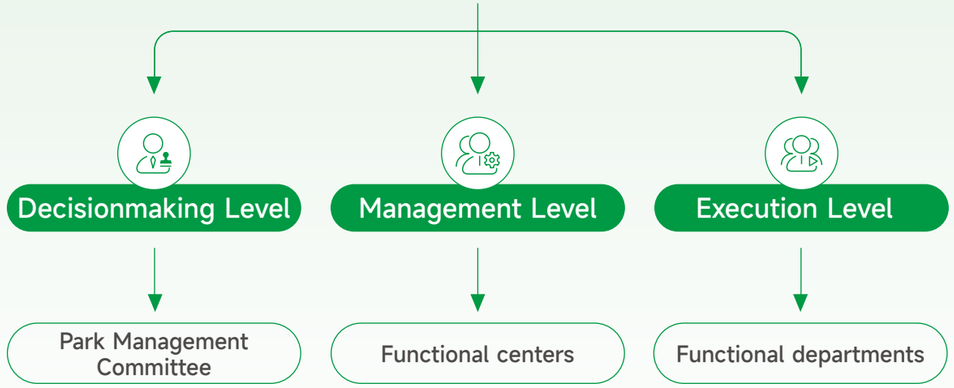
Organizational Structure

In today's increasingly globalized economy, enterprises face a more complex environment with more uncertainties and significantly increased difficulties in making scientific decisions and maintaining stable operations. Only by establishing an effective governance structure and implementing effective corporate management can enterprises achieve steady development in a constantly changing market environment.

QMB has established a well-structured governance framework with clear responsibilities, covering three core levels: the decisionmaking level, the management level, and the execution level, and formed a scientific, efficient, and coordinated management system.

With a clear governance structure and defined division of responsibilities, QMB has built a management mechanism featuring balanced authority and responsibility, smooth operations, and effective supervision. The mechanism has significantly enhanced the company's operational management efficiency and decision execution quality, and laid a solid institutional foundation for the company's high-quality and sustainable development.

Organizational Structure of GEM Indonesia QMB Park



Governance Structure Diagram of GEM Indonesia QMB Park

Decision-making level

The decisionmaking level is led by the Park Management Committee, serving as the core decision-making body for the company's operations and management. It is responsible for guiding the company's long-term development, formulating overall development strategies, major business policies, and core management systems, coordinating and controlling the development direction, and ensuring that all decisions are compliant, scientific, and aligned with the company's long-term interests.

Management level

The management level consists of various functional centers of the park, serving as a professional management team that bridges the decisionmaking level and execution levels. It is responsible for implementing strategic plans set by the decision-making level, breaking down medium- and long-term development goals, establishing standardized management systems, coordinately promoting the implementation of various business initiatives, coordinating resource allocation across functions, and ensuring efficient transmission and execution of management directives.

Execution level

The execution level is composed of various departments within the park and serves as the frontline implementation body for strategy execution. It strictly adheres to the strategic planning of the decisionmaking level and the work arrangements of the management level, and translates management requirements into specific business actions. It diligently advances daily operations, production management, and service support, ensuring the steady achievement of the company's operational objectives.

预览稿



▲ QMB corporate management meeting

The company strictly complies with Indonesian local laws and regulations as well as internationally recognized governance standards. We have continuously improved our corporate governance system, established internal control mechanisms covering the entire process of financial control, procurement and tendering, engineering construction, and asset management, and ensured standardized operations through routine internal audits and third-party audits. The company has deeply integrated ESG governance into the entire process of operation and management and implemented a three-tier working mechanism consisting of overall coordination by the management committee, dedicated promotion by the management level, and implementation by the execution level. We systematically carry out work in areas such as environmental protection, low-carbon emission reduction, occupational health, employee rights protection, local employment and skills training, community co-development, and cultural integration. We have also established a normalized stakeholder communication mechanism to proactively respond to concerns from governments, communities, employees, and partners, thereby fulfilling our corporate social responsibility and human rights due diligence obligations. Upholding the principles of compliance with laws and regulations and integrity-based operation, we continuously strengthen integrity governance, strictly implement systems for anti-commercial bribery, anti-unfair competition, conflict of interest declaration, and complaint handling, and build a solid defense for integrity-based operation. Through standardized, transparent, and accountable governance practices, we have achieved coordinated and sustainable development with local communities.



▲ Group photo upon completion of the SCORE program training course

2.2 Anti-unfair competition

预览稿

QMB strictly adheres to the principles of lawful and compliant operations in Indonesia and China, upholds fair competition and integrity, firmly resists unfair competition and commercial fraud, and strives to build a transparent and standardized overseas cooperation ecosystem.

The company fully aligns with the Group's anti-unfair competition management system. Relying on the Group's Legal and Supervision Management Center, QMB receives professional compliance guidance and full-process supervision. It also strictly complies with Indonesian local laws and regulations and ISO 37301:2021 compliance standards, and embeds requirements for anti-commercial fraud, trade secret protection, and anti-monopoly into all operational processes. Considering the characteristics of overseas business, QMB focuses on compliance in the supply chain and risk control in procurement management. It implements the Group's unified legal approval and business compliance review mechanisms to ensure full-process compliance in overseas operations.

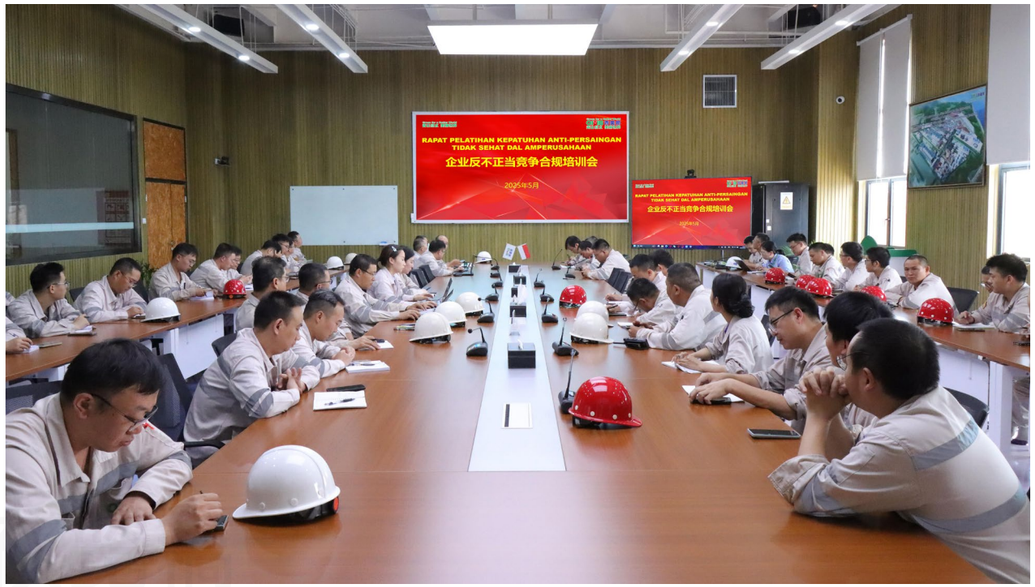
Zero tolerance
for unfair competition

QMB has signed anti-unfair competition agreements with all suppliers, clearly prohibiting improper practices such as commercial bribery and false transactions, and specifying responsibilities and accountability clauses to prevent compliance risks at the source. The company has established open reporting channels and proactively accepted internal and external supervision, and maintained a zero-tolerance stance toward unfair competition.

Relying on the Group's standardized inspection of procurement and engineering management, QMB has continuously optimized the processes of supplier access, procurement acceptance and engineering management, and improved the standardized operation level of overseas projects.

During the reporting period

0 The company recorded zero major violations in areas such as commercial fraud, infringement of trade secrets, and monopolistic practices, as well as no legal penalties arising from unfair competition, supporting high-quality overseas business development through compliant and stable operations.



▲ Anti-unfair Competition Compliance Training Session

2.3 Anti-commercial bribery and anti-corruption

预览稿

Strengthening integrity defense through both moral and legal governance

In 2025, confirmed corruption incidents and related reports were zero

The company has always regarded integrity building as a cornerstone of corporate development and is committed to creating a clean, efficient, and transparent business environment. Through improved systems, enhanced education, and strengthened supervision, the company has established a comprehensive integrity governance system, achieving zero tolerance for corruption. In 2025, the company recorded no confirmed corruption incidents or related reports, demonstrating significant effectiveness in integrity culture development.

Anti-commercial bribery and anti-corruption mechanism

01 Integrity leadership mechanism

The company has established an integrity leadership team, with the Chairman of the Group serving as the leader, and personnel at or above the level of General Manager and Deputy General Manager serving as members. The leadership team is responsible for regularly inspecting, guiding, and assessing integrity work, collecting and studying integrity-related opinions, coordinating the resolution of major issues, and ensuring systematic advancement of integrity initiatives.

02 Policy system development

We have formulated and implemented a series of regulations and policies, including the *Integrity Management System,* the *Audit Management System*, and the *Tender Procurement Management System*, focusing on key business processes and clarifying supervision and control requirements to effectively prevent corruption risks at the institutional level.

03 Education, training, and warnings

We strengthen source management by conducting background checks and moral evaluations for personnel in key positions. We organize integrity training for new employees and regularly carry out special integrity education and case-based warnings to continuously enhance employees' awareness of integrity and their ability to resist corruption.

04 Integrity commitment management

Personnel in sensitive positions such as material procurement, engineering construction, logistics control, and product sales are required to sign the *Letter of Commitment for Integrity and Self-Discipline* before taking office, clearly defining integrity requirements and strictly prohibiting the use of positions for improper gains, thereby safeguarding the interests of the state, society, the company, and others.



▲ On-site Integrity Training Session

Reporting and accountability mechanism:

A dedicated integrity reporting email (jiancha@gem.com.cn) has been established to encourage employees to actively report corruption and other violations of laws and regulations. Verified cases are handled according to severity, with measures including warnings, notifications, position adjustments, salary reductions, or termination of employment contracts. Suspected criminal activities are transferred to judicial authorities in accordance with the law.

The company regularly conducts special audits on business ethics and anti-corruption, implements business internal audits and special inspections as required, and carries out third-party compliance audits based on ISO 37301 standards to continuously enhance the effectiveness of anti-corruption management. The company's integrity governance system has been operating effectively, creating a sound environment for sustainable development. In 2025, no violations of business ethics or integrity regulations occurred.

Preventing corruption at the source

The company prevents corruption at the source through multiple measures such as risk management, business ethics publicity and training, and open reporting channels.

Routine supervision and investigation

The company conducts routine supervision and inspection through internal audits, clue verification, and third-party reviews.

2.4 Risk management and internal control

QMB strictly follows the overall control requirements of GEM Group

- Combined with Indonesian local laws and regulations and the characteristics of overseas operations
- QMB has established and improved a risk management and internal control system covering all business processes
- To ensure the safe, compliant and efficient operation of the company

Based on the ISO 37301 compliance management system, the company carries out routine risk identification, assessment, and control in key areas such as procurement, engineering, finance, and supply chain. Legal review and compliance review have been embedded into business approval processes, enabling pre-event risk prevention, in-event control, and after-event improvement. At the same time, the company has continuously improved internal control systems, strengthened internal audits, process supervision, and accountability tracing, and regularly conducted effectiveness assessments to address management gaps and optimize control processes.

In overseas operation and management, QMB focuses on strengthening risk control in cross-border business, local compliance, fund security, and trade secret protection, and strictly implements the Group's internal control standards and supervision mechanisms to ensure lawful and compliant operations with controllable risks. Through systematic risk management and internal control development, the company has effectively prevented and mitigated operational, compliance, and integrity risks, providing strong support for stable operations and high-quality development of overseas projects.

QMB's compliance policies

QMB adheres to the integrity-based core value and sets "Honesty, Adherence to Rules, Doing the Right Thing, and Acting with Integrity" as the code of conduct for all employees. We honor our commitments, adhere to lawful and compliant operations, and are committed to building a corporate image that is trustworthy to employees, customers, and partners.

The company strictly abides by local and international laws and regulations in its operation, resolutely resists corruption and unfair competition, and advocates a fair and transparent business environment. We emphasize contract performance and reputation building, continuously improve law-based corporate governance capabilities, actively fulfill ESG responsibilities, and promote sustainable development.



ISO 37301:2021 Compliance Management Internal Audit Meeting of QMB ▶

Compliance management measures

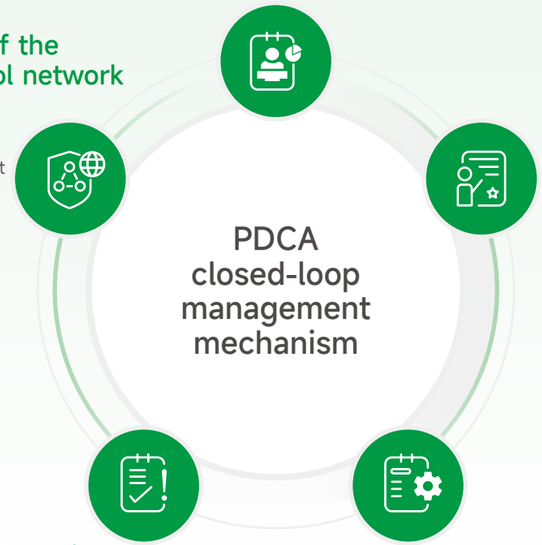
The company, following the ISO 37301 compliance management system standard, has established and implemented a "Plan-Do-Check-Act" (PDCA) closed-loop management mechanism. It has gained the ISO 37301 international certification in April 2025. The specific management measures are as follows:

Establishment of the Compliance Audit Committee

The company has established the Compliance Audit Committee composed of the Group's directors, the Group's Audit Director, and external legal experts. The committee is responsible for formulating compliance strategies, approving budgets, and overseeing the implementation of compliance in high-risk areas. The committee reports to the Board of Directors on a quarterly basis.

Establishment of the three-tier control network

The three-tier structure of "Compliance Management Department of the Head Office - Regional Compliance Center - Business Unit Compliance Position" has been established. Dedicated compliance personnel have been assigned to key areas of China and Indonesia to ensure full-chain compliance penetrating management across business activities.



Cultivation of the compliance-oriented corporate culture

The company holds "Compliance Leadership Workshops" every quarter to benchmark industry best practices. Starting from 2025, the company has implemented a"Compliance Credit System", requiring employees to complete mandatory training annually, fostering a culture of full participation and voluntary compliance.

Engagement in dynamic risk assessments

The company has established and continuously improved a dynamic compliance risk assessment mechanism, using information-based tools to enhance the timeliness and accuracy of risk identification. Each department carries out risk identification, grading, and classification in accordance with its responsibilities, while the compliance management department conducts unified review and calibration, promoting the upgrade of risk management toward a more data-driven and precise approach.

Improvements in compliance systems processes

The company has issued the *Compliance Management System Manual*, covering key areas such as anti-corruption, data security, and labor rights, and formulated supporting rules for supply chain access and community conflict of interest management to ensure orderly and compliant business operations.



ISO 37301:2021 Compliance Management System Certification

Case SCORE Empowerment Drives Lean Management Across All Employees

QMB has deeply implemented the SCORE program, and established diversified and comprehensive EITs (Enterprise Improvement Teams). These teams bring together Chinese and Indonesian employees, and half of the members are from the production frontline, covering more than 5,000 employees. During program implementation, EITs made a total of 13,429 improvement proposals. The implementation rate for special corrective actions reached 99.3%, frontline employee participation rate reached 87.0%, and the program implementation goal of full-employee co-building, participation and innovation was fully achieved.

Since the launch of the SCORE program, QMB has achieved simultaneous improvements in production efficiency, product quality, and energy efficiency. By establishing a comprehensive human rights due diligence management system and an occupational health and safety hierarchical protection system, employee satisfaction increased from 84 points at the beginning of the program to 87 points, significantly enhancing employees' sense of belonging to the company.

5,000
Production frontline employees reached

13,429
The cumulative improvement proposals put forward by each EIT team

99.3%
The implementation rate for special corrective actions reached

87%
Frontline employee participation rate reached



◀ SCORE Program Pilot Summary Meeting

预览稿

2.5 ESG issue identification and strategic objectives

In 2025, the company conducted comprehensive internal and external stakeholder surveys, and distributed anonymous questionnaires to key stakeholders. For the first time, questionnaires were provided in Chinese, English, and Indonesian to ensure accessibility across regions and language backgrounds, significantly improving the reliability and accuracy of survey data.

674

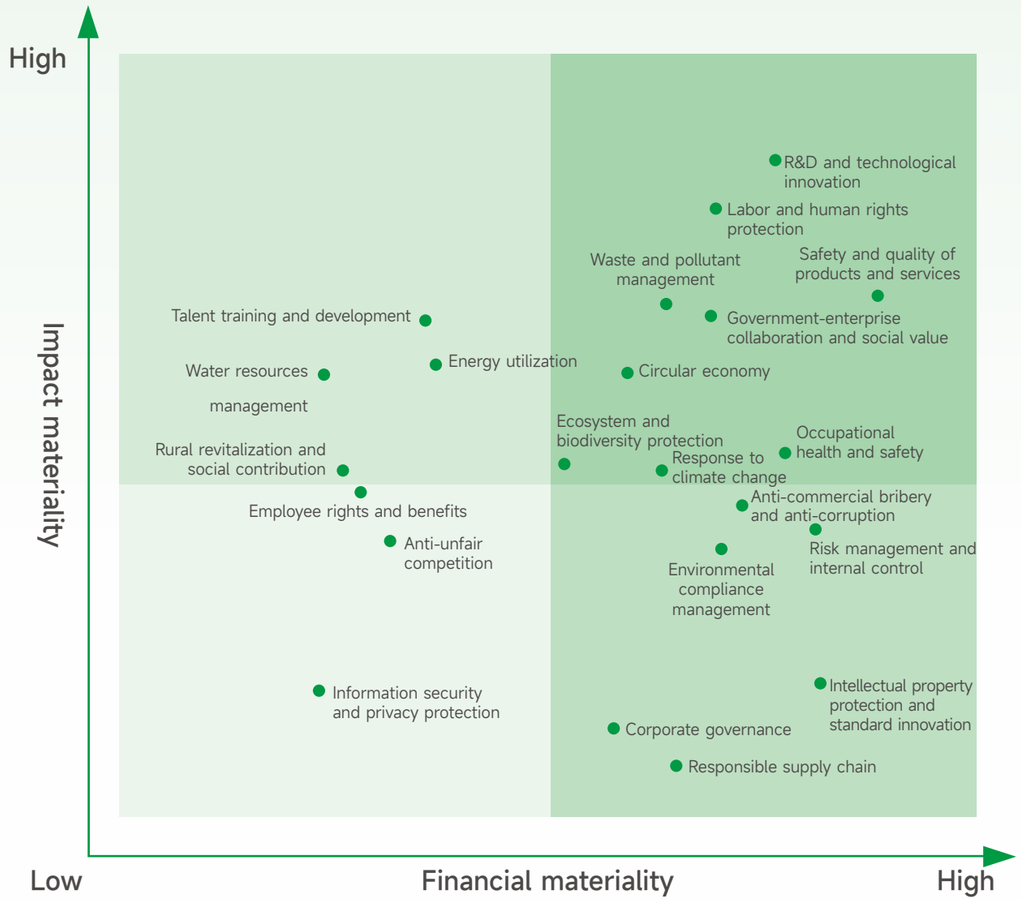
A total of 674 valid questionnaires were collected during the year

Respondents included diverse internal and external stakeholders of the company, such as the Group's executives, shareholders, customers, suppliers, business partners, government and regulatory authorities, communities, unions, and media. Through a systematic and diversified stakeholder engagement mechanism, the company gathered insights and demands from multiple perspectives, and further enhanced the scientific rigor, comprehensiveness, and relevance of QMB's materiality assessment of ESG issues.

List of ESG Issues

Level of Issue Materiality	No.	Dimension	Issue	Report Sections
Double materiality	1	Social	Safety and quality of products and services	Sections 3 and 4, Chapter III
	2	Social	R&D and technological innovation	Section 1, Chapter III
	3	Social	Labor and human rights protection	Section 2, Chapter V
	4	Social	Government-enterprise collaboration and social value	Section 2, Chapter VI
	5	Environmental	Waste and pollutant management	Section 3, Chapter IV
	6	Environmental	Circular economy	Section 6, Chapter IV
	7	Environmental	Response to climate change	Section 5, Chapter IV
	8	Social	Occupational health and safety	Section 5, Chapter V
	9	Environmental	Ecosystem and biodiversity protection	Section 4, Chapter IV
Financial materiality	10	Sustainability-related governance	Risk management and internal control	Section 4, Chapter II
	11	Sustainability-related governance	Anti-commercial bribery and anti-corruption	Section 3, Chapter II
	12	Social	Intellectual property protection and standard innovation	Section 2, Chapter III
	13	Environmental	Environmental compliance management	Section 1, Chapter IV
	14	Sustainability-related governance	Corporate governance	Section 1, Chapter II
	15	Social	Responsible supply chain	Section 1, Chapter VI
Impact materiality	16	Social	Talent training and development	Section 4, Chapter V
	17	Environmental	Energy utilization	Section 7, Chapter IV
	18	Environmental	Water resources management	Section 2, Chapter IV
	19	Social	Rural revitalization and social contribution	Section 2, Chapter VI
	20	Social	Employee rights and benefits	Section 3, Chapter V
Other issues	21	Sustainability-related governance	Anti-unfair competition	Section 2, Chapter II
	22	Social	Information security and privacy protection	Section 6, Chapter V

To promptly identify and respond to stakeholder expectations, the company has strictly followed the framework requirements of *ISO 26000:2010 Guidance on Social Responsibility* and the *GRI Sustainability Reporting Standards*. A double materiality assessment has been conducted on key ESG issues, covering two dimensions: impact materiality (the extent of impact on the external environment and society) and financial materiality (the impact on the company's operations and financial performance). Through continuous enhancement of stakeholder communication and engagement, the company has actively responded to stakeholder concerns, strengthened ESG risk management, and promoted the deep integration of sustainable development with the company's strategic objectives.



QMB Double Materiality Matrix of Issues in 2025

预览稿

Strategic objectives

Strategy: Create a global ESG management benchmark enterprise

QMB has introduced the ILO's SCORE program to improve ESG management systems and enhance management effectiveness;

QMB has supported community infrastructure, education, and cultural development to achieve the strategic objectives of "Integrated Development of Industry, Technology, and Culture, and Growing Together with Indonesia".

01



03

02

QMB has actively responded to carbon peaking and carbon neutrality strategies by building green, low-carbon, and energy-efficient factories;

United Nations Sustainable Development Goals (UN SDGs)	Goals and Commitments	Progress in 2025
Environmental protection	Increase the proportion of renewable green electricity to 20% by 2030 Achieve carbon neutrality by 2050	In progress
	Reduce comprehensive energy consumption per unit product by 10% compared to 2024 by 2030	In progress
	Reduce Scope 1 & Scope 2 greenhouse gas emissions by 15% compared to the 2024 baseline by 2030	In progress
	Continue to reduce environmental impact throughout the product lifecycle via carbon footprint management	In progress
	Reduce water resource consumption per unit product by 10% compared to the 2024 baseline by 2030	In progress
Social responsibility	Comply with national regulations and international conventions to protect employee rights, and always uphold zero child labor, zero forced labor, and zero occupational discrimination	Completed
	Provide an equal, fair, and diverse working environment, and achieve 100% employee coverage rate for diversity, discrimination, and harassment awareness training by 2025	Completed
	Provide a safe and healthy working environment for employees, and always maintain zero fatalities, zero serious injuries, and zero occupational diseases	Completed
	Reduce employee work accident rates to 0.4 (based on 2024 data) by 2030	In progress
	Provide training and career development platforms for employees, and increase the total duration of employee training by 10% (based on 2024 data) by 2025	Completed
	Promote cultural integration and local community development through charitable public welfare activities. The planned charitable donation for 2025 is RMB10 million	Completed
Business ethics	Adhere to compliance and lawful operations, with zero instances of corruption cases	Completed
	Achieve 100% employee coverage rate for business ethics and information security training by 2025	Completed
	Achieve 100% signing rate of Letter of Commitment for Integrity and Self-Discipline among employees by 2025	Completed

预览稿



03

Innovation Leading - Driving High-quality Development

The company uses innovation as the engine to drive green manufacturing. Through technological breakthroughs and intelligent upgrades, we have built an efficient and low-carbon excellence-driven operational system. This system has not only enhanced our core competitiveness and resource utilization efficiency, but also provided strong support for the sustainable development of the global new energy industry chain, fully fulfilling corporate responsibility.



3.1 R&D and technological innovation

QMB adheres to the philosophy of "Integrated Development of Industry, Technology, and Culture, and Growing Together with Indonesia". Guided by the belief that "innovation is a glory of greatness and with dignity", QMB has continuously increased R&D investment and remained committed to leading technological advancement and green, low-carbon transformation in the new energy materials industry.

World-class R&D platform

The company has established the Laterite Nickel Hydrometallurgy and New Energy Material Engineering Research Center, a world-class core R&D platform. The center has completed intelligent upgrades and built a systematic three-tier innovation chain. Relying on more than 100 sets of internationally advanced R&D and testing equipment, it has achieved efficient coordination from frontier research to industrial application.



▲ High-pressure Acid Leaching Experimental Equipment for Laterite Nickel Ore

Sustained growth in R&D investment

2025

RMB47,244,400
The company's R&D investment reached

119
Having R&D personnel

2023 -2025

799 item
The cumulative number of applied patents during the year was

104 item
The number of granted patents was

2023-2025 R&D Investment and Patent Statistics

Data	2023	2024	2025
R&D investment (RMB10,000)	499.36	4,630.65	4,724.44
Granted patents	0	3	101

Efficient R&D management system

The company has established a closed-loop R&D management system covering the full process of "market research, technical pre-research, project initiation and development, pilot testing and verification, and mass production introduction". Through refined process control, this system has achieved systematic governance and dynamic optimization in key dimensions such as R&D quality, project progress, cost control, and risk prevention. We adhere to a market-oriented approach, continuously iterating R&D models, significantly improving R&D efficiency and commercialization rates, and systematically building core competitive barriers.

01 Product Planning and Demand Analysis
02 Product Design and Development
03 Process Design and Verification
04 Small-batch Trial Production and Verification
05 Mass Production and Continuous Optimization

In the R&D process, the R&D team builds an R&D database, continuously accumulating R&D experience, and applies advanced methods such as Six Sigma and Lean Production to optimize management processes and improve R&D and production efficiency. Through a scientific management mechanism, the company achieves controllable quality, manageable progress, optimized costs, and preventable risks, ensuring the efficient development and rapid implementation of new products and new processes.

Project management system

Project management system: Each R&D project is equipped with a dedicated project team, with clear division of responsibilities, ensuring efficient team collaboration and smooth progress of the project.

Phase review mechanism

Strict reviews are conducted at critical phases such as concept design, prototype development, and trial production, ensuring that the R&D direction is always aligned with the goals and avoiding resource waste.

Departmental coordination mechanism

R&D, marketing, production, and quality departments work closely together to ensure that technical feasibility, market compatibility, and production implementability are all considered, achieving seamless transition from R&D to market.

Risk early-warning management

We have established a multi-dimensional risk assessment system covering technology, market, and supply chain aspects, identifying potential problems early and formulating response strategies to minimize project risks.

预览稿

International talent development

The company has formulated an innovation-led plan, dedicated to creating a world-class engineering research center and a world-class talent team. To create a flagship project of China-Indonesia cooperation, the research center has taken on the important mission of talent development for both countries. Under the joint training program of Indonesia's Coordinating Ministry for Maritime Affairs and Investment, GEM Co., Ltd., and Central South University, the first five cohorts enrolled a total of 266 students, including 172 master's students in metallurgy and three doctoral candidates. Fifty engineering master's students have graduated successfully, and Indonesia's talent development is gradually becoming more internationalized and diversified. For each Indonesian student, GEM (including QMB) invested no less than USD150,000 from enrollment to graduation, covering tuition, research, internships, and living support, ensuring a high-quality talent development cycle. To train 266 Indonesian students, GEM (including QMB) invested over USD40 million, representing a historic contribution to talent development in Indonesia's metallurgical engineering and new energy industries.



▲ In November 2025, the Fifth "Indonesia Government-GEM-Central South University" Joint International Engineering Master's Program Commenced



▲ Indonesian Students from the "Indonesia Government-GEM-Central South University" Joint International Engineering Master's Program Celebrating Their Graduation

Diversified R&D incentive mechanism

To fully stimulate the enthusiasm and creativity of R&D personnel, the company has built a diversified incentive mechanism. Through a combination of short-term and long-term incentives, and material and spiritual incentives, QMB has created a comprehensive R&D incentive system that fully stimulates employees' innovative motivation, enhances R&D efficiency, and strengthens team stability.

Compensation and project incentives

QMB offers competitive salaries and establishes special rewards based on project progress and innovation achievements. For R&D personnel who apply for patents, make technological breakthroughs, or drive product innovation, additional bonuses are provided to encourage continuous innovation.

The company has established a diversified R&D incentive system including compensation incentives, project rewards, equity incentives, and honorary recognition, fully stimulating innovation vitality.

Honor and spiritual incentives

The company has established honors such as "Technology Innovation Award", "Outstanding R&D Team", and "Outstanding Innovator" to enhance employees' sense of honor and achievement. At the same time, the company organizes internal technical exchanges and external academic conferences, providing R&D personnel with platforms to showcase their achievements and further stimulate their innovative potential.

Performance evaluation incentives

The company implements a KPI assessment system, quantitatively evaluating progress in R&D, quality control, cost management, and innovation outcomes from multiple dimensions, ensuring that incentives are directly linked to contributions. For those with excellent performance, promotion opportunities and salary adjustments are provided.

Equity and long-term incentives

The company provides equity incentives to core R&D personnel and offers additional rewards, such as special allowances or long-term contribution awards, to R&D staff who have served the company for a long time, enhancing employees' sense of belonging and loyalty.



▲ R&D Team

Core technological breakthroughs and green process innovation

The company has achieved vertical integration across the entire industry chain, from upstream laterite nickel ore resources to downstream high-end ternary cathode materials, forming an independently controllable core technology matrix. Through continuous technological breakthroughs, we have achieved a series of landmark results in key processes, and made dual improvements in energy efficiency and resource value.

Industrial application of active magnesium oxide for nickel-cobalt precipitation:

By replacing liquid alkali with active magnesium oxide for nickel-cobalt precipitation, the company has achieved industrial-scale application, and produced MHP with leading quality, while significantly reducing production costs and enabling green and efficient production.

Case Technological Innovation in Nickel-Cobalt Precipitation Drives Both ESG and Economic Benefits

The company independently developed a new type of nickel-cobalt precipitant for process innovation in key resource extraction stages. This breakthrough reduced precipitation cost per ton of MHP by over 10%, lowered the cost per ton of nickel by more than RMB2,100, and increased the combined nickel-cobalt grade to over 46%, exceeding the industry benchmark and forming a virtuous cycle of "cost reduction through technology, quality improvement, and market premium".

From an environmental perspective, replacing traditional sodium hydroxide processes with magnesium oxide reduced unit consumption of liquid alkali by 23.94% year-on-year in 2025. By eliminating strong alkali process steps, exposure risks to hazardous chemicals in production areas were significantly reduced, and the use of and dependence on hazardous chemicals declined at the source. This practice fully demonstrated the company's sustainable development philosophy of deeply integrating cost reduction, efficiency improvement, and ESG performance through technological innovation.

↓10%
This technological breakthrough reduced the precipitation cost per ton of MHP by

RMB 2,100
It lowered the cost per ton of nickel by more than

↑46%
It increased the combined nickel-cobalt grade to over (exceeding the industry benchmark)

↓23.94%
It reduced unit consumption of liquid alkali by year-on-year in 2025



▲ Industry-leading Nickel-cobalt Precipitation Process

Manganese resource recovery:

The company successfully developed an advanced process to convert industrial manganese slag into battery-grade manganese tetroxide. This technology can reach a manganese recovery rate of over 70%, significantly improving the efficiency of comprehensive utilization of resources and laying a solid technical foundation for promoting a circular economy and achieving high-value utilization of waste resources.



▲ High-value Recovery Process of Manganese Resources

预览稿

3.2 Intellectual property protection and standard innovation

Full-industry-chain intellectual property management

The company has established a comprehensive intellectual property management system covering the entire industry chain, deeply integrating intellectual property protection into corporate governance and compliance management. Management responsibilities are clearly defined, systems and processes are improved, and full lifecycle management is implemented for patents, trademarks, and trade secrets. The company continues to strengthen the right confirmation, application and risk prevention and control of technological achievements, and effectively ensure the security of core technologies and brand assets.

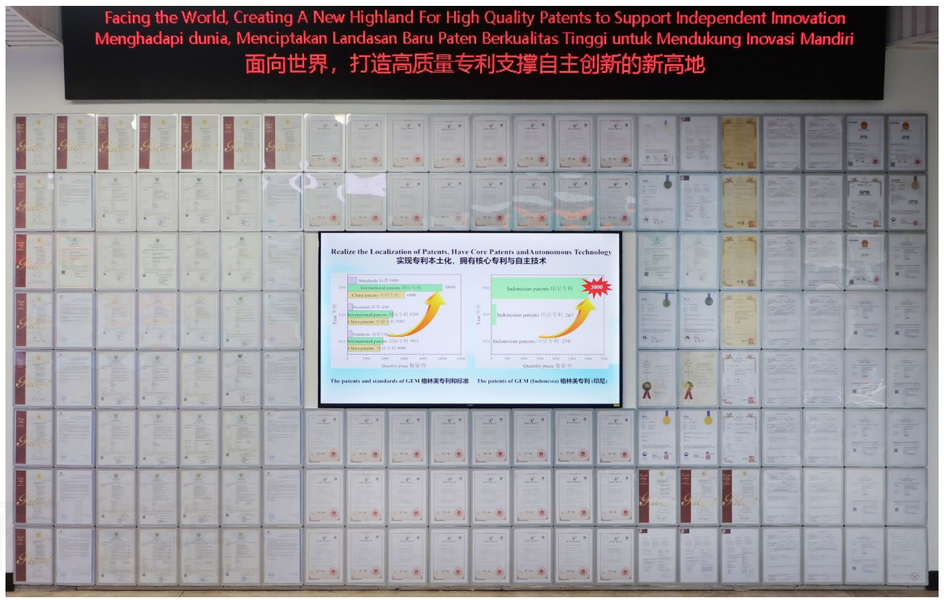
Full-chain risk prevention and control

The company strictly complies with intellectual property laws and regulations in China and host countries, as well as international conventions. It has established a full-chain risk prevention and control mechanism covering pre-event prevention, in-event monitoring, and post-event response. Management of confidential personnel, technical documentation, and information security protection is strengthened to continuously improve compliant intellectual property operations.

Global patent layout

As a technology-driven enterprise, the company continuously builds green and low-carbon technological barriers based on independent intellectual property. It carries out global patent layout in key areas such as laterite nickel hydrometallurgy, new energy material R&D, and resource recycling, promotes efficient transformation and value realization of innovation achievements, empowers high-end, intelligent, and green industrial development with intellectual property, and supports supply chain security and stability and the company's long-term sustainable development.

In the wave of global energy transition, QMB uses innovation and governance as dual engines to systematically build core competitiveness. The innovation system (ISO 56001) has ensured continuous technological breakthroughs, the compliance foundation (ISO 37301) has gained international trust, and digital testing (LIMS) has ensured excellent quality. This marked the company's transition from technological leadership to system leadership, driving high-quality development of the global green energy industry chain through a sustainable business model. The company has actively participated in the strategic construction of the Group's standard team, promoted the standardization of innovation achievements in a planned and organized manner, and actively joined ISO and domestic counterpart working groups to contribute QMB's expertise to global and domestic standard development. From 2022 to 2025, the company applied for a total of 799 patents and obtained 104 authorizations, demonstrating its strong technological innovation accumulation.



▲ Patent Wall

3.3 Product and service quality

To systematically ensure product lifecycle quality consistency and compliance, the company has established a quality management system covering the entire process from R&D, procurement, production, delivery, to service. Supporting procedures include the *New Product Design and Development Control Procedure, Supplier Control Procedure, Customer or External Provider Property Control Procedure, Customer Satisfaction Control Procedure, Customer Complaints Handling Control Procedures, Risk and Opportunity Control Procedure, Change Control Procedure, Identification and Traceability Control Procedure,* and *Product Protection and Delivery Control Procedure*. These procedures are interconnected and operate collaboratively, forming a closed-loop management mechanism with clear responsibilities, defined rules, and traceable records, ensuring product quality and safety, customer rights, and the company's compliant operations.

Internationally certified quality system:

The company passed CNAS supervision and evaluation for three consecutive years, with all four proficiency testing results rated as satisfactory, continuously strengthening the stability and credibility of the testing system.

International standards reshaping a new paradigm of overseas operational governance:

On April 19, 2025, the company obtained ISO 37301 Compliance management system certification. This recognition not only represents authoritative endorsement but also signifies that the company's overseas operational governance system has undergone a systematic upgrade. Its compliance management, risk control, and governance effectiveness have fully aligned with the highest international standards, laying a solid governance foundation for global sustainable development.

Led by international certification, building global competitiveness with quality systems:

QMB obtained Indonesia's first three-year Responsible Minerals Initiative (RMI) certification for nickel and cobalt, demonstrating the company's leading performance in responsible supply chain management and sustainable development. Meanwhile, multiple business segments, including QMB, QM, ESG, GEN, MM, and "green nickel", passed ISO 9001 quality management system certification, forming a standardized quality assurance system that runs through the full industry chain and covers multiple business units. The company's analysis and testing center was recognized by China National Accreditation Service for Conformity Assessment (CNAS) in 2024, and has passed the supervision and evaluation for three consecutive years. The verification results of four key proficiencies were all evaluated as "satisfactory", which continuously consolidated the stability and international credibility of the testing system. These authoritative recognitions have systematically enhanced the company's overall operational and product quality, enabling its products to gain higher credibility and stronger comprehensive competitiveness in international markets.


中经认证
注册号：04423Q11961R0M
质量管理体系认证证书
兹证明
印尼青美邦新能源材料有限公司
注册地址：苏波德尔马罗夕楼 22 楼，A 单元，默加基宁安巴拉 旧路 10.1-6 号，默加基宁安区，雅加达南部行政市，雅加达特区
审核地址：Fatufia 村，Bahodopi 镇，莫罗瓦利县，中苏拉威西省
质量管理体系符合
GB/T 19001-2016/ISO 9001:2015 标准
该体系覆盖范围
氢氧化镍钴的生产及其服务
（未纳入认证范围的多场所不得使用认证证书和认证标志）
颁证日期：2023 年 11 月 23 日
有效期至：2026 年 11 月 22 日
北京中经科环质量认证有限公司 总经理：
公众号
证书查询
中国认可 国际互认 管理体系 MANAGEMENT SYSTEM CNAS C044-M


中经认证
No：04423Q11961R0M
QUALITY MANAGEMENT SYSTEM CERTIFICATION
Certificate
This is to certify the quality management system of
PT QMB NEW ENERGY MATERIALS
REG.ADD: 22ND FLOOR, UNIT A, SOPODEL OFFICE TOWER BUILDING, MEGA KUNNINGAN BARAT ROAD III LOT 10.1-6, MEGA KUNNINGAN DISTRICT, SOUTH JAKARTA ADMINISTRATIVE CITY, DKI JAKARTA PROVINCE
AUDIT ADD: FATUFIA VILLAGE, BAHODOPI DISTRICT, MOROWALI REGENCY, CENTRAL SULAWESI PROVINCE
is in conformity with
GB/T 19001-2016/ISO 9001:2015 standard
The certificate is valid for the following scope:
MIXED HYDROXIDE PRECIPITATE (MHP) PRODUCTION AND SERVICES
(This certificate and certification symbols will not be applicable when multi-site is out of the registration scope.)
Issue Date:Nov 23rd,2023
Expiry Date:Nov 22nd,2026
Beijing Zhongjing Quality Certification Co., Ltd. General Manager:
MoChat
Query
中国认可 国际互认 管理体系 MANAGEMENT SYSTEM CNAS C044-M

▲ Certificate for Quality Management System Certification

The company has established a world-class analysis and testing center equipped with more than 130 sets of advanced testing instruments, including Mineral Liberation Analyzer (MLA), Scanning Electron Microscope (SEM), Inductively Coupled Plasma Optical Emission Spectrometer (ICP-OES), Atomic Absorption Spectrophotometer (AAS), X-ray Fluorescence Spectrometer (XRF), and Rheometer (RM). The center is capable of full lifecycle monitoring and analysis across the entire production chain, from laterite nickel ore, raw and auxiliary materials, mixed hydroxide precipitate (MHP), tailings residue, nickel sulfate crystals, ternary precursors to ternary cathode materials.



▲ Mineral Liberation Analysis (MLA) System

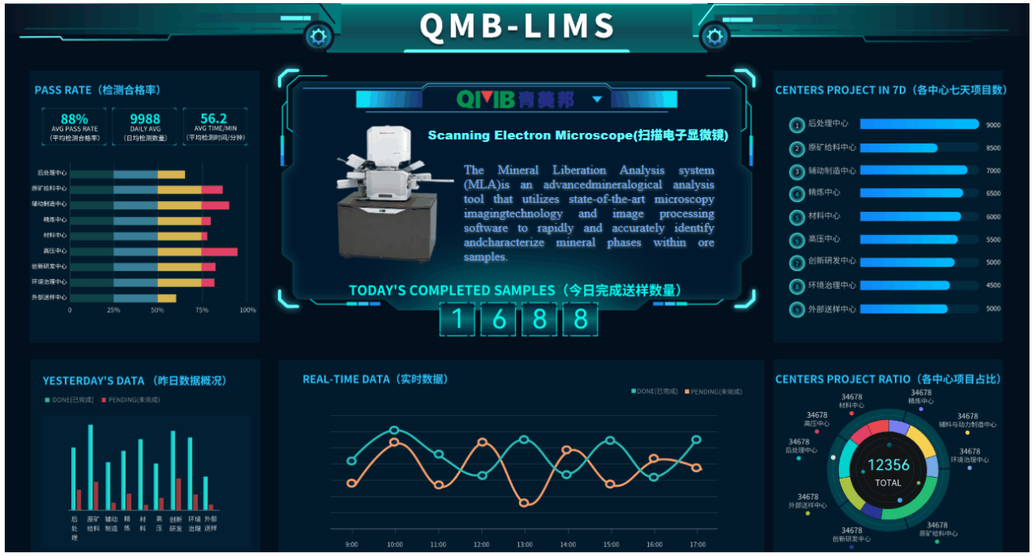
The analysis and testing center is reasonably designed in accordance with project testing requirements, with strict environmental control. It has also established standardized laboratory management systems and procedures in accordance with international standards, ensuring the accuracy and reliability of monitoring data. Since obtaining the accreditation certificate from the China National Accreditation Service for Conformity Assessment (CNAS) in 2024, the center has maintained high-standard operations and successfully passed the annual re-assessment by CNAS in January 2025. This demonstrates that the company's testing technology and management capabilities have reached internationally advanced standards, enabling it to continuously provide reliable "QMB data" for the industry.



▲ CNAS Accreditation Decision

Full-process digital integration: LIMS empowering intelligent upgrading of the testing system

The company has achieved full coverage of the Laboratory Information Management System (LIMS) across all production workshops, marking a new stage of 100% information-based management of testing processes. This systematic upgrade has significantly improved testing efficiency and collaboration capabilities. Through a full-chain data closed loop, it has enabled a leap in the quality and efficiency of testing results from generation to transmission and traceability, providing real-time and reliable data support for quality decision-making and process optimization.



▲ Real-time Monitoring Interface of LIMS Sample Data

Full participation and quality first

Adhering to the principle of "Full Participation and Quality First", and to achieve synchronized improvement in quality awareness and skills among Chinese and Indonesian employees, the company has closely integrated training with practical problem-solving. It has innovatively implemented special small-class quality improvement training focusing on high-frequency and typical quality pain points identified in production workshops. This project focuses on the practical application and capability transformation of quality tools and methodologies (such as standardized record management, the Eight Disciplines (8D) problem-solving method, and fishbone diagram root cause analysis), effectively converting theoretical knowledge into on-site improvement capabilities.

Since 2025, we have successfully conducted 36 special small-class training sessions, with an average of approximately 13 participants per session. This small-scale, highly interactive, and targeted training model has directly supported the rapid closure and prevention of on-site quality issues, reduced quality-related costs, and fostered a culture of continuous learning and full employee participation in quality improvement. It provides strong talent support and capability assurance for the long-term stability and continuous enhancement of product quality.

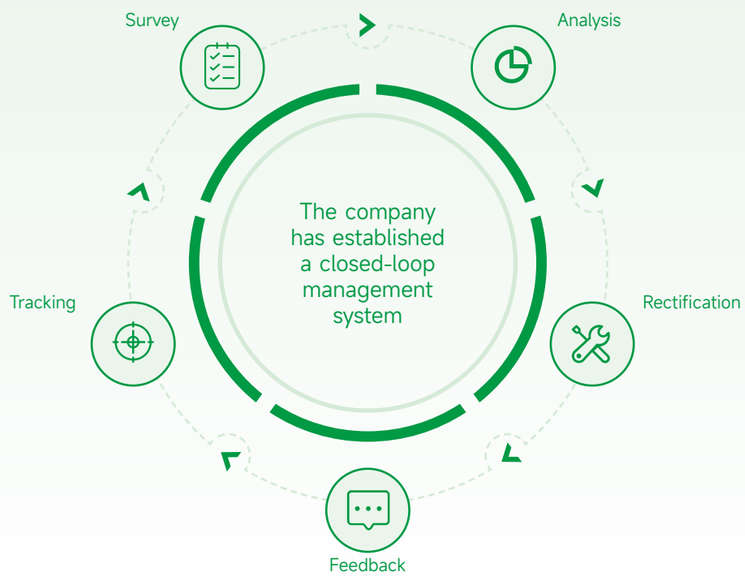


Quality Training was Organized for Both Chinese and Indonesian Employees ▶

3.4 Customer relationship management

We adhere to a customer-centric business philosophy, placing high importance on customer rights protection and customer relationship management. We have established a clear organizational structure and division of responsibilities, strictly implemented customer satisfaction and complaint management systems, continuously optimized service processes, improved service quality, safeguarded customers' legitimate rights and interests, and built long-term, stable, and mutually beneficial partnerships.

We have established a closed-loop management system of "survey–analysis–rectification–feedback–tracking". Led by the marketing and customer service departments and supported by cross-functional collaboration with quality, production, and technical departments, we ensure timely communication and efficient response to customer needs through diversified channels such as dedicated hotlines, exclusive service windows, email, and regular visits.



In terms of customer complaint management, we have formulated the *Customer Complaints Handling Control Procedures*, standardizing the process for handling product complaints and comprehensively improving response speed to market feedback and problem resolution efficiency. By handling customer complaints, the company promptly identifies gaps and deficiencies in its operations, and takes corrective or preventive measures to continuously improve and optimize product quality, sales operations, warehousing logistics, and customer service levels, aiming to achieve 100% customer satisfaction. During the reporting period, the company did not experience any serious customer complaints. All customer feedback was properly handled. We conduct annual customer satisfaction surveys as a routine practice, comprehensively covering key dimensions such as product delivery, technical services, and cooperation experience. Based on survey results, we develop improvement action plans and track their implementation, continuously promoting product optimization, process upgrades, and service enhancement. During the reporting period, the company's customer satisfaction remained at a high level, with continuous improvement in customer experience and overall service capability.

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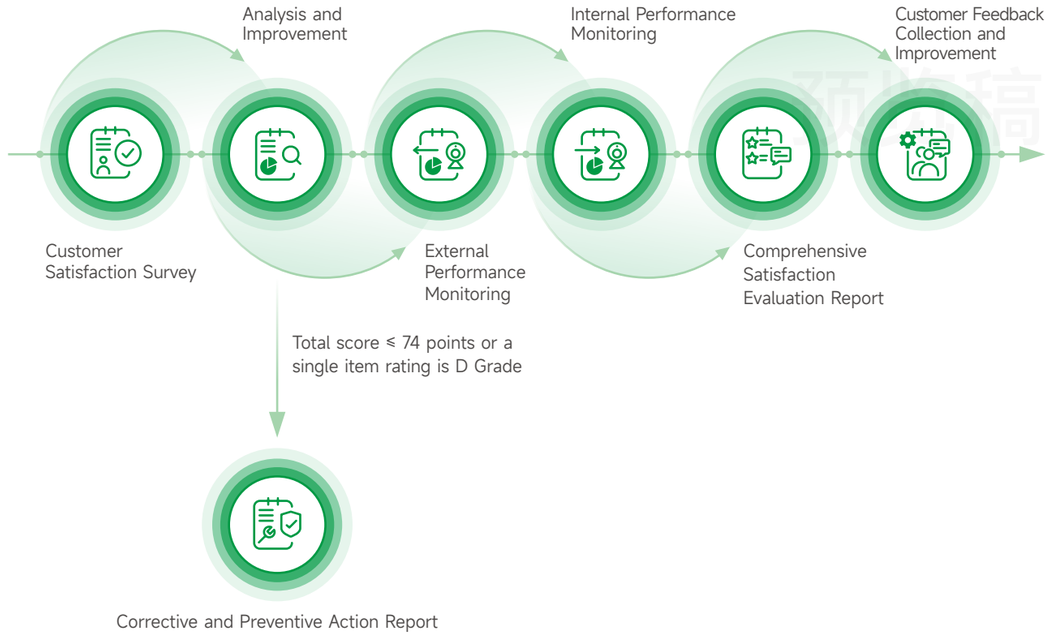


0 In 2025, the customer return and complaint rate was zero

We have integrated customer relationship management into our sustainability governance system. Through standardized and efficient service management, we reduce operational and compliance risks, continuously enhance stakeholder satisfaction, and support the high-quality and sustainable development of our green new energy business with high-quality products and professional services.



2023-2025 Product Quality Performance Statistics

预览稿



04 Clean and Low Carbon - Protecting the Blue Water and Sky

We deeply practice the environmental management philosophy of "no production without environmental protection", and proactively address global climate change. With the goal of creating a world-class green factory, we integrate ecological environmental protection throughout the entire production and operation process, promote coordinated progress among economic development, ecological protection, and social harmony, and fulfill our environmental social responsibility through concrete actions.

4.1 Environmental compliance management

QMB consistently upholds the concept of green development, adhering to the environmental management principle of "Environmental Protection First, Compliance with Operations, and Continuous Improvement". The company strictly complies with Indonesian environmental regulations, adopting advanced environmental protection technologies and management methods to reduce the impact of production activities on the environment from the source, promote the efficient use of resources, and achieve coordinated development of economic benefits and environmental protection.

Upholding the environmental protection principle of "no production without environmental protection", QMB resolutely follows the three environmental management principles of "Strictly Prohibiting Illegal Emissions and Unorganized Emissions, Compliant Emissions, and No Disturbance to the Public". The company integrates environmental protection requirements into the entire production process, continuously improving its environmental management system, enhancing environmental protection facilities and production processes, implementing ecological management across the entire park and process, and striving to create a world-class green intelligent manufacturing factory. In environmental operation practices, we focus on seven core directions:

Compliance operations	QMB strictly implements local environmental regulations and industry standards to ensure that all emission indicators meet regulatory requirements. It proactively accepts government supervision, public oversight, and third-party assessments to ensure lawful and compliant operations.
Pollution prevention and control	QMB adheres to the integration of source control, process management, and end-of-pipe treatment. Advanced treatment facilities are deployed for wastewater, exhaust gas, and solid waste to ensure full compliance with emission standards.
Resource conservation	QMB continuously optimizes production processes, improves resource and energy utilization efficiency, vigorously promotes energy conservation and consumption reduction, and reduces environmental impact from its operations.
Ecological protection	QMB attaches great importance to ecological balance by minimizing environmental impact during production and actively promoting greening and ecological restoration within and around the plant.
Full employee partici–pation	QMB regularly conducts specialized environmental training to enhance employees' environmental awareness and professional capabilities, encouraging all employees to actively participate in environmental protection efforts and fostering a culture of shared responsibility.
Information trans–parency	QMB proactively and transparently discloses environmental management data, fully accepts public supervision, and fulfills its corporate environmental social responsibility.
Continuous improvement	QMB establishes and continuously improves a standardized environmental management system, regularly conducts internal review and performance evaluation, and optimizes environmental measures based on evaluation results to ensure continuous improvement in environmental performance.

Guided by the green development philosophy, QMB strictly follows the ISO 14001 international environmental management standard and has established and effectively operated a systematic and standardized environmental management system. Through scientific management methods, we optimize the entire operational process, embed green development principles, and continuously improve environmental performance. We are committed to achieving harmonious coexistence among products, the environment, and society, fulfilling our sustainability commitments through concrete actions, and striving to become a benchmark for green development in the industry. In 2025, we successfully obtained ISO 14001 Environmental management system recertification, marking that our environmental management has reached an internationally advanced level.



Environmental Management System Certificate



Environmental Management Performance Certificate

We consistently integrate environmental responsibility into strategic management and daily operations, and systematically build a multi-dimensional environmental management system covering organizational structure, risk control, performance incentives, audit disclosure, and community co-development. By clearly defining responsibilities between the management level and the execution level, strengthening environmental accountability across all employees, and establishing routine risk assessment and emergency response mechanisms, we ensure that environmental management is well-structured and traceable. At the same time, leveraging digital platforms, we achieve real-time monitoring and proactive disclosure of environmental data, introduce independent third-party assessments to enhance transparency, and incorporate environmental performance into employee evaluation systems, forming a closed-loop management mechanism that balances incentives and constraints. In addition, we actively participate in local ecological restoration and community co-development, continuously promoting the coordinated advancement of corporate development and environmental protection. Specific management measures include:

Organizational structure and responsibilities

The company has established a multi-level environmental management organizational structure with clear responsibilities, including a dedicated environmental management department responsible for formulating environmental management policies, supervising the implementation of environmental protection measures, and evaluating environmental performance. Environmental work is directly led by the General Manager, with the Deputy General Manager in charge of environmental affairs responsible for overall coordination. Each production department is equipped with dedicated environmental personnel responsible for pollutant emission control, daily operation and maintenance of environmental facilities, and emergency response to environmental incidents. This forms a full-chain environmental management accountability system of "top-level coordination, mid-level execution, and grassroots implementation".

Environmental risk management

The company has established a systematic environmental risk management mechanism, and conducted comprehensive identification and grading evaluation of environmental risks. For key processes such as wastewater, exhaust gas, and solid waste treatment, the company has formulated comprehensive risk control measures and emergency plans for environmental incidents. Through regular practical emergency drills, the company has continuously enhanced employees' emergency response capabilities and improved the company's efficiency in responding to environmental incidents, strengthening the environmental safety defense line and ensuring a safe and controllable operating environment.

Environmental performance evaluation

The company implements an environmental performance objective evaluation system, incorporating environmental objectives and indicators into the performance evaluation system of managers at all levels and personnel in key positions. We have established a sound environmental incentive mechanism, granting special rewards and recognition to teams and individuals with outstanding environmental performance, thereby strengthening environmental responsibility awareness among all employees and gradually fostering a green development corporate culture with QMB characteristics.

Internal and external audits and evaluations

To ensure the effectiveness and continuity of the environmental management system, the company regularly conducts internal audits to promptly identify and rectify issues in management processes. At the same time, we engage qualified third-party institutions to conduct independent monitoring and evaluation of environmental management, ensuring that environmental data are true and accurate, and that environmental management practices are open and transparent, thereby enhancing the company's credibility in environmental management.

Community ecological co-development

The company comprehensively implements a full-process cleaner production management model. Through production process optimization, improved equipment efficiency, and enhanced refined management, we control pollution generation at the source and continuously reduce the pollutant generation and emission intensity. Monitoring data show that from 2024 to 2025, the company's major environmental emission indicators continued to improve, with significant year-on-year reductions in wastewater discharge intensity per unit product, COD emission intensity, and hazardous waste discharge. Notable results were made in cleaner production and pollution reduction, delivering strong environmental benefits.

Environmental information disclosure

The company has established the "QMB Safety and Environmental Cloud" system, achieving 100% plant-wide coverage and enabling real-time monitoring and display of environmental indicators such as wastewater, exhaust gas, and solid waste. We regularly undergo environmental inspections by local governments and proactively disclose environmental management data in a standardized manner, fully accepting public supervision and fulfilling corporate environmental social responsibility.



QMB Safety and Environmental Cloud Platform Monitoring System

2024-2025 Environmental Management Performance Statistics

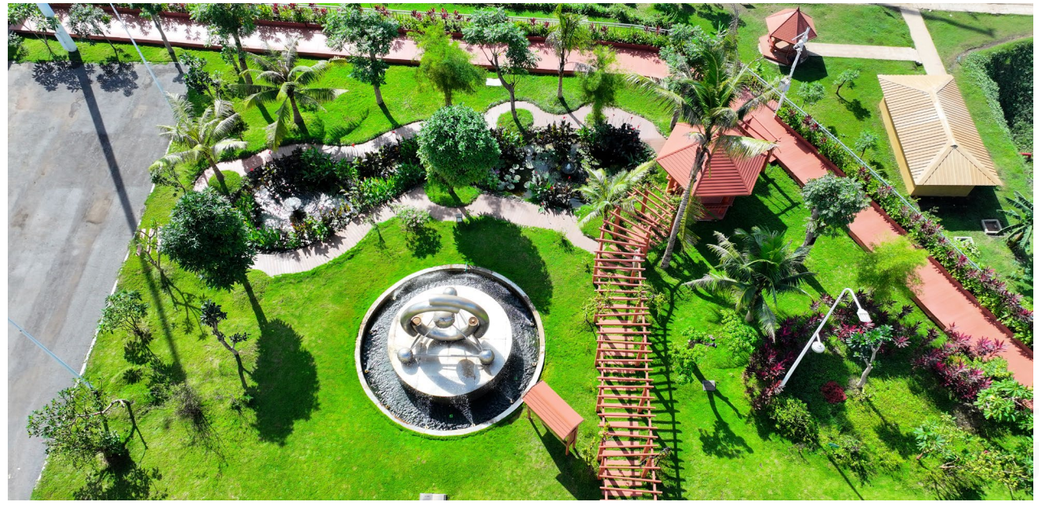
Indicators	2024	2025
Wastewater emission (tons/year)	8,451,073	14,369,379
Wastewater emission compliance rate (%)	100	100
Exhaust gas emission compliance rate (%)	100	100
Industrial solid waste emissions (tons/year)	7,702,150	19,598,079.42
Total hazardous waste emissions (tons/year)	116.755	213.35
Ammonia nitrogen emissions (tons/year)	36.51	62.13
Total COD emissions (tons/year)	172.12	462.71
Wastewater emission per unit product (tons/metal tons of product)	163.57	129.12
Hazardous waste emission per unit product (kg/metal tons of product)	2.26	1.91
COD emission per unit product (tons/10,000 metal tons of product)	45.30	41.58
Ammonia nitrogen emissions per unit product (tons/10,000 metal tons of product)	3.32	5.58

Compared with 2024, in 2025, the wastewater emission intensity per unit product, COD emission intensity and hazardous waste emission intensity per unit product decreased by 21.1%, 8.21%, and 15.5% respectively, and the pollutant emission reduction effect was remarkable, and the green production level continued to improve.

Wastewater emission intensity per unit product decreased by **21.1**% YoY

COD emission intensity decreased by **8.21**% YoY

Hazardous waste emission per unit product decreased by **15.5**% YoY



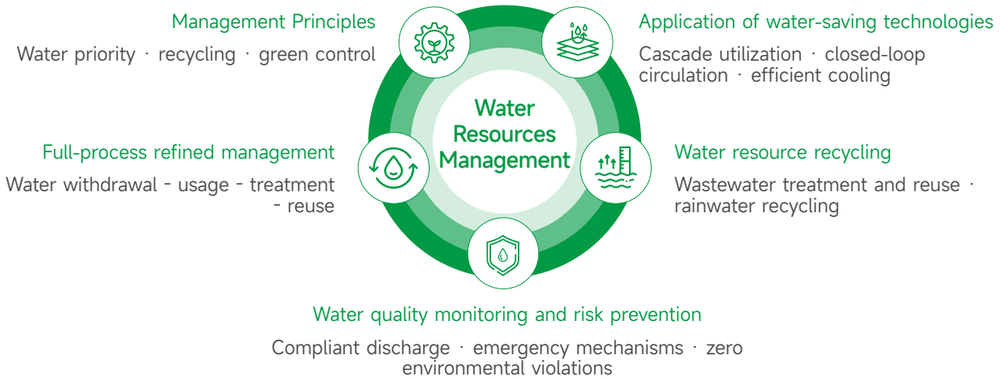
QMB 3C Square

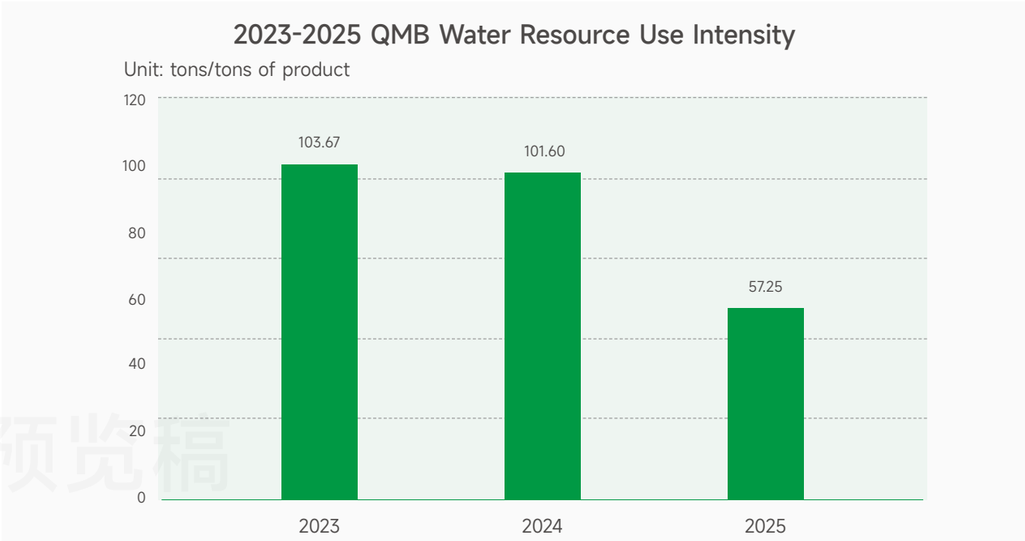
4.2 Water resources management

QMB adheres to the water resources management principles of "water priority, recycling, and green control". It has established a refined full-process management system covering water withdrawal, usage, treatment, and reuse. We strictly comply with local environmental laws and international standards, integrate water conservation and ecological protection into all aspects of operations, and ensure efficient and standardized water utilization through institutional frameworks, accountability mechanisms, and routine management.

Leveraging advanced hydrometallurgical processes, we continuously optimize water usage in production, promote water-saving technologies such as cascade utilization, closed-loop circulation, and efficient cooling, and reduce freshwater consumption at the source. At the same time, we have established high-standard water treatment and reclaimed water reuse facilities, applying advanced purification technologies to achieve centralized treatment and recycling of production wastewater, significantly improving water reuse efficiency. The plant is also equipped with a rainwater collection system, enabling rainwater reuse for production, landscaping, and vehicle washing, further enhancing comprehensive water utilization efficiency.

QMB has installed specialized wastewater treatment facilities and adopted stable and reliable combined treatment processes to ensure standardized treatment of production wastewater and compliant discharge of all wastewater indicators. A water quality monitoring mechanism combining online monitoring and regular testing has been established to ensure full traceability and supervision. We have established a comprehensive water environmental risk prevention and emergency response mechanism and regularly conduct emergency drills. During the reporting period, no water pollution incidents or violations of water-related environmental regulations occurred, and the company continued to promote green and sustainable development through high-standard water resources management.





预览稿

4.3 Waste and pollutant management

QMB views ecological environmental protection as the lifeline of the company's survival and development. The company adheres to the environmental baseline of "no production without environmental protection", strictly follows the "Three Major Environmental Management Penalty Regulations", and strictly prohibits the emission of pollutants or fugitive emissions without permission, ensuring 100% compliance with emission standards. We continuously improve our environmental management system, ensuring safe, green, and standardized treatment of wastewater, exhaust gas, and solid waste. We actively promote resource recycling, energy conservation, emission reduction, and full-process cleaner production, striving to build a world-class green intelligent manufacturing plant for nickel resources and demonstrating our ecological responsibility through outstanding green development achievements.

Water pollutant management

Industrial wastewater and domestic sewage generated during the company's production and operations are collected and treated in a classified manner. In compliance with local laws and regulations, the company has established specialized industrial wastewater treatment stations and domestic sewage treatment facilities to ensure targeted and effective treatment. At the same time, the company has established a new environmental governance control center to strengthen real-time monitoring of the entire wastewater treatment process. Advanced online monitoring equipment was installed at wastewater treatment facilities, and all wastewater underwent both internal testing and third-party professional monitoring before discharge. In 2025, 100% of wastewater met discharge standards. Through continuous optimization of production processes and upgrading of wastewater treatment measures, the company reduced wastewater discharge intensity per unit of product and COD emission intensity by 21.1% and 8.21%, respectively, compared to 2024, achieving notable results in efficient water resource utilization and water pollution control.

In 2025, the company achieved **100**% compliance with wastewater emission standards

Wastewater discharge intensity decreased respectively compared with 2024
21.1% ↓

COD emission intensity decreased by
8.21% ↓



Environmental Governance Control Center

预览稿

Air pollutant management

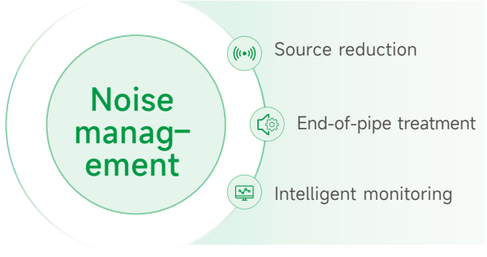
The company has made significant investments in efficient waste gas treatment facilities and established a comprehensive air pollutant management system. High-efficiency bag filters were installed for dust emissions to achieve effective collection and treatment, while multi-stage scrubbing towers were used for acidic gases to neutralize and remove pollutants, strictly controlling emissions of SO_2, NOx, and other characteristic pollutants. At the same time, online monitoring systems were installed at all key emission outlets to enable real-time collection, transmission, and supervision of emission data, ensuring traceability and transparency. Through comprehensive measures including source control, process optimization, and end-of-pipe treatment, the company achieved 100% compliant and stable exhaust gas emissions, firmly upholding the concept of green production.



Exhaust Gas Emission Treatment Device

Noise management

The company strictly complies with Indonesian local regulations and standards on noise control. Following the principles of "source reduction, end-of-pipe treatment, and intelligent monitoring", we have formulated the Noise Control Management Specification and conducted regular self-monitoring and third-party monitoring to ensure compliance with boundary noise standards and effective noise pollution management. During the reporting period, environmental noise levels at the company's boundaries complied with Indonesian local management requirements, with no noise pollution incidents recorded.



Waste management

Based on the solid waste management principles of "reduction, harmlessness, and resource utilization", the company strictly follows regulatory requirements and sorts solid waste for disposal. Hazardous waste is entrusted to professionally qualified units for standardized disposal to ensure the safety and compliance of the treatment process. After classification and collection of general solid waste, priority should be given to resource utilization of recyclable solid waste to minimize environmental impact.



Waste Reuse Bin

Environmental risk emergency management

To effectively prevent environmental pollution caused by material leakage, the company has established a normalized environmental protection training and emergency drill mechanism. It strictly follows the "Three No Discharge" principle for leak treatment: No discharge outside the production process, no discharge outside the workshop, and no discharge outside the plant area. The company has installed online monitoring devices at all discharge outlets to enable 24-hour real-time monitoring of discharge, ensuring early detection and timely response to environmental risks.

To effectively prevent environmental pollution caused by material leakage, the company has established a normalized environmental protection training and emergency drill mechanism. It strictly follows the "Three No Discharge" principle for leak treatment: No discharge outside the production process, no discharge outside the workshop, and no discharge outside the plant area. The company has installed online monitoring devices at all discharge outlets to enable 24-hour real-time monitoring of discharge, ensuring early detection and timely response to environmental risks.

Environmental protection training

The company has established a systematic and normalized environmental protection training system for employees, incorporating environmental protection training into the entire employee career lifecycle. From pre-job training for new hires to periodic enhancement training for on-the-job employees, we carry out progressive and targeted training on environmental regulations, environmental knowledge, operational skills, and emergency response capabilities. This has continuously strengthened employees' environmental awareness and professional competence, promoted the internalization of environmental concepts, and ensured the effective implementation of environmental requirements, thereby building a corporate environmental management system with full employee participation.



Environmental Protection Training

4.4 Ecosystem and biodiversity protection

The company profoundly understands the importance of biodiversity for the ecological balance of the Earth, human well-being, and sustainable development of enterprises. The company follows the development concept of "ecology first, green development" and the green ethical view of "harmonious coexistence of humans and nature", strictly adhering to the biodiversity and forest resource protection laws and regulations of the operating countries, integrating biodiversity protection into the company's sustainable development strategy and daily operation decisions.

The company pledges to strictly adhere to ecological red lines and prioritizes the use of eco-friendly technologies and processes to avoid harming fragile ecosystems, critical habitats, and endangered species. It proactively addresses biodiversity loss and land degradation issues through measures such as "avoidance, reduction, restoration, and compensation", thereby reducing the impact of the company's operations on the ecological environment and biodiversity. At the same time, the company is committed to conducting biodiversity restoration and regeneration in areas where biodiversity may have been degraded or lost, striving to achieve a Net Positive Impact (NPI) on biodiversity.

Guided by the Taskforce on Nature-related Financial Disclosures (TNFD) framework, the company adopts a systematic and adaptive management approach as its core strategic direction, focusing on full-lifecycle management of nature-related risks and opportunities. We first conducted targeted regional assessments to accurately identify key scenarios, including production and operation areas, tailings storage facilities, and surrounding areas directly affected by our activities. We clarified potential biodiversity impacts such as ecosystem disturbances, vegetation and habitat loss, habitat fragmentation, and wildlife migration and population decline. Based on these findings, we adopted an adaptive management strategy of "avoidance first, mitigation second". At the same time, we developed a deep understanding of our dependence on and impact on natural ecosystems, focusing on key ecosystem services such as water supply, carbon cycle regulation, biodiversity protection, and natural disaster resilience, thereby strengthening the foundation for long-term operational sustainability and business resilience. In addition, with reference to the TNFD LEAP (Locate, Evaluate, Assess, Prepare) approach and other relevant tools, we systematically identified nature-related risks, including physical, transition, and reputational risks, as well as opportunities such as improved resource efficiency, green financing, and sustainable business growth. By integrating sustainability concepts into business planning, investing in environmental technologies, promoting circular economy practices, and applying energy innovation technologies such as combined heat and power and waste heat recovery, we established a strategic system that combines risk resilience with transformation momentum. This approach reduces nature-related risks during operations, minimizes negative environmental impacts, and promotes the steady transition of the nickel industry toward low-carbon and sustainable development.

Follow the development concept of "ecology first, green development", and uphold the green ethical view of "harmonious coexistence of humans and nature"

Prioritize the use of eco-friendly technologies and processes to avoid harming fragile ecosystems, critical habitats, and endangered species



Integrate biodiversity protection into the company's sustainable development strategy and daily operation decisions

Reduce operational impacts through measures such as "avoidance, reduction, restoration, and compensation"

Biodiversity protection

The company actively carries out special initiatives for biodiversity protection to minimize the impact of its operations on biodiversity. In 2025, QMB completed the planting of 45,700 mangrove seedlings, successfully restoring degraded areas and forming a secondary mangrove ecosystem. Integrating both terrestrial and marine elements, this ecosystem serves as an important habitat for wildlife species, promotes nutrient cycling, improves the surrounding ecology, and functions as an efficient carbon sink to help mitigate climate change. The company has identified mangrove protection as a long-term goal, with a focus on safeguarding the diversity of species such as Rhizophora stylosa and Nypa fruticans. It also continues to monitor planting results and conduct aquatic organism surveys to assess regional water quality and maintain ecosystem sustainability. By creating coastal wetland habitats, the project has strengthened coastal ecological barriers, enriched coastal biodiversity, and enhanced residents' sense of ecological belonging and conservation awareness, playing a positive role in addressing climate change and protecting coastal biological habitats. In addition, the company has carried out marine and coastal ecological restoration in the Sombori Islands. In 2025, it successfully restored 1,200 coral reef fragments, with a survival rate of 85%, thereby supporting terrestrial and marine biodiversity conservation from multiple dimensions.

45,700 plant
Mangrove seedlings were planted

1,200 plant
Coral fragments were successfully restored



Mangrove Ecological Restoration and Planting Activities



Coral reef Monitoring and Ecological Restoration Activities



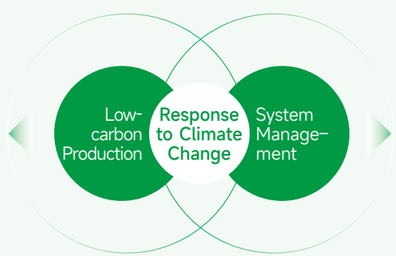
Tree-planting Activities with Primary School Students

4.5 Response to climate change

The Sixth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC) pointed out that, with the increasing frequency of extreme weather events such as heatwaves and heavy rainfall, the adverse impacts and risks brought by climate change have become increasingly significant, exerting widespread and profound effects on the ecological environment, society, and the economy. To achieve the goal of "limiting global average temperature rise to 1.5° C" stipulated in the Paris Agreement, outstanding domestic and international companies have formulated carbon neutrality policies and strategies. The green and low-carbon transformation has become a global development trend.

QMB has actively responded to climate change by adopting green and low-carbon development as its core strategy and applying low-carbon smelting technologies to significantly reduce carbon emissions and energy consumption during production. The company focuses on the new energy materials industry chain, and advances cleaner production, resource recycling, and renewable energy applications to build a near-zero-carbon green industrial park. By establishing a comprehensive climate governance and carbon management system, QMB has continuously enhanced lifecycle low-carbon competitiveness, provided green nickel and cobalt raw materials for the global new energy industry, and contributed to Indonesia's low-carbon industrial transformation and global carbon neutrality goals.

QMB adopts low-carbon smelting technologies to reduce carbon emissions and energy consumption; advances cleaner production, resource recycling, and renewable energy applications



By establishing a comprehensive climate governance and carbon management system, QMB has continuously enhanced lifecycle low-carbon competitiveness and provided green nickel and cobalt raw materials for the global new energy industry

The 30th Conference of the Parties to the *United Nations Framework Convention on Climate Change* (UNFCCC COP30) was held in Belém, the capital of Pará, Brazil, from November 10 to 21, 2025. On the morning of November 12 (local time), GEM Co., Ltd., as an outstanding representative of China's circular economy sector, was invited to attend the "China's Path to Carbon Peaking and Carbon Neutrality" at the China Pavilion, jointly hosted by the National Energy Conservation Center of the National Development and Reform Commission and the China Association of Circular Economy. Xu Xiaoyu, Director of the ESG Management Department of GEM Group, delivered a keynote speech introducing GEM's flexible going-global strategy.

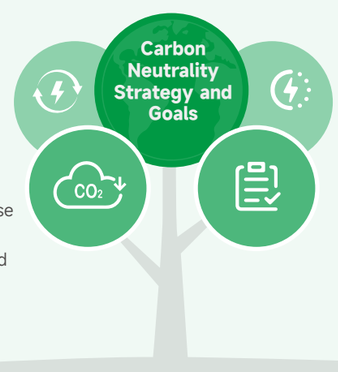


GEM Delivered a Keynote Speech at the COP30 China Pavilion

Carbon neutrality strategy and goals

In 2025, the company conducted a carbon emissions audit for Scope 1, Scope 2, and Scope 3 emissions based on international standards. Based on the company's energy consumption and carbon emissions benchmark values per unit product, as well as supplier carbon emission data, the company has set short, medium, and long-term carbon neutrality strategic objectives:

- Increase the proportion of renewable green electricity to 20% by 2030, and achieve carbon neutrality by 2050
- Reduce Scope 1 & Scope 2 greenhouse gas emissions by 15% compared to the 2024 baseline by 2030



- Reduce comprehensive energy consumption per unit product by 10% compared to 2024 by 2030
- Actively conduct carbon footprint assessments and continue to reduce environmental impact throughout the product lifecycle

Identification and evaluation of risks & opportunities

To fully identify the carbon risks the company may face, QMB organizes departments to identify and evaluate carbon risks and opportunities based on TCFD recommendations and ISO 14091 standards. The identification covers the company's core business—raw material supplier production, supplier management, in-house production operations, product sales, transportation, and other value chain lifecycle processes. Based on the results of identification and evaluation, QMB has formulated climate response strategies and action plans.



Evaluation Results and Response Strategies for Key Climate Change Risks and Opportunities

Risk Categories	Project Categories	Likelihood	Financial Impact	Risk Level	Short-, Medium-, and Long-term	QMB's Response Strategies
Physical risk	Extreme events such as typhoons, floods, and biological disasters	Very likely	High	Level 1	Short/ Medium-term	• Strengthen infrastructure, develop emergency plans, improve disaster resistance capabilities, and ensure quick recovery of production; • Raise flood prevention standards, set up waterproof barriers, stock emergency supplies, and enhance supply chain resilience; • Strengthen health monitoring and preventive measures, improve employee protection, and reinforce environmental monitoring.
Physical risks	Gradual changes in temperature and rainfall, rising sea levels	Essentially confirmed	High	Level 1	Medium/ Long-term	• Optimize energy and water resource use, adopt energy-saving technologies, adjust production cycles and processes, and improve equipment adaptability; • Build protective facilities, improve drainage systems, purchase property insurance, and gradually relocate facilities.
Transition risks	The EU Battery Regulation sets limits and requirements for the carbon footprint of products, increasing the operating costs of companies and value chains	Essentially confirmed	High	Level 1	Short/ Medium/ Long-term	• Conduct product carbon footprint assessments to understand baseline data for different products; • Based on the carbon footprint assessment results, provide carbon knowledge training for suppliers to raise awareness of carbon risk management; • Encourage suppliers to develop carbon neutrality strategies and decarbonization plans, and promote an increase in the proportion of clean energy usage; • Regularly review and track the carbon footprint performance of products to continuously reduce carbon emissions.
Transition risks	The EU Battery Regulation' requirements on due diligence management of responsible mineral supply chains increase operational costs for the company and its suppliers	Essentially confirmed	High	Level 1	Short/ Medium/ Long-term	• In accordance with the EU Battery Regulation, establish a sustainable procurement mechanism and supplier due diligence management system; • Conduct ESG audits and assessments of suppliers, provide ESG knowledge training to raise awareness of ESG risks and management levels among suppliers, and entrust third-party agencies to conduct due diligence management system audits and obtain compliance statements; • Regularly audit and track the ESG management performance of suppliers to ensure the continuous and effective operation of the supplier due diligence system.
Transition risks	The EU Battery Regulation' requirements on the proportion of cobalt, nickel, lithium, and lead recycled materials in products increase operational costs for the company and its value chains	Essentially confirmed	High	Level 1	Short/ Medium/ Long-term	• Conduct data surveys and baseline studies on the reuse of cobalt, nickel, lithium, and lead raw materials, and develop a plan for the implementation of recycled materials; • Conduct technical exchanges and communications with raw material suppliers to increase the reuse rate of recycled materials; • Entrust third parties to carry out data verification on the proportion of recycled materials and obtain compliance statements.
Transition risks	Government and regulatory requirements for enterprises to save energy, reduce carbon, and disclose carbon information. Non-compliance will lead to regulatory risks for the company	Essentially confirmed	Medium	Level 1	Short/ Medium-term	• Conduct carbon audits for Scope 1, 2, and 3 emission sources within the company and supply chain based on the baseline year; • Based on the carbon audit results, develop a carbon neutrality strategy, goals, and action plan; • Take annual actions to reduce carbon emissions and promote the achievement of carbon neutrality strategic objectives. Information will be disclosed annually via TCFD reports until carbon neutrality is achieved.
Transition risks	Government requirements mandate a year-on-year reduction in carbon emission intensity per unit of product. Non-compliance may expose the company to regulatory risks.	Essentially confirmed	Medium	Level 1	Short/ Medium-term	• Conduct carbon audits for Scope 1, 2, and 3 emission sources within the company and supply chain based on the baseline year; • Based on the carbon audit results, develop goals and action plans to reduce carbon emission intensity; • Develop a clean energy procurement plan, increase financial investments in decarbonization, and ensure sufficient financial resources.
Transition risks	Adoption of low-carbon technologies will lead to increased transformation costs and reduced company profit margins	Very likely	Medium	Level 2	Medium/ Long-term	• Invest R&D funds into the development of low-carbon products and low-carbon technologies;; • Encourage high-energy-consuming suppliers to invest in technology and financial resources, phase out high-energy-consuming equipment and production processes, and develop low-carbon processes and materials.

预览稿 预览稿

Risk Categories	Project Categories	Likelihood	Financial Impact	Risk Level	Short-, Medium-, and Long-term	QMB's Response Strategies
Transition risks	Changes in customer and consumer behavior require the company to produce low-carbon products, increasing direct and indirect operational costs	Very likely	Medium	Level 2	Medium/ Long-term	• Purchase and use clean energy annually, progressively increase the proportion of clean energy used, and reduce carbon emissions in the operational process; • Encourage key suppliers to use clean energy in their production processes to reduce the carbon emissions embedded in raw materials; • Set product carbon neutrality goals, as well as regularly review and track the performance of carbon reduction in products.
Physical risks	Climate change leads to an increase in extreme weather events such as typhoons and floods, causing operational disruptions and asset losses	Very likely	Low/ Medium/ High	Level 2	Short/ Medium/ Long-term	• Strengthen the company's operational risk management and develop emergency plans for extreme weather; • Purchase and equip emergency materials and conduct regular emergency drills to enhance the company's emergency response capability.
Physical risks	Climate change causes prolonged hot summers and high temperatures, impacting normal operations and increasing operational costs	Essentially confirmed	Low	Level 1	Short/ Medium/ Long-term	• Purchase and install efficient, energy-saving refrigeration facilities; • Assign professionals to regularly maintain refrigeration facilities to ensure stable operation.
Opportunit–ies	**Project Categories**	**Likelihood**	**Financial Impact**	**Risk Level**	**Short-, Medium-, and Long-term**	**QMB's Response Strategies**
Opportunit–ies	The new energy industry is a key product for achieving global carbon neutrality. As the market demand for new energy products grows rapidly, the sales and market demand for the company's products will significantly increase, leading to higher sales revenue for the company	Essentially confirmed	High	Level 1	Short/ Medium/ Long-term	• Increase investment in new product R&D, and develop and produce battery products that meet customer needs; • Establish new product sales channels and expand market sales; • Actively respond to the EU Battery Regulation, producing high-quality products that comply with EU regulations.

Greenhouse gas verification and certification

In 2025, PT QMB New Energy Materials conducted a carbon emissions audit for its operations in accordance with ISO 14064:2018-1 standards. The main carbon emission sources were purchased electricity consumption, coal combustion, and diesel combustion emissions. According to the audit results, in 2025, the company's Scope 1 and Scope 2 carbon emissions were 95,253.16 tCO_2e/year and 204,464.34 tCO_2e/year, respectively, and the total Scope 3 emissions were 1,902,970.71 tCO_2e/year. Therefore, the total greenhouse gas emissions for QMB (Scope 1, Scope 2, and Scope 3) in 2025 amounted to 2,202,688.21 tCO_2e/year. The carbon emission intensity for Scope 1 and Scope 2 per unit product in 2025 was 4.695 tCO_2e/metal tons of product.

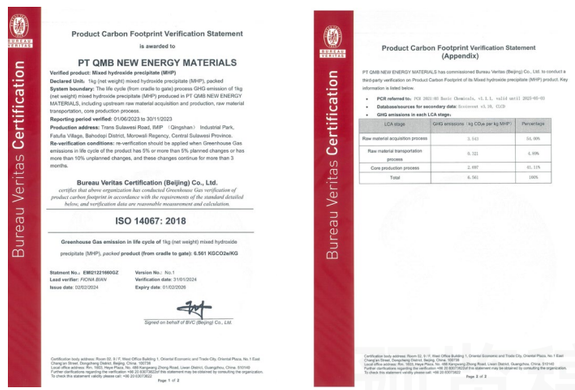
Calculation of Carbon Emission Data in 2025

Indicators	Categories	2025
Scope 1 emissions (tCO2e/year)	Category 1	95253.16
Scope 2 emissions (tCO2e/year)	Category 2	204464.34
Scope 3 emissions (tCO2e/year)	Category 3	236497.98
	Category 4	1666472.73
Scope 1 & Scope 2 greenhouse gas emissions (tCO2e/year)	-	299717.5
Total greenhouse gas emissions (Scope 1, Scope 2 & Scope 3) (tCO2e/year)	-	2202688.21
Scope 1 & Scope 2 carbon emission intensity per unit product (tCO2e/metal tons of product)	-	4.695

Note: The gases covered in the audit include carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF6), and nitrogen trifluoride (NF3).

Product carbon footprint assessment

To comprehensively grasp the carbon emissions in each stage of the product lifecycle and explore the carbon reduction potential in product R&D and supply chain management, PT QMB New Energy Materials launched a product carbon footprint assessment project in 2024. In accordance with the ISO 14067: 2018 *Product and Service Systems in the Life Cycle Assessment of Greenhouse Gas Emissions*, QMB selected MHP, a nickel/cobalt hydroxide intermediate, as the assessment object, systematically analyzing the carbon footprint emission data from cradle to gate. This provides a scientific basis for the company to formulate precise carbon reduction strategies and lays a solid data foundation for the future launch of carbon-neutral products.


Bureau Veritas Certification

Product Carbon Footprint Verification Statement

is awarded to

PT QMB NEW ENERGY MATERIALS

Verified product: Mixed hydroxide precipitate (MHP)

Declared Unit: 1kg (net weight) mixed hydroxide precipitate (MHP), packed

System boundary: The life cycle (from cradle to gate) process GHG emission of 1kg (net weight) mixed hydroxide precipitate (MHP) produced in PT QMB NEW ENERGY MATERIALS, including upstream raw material acquisition and production, raw material transportation, core production process.

Reporting period verified: 01/06/2023 to 30/11/2023

Production address: Trans Sulawesi Road, IMIP（Qingshan） Industrial Park, Fatufia Village, Bahodopi District, Morowali Regency, Central Sulawesi Province.

Re-verification conditions: re-verification should be applied when Greenhouse Gas emissions in life cycle of the product has 5% or more than 5% planned changes or has more than 10% unplanned changes, and these changes continue for more than 3 months.

Bureau Veritas Certification (Beijing) Co., Ltd.

certifies that above organization has conducted Greenhouse Gas verification of product carbon footprint in accordance with the requirements of the standard detailed below, and verification data are reasonable measurement and calculation.

ISO 14067: 2018

Greenhouse Gas emission in life cycle of 1kg (net weight) mixed hydroxide precipitate (MHP), *packed* **product (from cradle to gate):** 6.561 KGCO2e/KG

Statement No.: EWD2216600GZ　Version No.: No.1

Lead verifier: FIONA JIANG　Verification date: 31/01/2024

Issue date: 02/02/2024　Expiry date: 01/02/2026

Signed on behalf of BVC (Beijing) Co., Ltd.

Certification body address: Room 02, 5-7, West Office Building 1, Oriental Economic and Trade City, Oriental Plaza, No.1 East Chang'an Street, Dongcheng District, Beijing, China, 100738

Local office address: Rm. 1503, West Plaza, No. 488 Kangwang Zhong Road, Liwan District, Guangzhou, China, 510140

Further clarifications regarding the verification: +86 20 83579622 this statement may be obtained by contacting the organization. To check this statement validity please call: +86 20 83579622

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Bureau Veritas Certification

Product Carbon Footprint Verification Statement (Appendix)

PT QMB NEW ENERGY MATERIALS has commissioned Bureau Veritas (Beijing) Co., Ltd. to conduct a third-party verification on Product Carbon Footprint of its Mixed hydroxide precipitate (MHP) product. Key information is listed below.

- **PCR referred to:** PCR 2021-05 Basic Chemicals, v1.1.1, valid until 2025-05-10
- **Database/sources for secondary data:** Ecoinvent v3.9, CLCD
- **GHG emissions in each LCA stage:**

LCA stage	GHG emissions - kg CO2e per kg MHP	Percentage
Raw material acquisition process	5.541	84.49%
Raw material transportation process	0.321	4.89%
Core production process	2.697	41.11%
Total	6.561	100%

Certification body address: Room 02, 5-7, West Office Building 1, Oriental Economic and Trade City, Oriental Plaza, No. 1 East Chang'an Street, Dongcheng District, Beijing, China, 100738

Local office address: Rm. 1503, West Plaza, No. 488 Kangwang Zhong Road, Liwan District, Guangzhou, China, 510140

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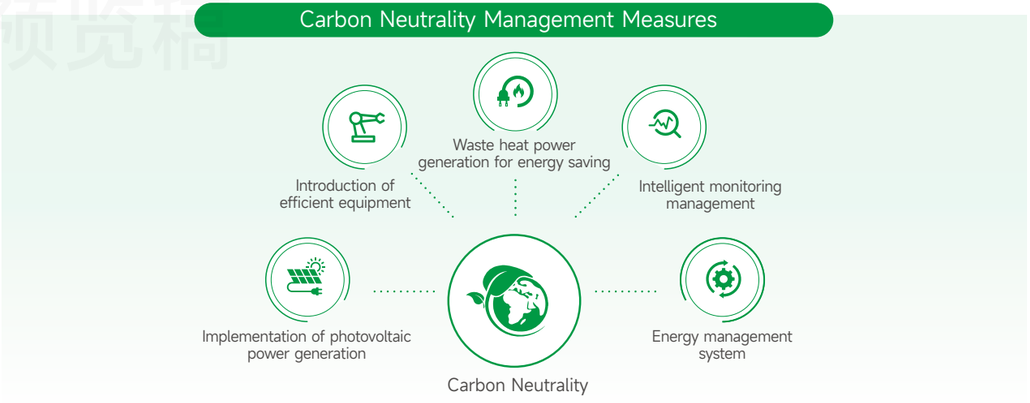
Product Carbon Footprint Verification Statement

Carbon neutrality management



Energy management system

The company strictly implements national and local regulations, developing an energy management system and promoting refined energy management. Through regular energy-saving awareness campaigns and training, we enhance energy-saving awareness among all employees.

Intelligent monitoring management

Through an intelligent monitoring system, we track energy consumption in real time, enabling dynamic and precise energy management. Based on scientific and reasonable principles, energy consumption quotas are set for key energy-consuming products, processes, equipment, and positions. Regular assessments are conducted, and the results are linked to a reward and penalty system.

Introduction of efficient equipment

High-efficiency energy-saving electrical appliances, lighting equipment, and motors are comprehensively introduced to reduce energy consumption at the source and improve equipment operating efficiency.

Waste heat power generation for energy saving

The company utilizes steam generated in the sulfuric acid production process to generate electricity from waste heat, converting discarded energy into clean power, thus achieving efficient resource utilization. In 2025, annual power generation reached approximately 131 million kWh, reducing CO_2 emissions by approximately 100,000 tons.

Implementation of photovoltaic power generation

The company planned to construct a 6.6 MWp photovoltaic power generation project, equipped with a 1.17 MW/2.349 MWh energy storage system. Based on photovoltaic generation efficiency, the first-year power generation is expected to reach 9,593,490 kWh, saving approximately 2,928 tons of standard coal and reducing carbon dioxide emissions by approximately 7,400 tons.

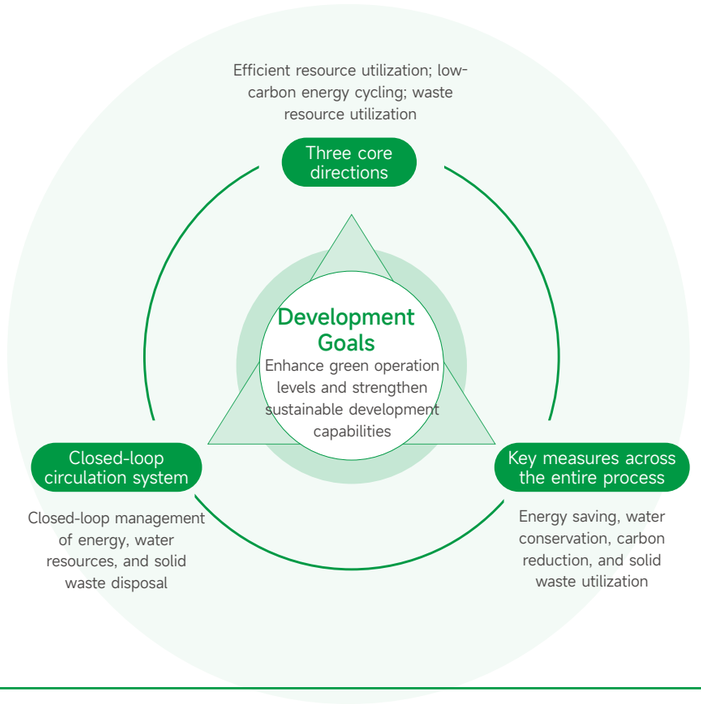


Waste Heat Power Generation Turbine Unit

4.6 Circular economy

QMB deeply practices the circular economy concept, focusing on efficient resource utilization, low-carbon energy cycling, and waste resource utilization. We implement key measures such as energy saving, water conservation, carbon reduction, and solid waste utilization throughout the entire production process. We have established a closed-loop circulation system covering energy, water resources, and solid waste disposal, and continuously enhanced green operation levels and sustainable development capabilities.

In the future, QMB will continue to deepen circular economy practices, optimize resource utilization efficiency, reduce environmental burdens, and take practical actions to fulfill ESG sustainable development concepts, striving to become a benchmark for circular economy in the new energy materials industry.



Water resource recycling

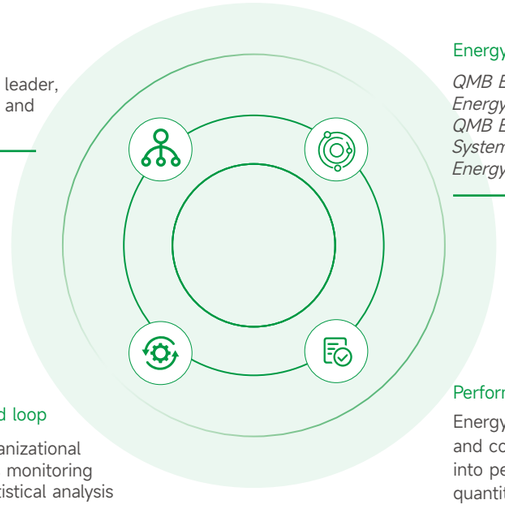
The company has implemented two major projects in the mineral processing workshop—thickening operation overflow renovation and vehicle washing water recycling. Through technologies such as filtration, sedimentation, pressurized transmission, and closed-loop circulation, we have optimized processes to achieve full-process recycling and reuse of production wastewater and vehicle washing wastewater. This has significantly reduced fresh water consumption, increased water recycling efficiency to 85%, reduced the loss of fine-grained minerals, and improved metal recovery rates, achieving a win-win outcome of water conservation and efficiency improvement.

Solid waste resource utilization

The company has actively explored high-value utilization of waste and innovatively implemented a cigarette butt recycling project. Collected cigarette butts are processed into absorbents for chemical spill response, replacing traditional sand use, significantly reducing waste generation and disposal costs, and achieving resource recycling.

4.7 Energy utilization

QMB implements a three-tier energy management system at the company, center, and workshop levels. An energy management leadership group has been established, led by the Deputy General Manager of the company, with center heads as deputy leaders and workshop heads as members. The permanent body for energy management is set within the Energy Automated and Intelligent Management Center, with the center director responsible for energy management. The company has established a comprehensive set of energy management systems, including the QMB Energy Management System, QMB Energy Consumption Statistics System, QMB Energy Conservation Management System, and Energy Management and Energy Conservation Target Policy. Through systematic institutional documents, the company has established a full-process management closed loop covering strategic objectives setting, organizational responsibility allocation, process monitoring and measurement, and data statistical analysis. This has ensured that energy management is standardized, traceable, and continuously optimized, laying a solid foundation for systematic energy conservation and cost reduction. The company has incorporated energy consumption indicators and cost control into the performance evaluation system, implementing quantitative rewards and penalties based on quota completion, energy-saving project outcomes, and daily management performance, and assessing the performance of relevant senior management personnel.



Organizational structure

Deputy General Manager as the leader, center heads as deputy leaders, and workshop heads as members

Energy management system

QMB Energy Management System, QMB Energy Consumption Statistics System, QMB Energy Conservation Management System, and Energy Management and Energy Conservation Target Policy

Full-process management closed loop

Strategic objectives setting, organizational responsibility allocation, process monitoring and measurement, and data statistical analysis

Performance evaluation

Energy consumption indicators and cost control are incorporated into performance evaluation, with quantitative rewards and penalties based on quota completion, energy-saving outcomes, and daily management performance, including performance assessment of relevant senior management personnel

By establishing an energy management system, the company conducts energy audits for core production processes, introduces intelligent equipment, and transforms high energy-consuming equipment. We actively develop distributed photovoltaic and waste heat power generation projects to increase the proportion of renewable energy use. Energy management is incorporated into supplier evaluation to optimize lifecycle energy consumption from the product design stage. Through regular training and incentive mechanisms, we enhance employees' awareness and skills in energy conservation, fostering a culture of full participation in energy management.

- Production process optimization
- Energy structure optimization
- Supply chain and design optimization
- Employee and cultural development

The direct energy consumption by major sites in the park included coal, gasoline, diesel, natural gas, and liquefied petroleum gas (LPG), while indirect energy sources included electricity and steam. Details of energy consumption are shown in the table below.

Main Energy Types and Their Uses

Indicators	Unit	2025	Energy Uses
Total energy consumption	tce	147,596.49	Production, office, living, and transportation
Coal	tons	11,670.88	Coal-fired boiler
Gasoline	tons	295.39	Company transport vehicles
Diesel	tons	49,475.17	Transport vehicles and diesel generators
Liquefied petroleum gas (LPG)	m^3	176.13	For employee canteen use
Purchased electricity	MWh	543,248.97	Electricity for production, office, and living areas

In terms of energy recycling, the company made full use of waste heat generated during the sulfuric acid production process to establish a waste heat power generation system, equipped with two 60 MW steam turbine generator units. High-temperature steam generated during acid production was fully recovered for power generation. In 2025, the system generated a total of 131,022,400 kWh of electricity, accounting for approximately 24.1% of the park's externally purchased electricity consumption and saving approximately RMB59,615,000 in electricity costs, delivering significant environmental and economic benefits.

Total power generation of the sulfuric acid production system
131,022,400 kWh

The park's externally purchased electricity consumption
24.1 %

Electricity cost savings of approximately
RMB **5961.5**



QMB Development Avenue

预览稿



05 Inclusiveness and Care - Supporting Employee Growth

QMB adheres to the core philosophy of "people-oriented, diversity and inclusiveness" Upholding the belief that "investing in talent is investing in the future, with priority given to talent before production capacity", we regard employees as the most valuable asset of the company. The company legally ensures employee rights, systematically builds a localized talent pipeline, and strives to achieve harmonious coexistence and development between the company and its employees. At QMB, the growth and progress of every employee are the cornerstone and driving force of the company's prosperity.

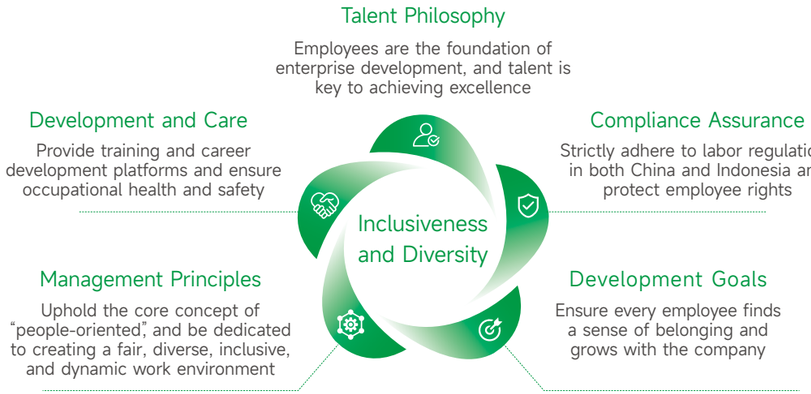


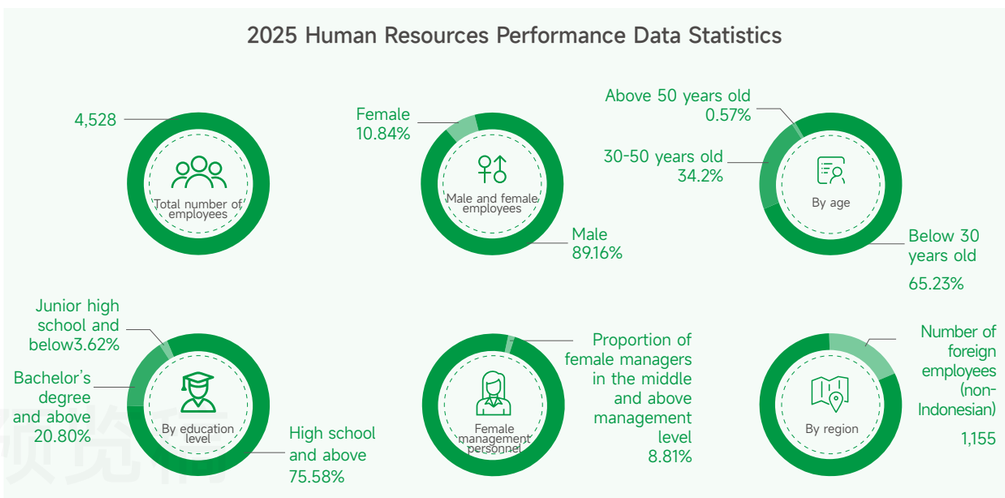
5.1 Inclusiveness and diversity

Employees are the foundation of enterprise development, and talent is key to achieving excellence. QMB continuously optimizes human resources policies, upholding the core concept of "people-oriented", and is dedicated to creating a fair, diverse, inclusive, and dynamic work environment. We strictly adhere to labor regulations in both China and Indonesia, protect employee rights, provide training and career development platforms, ensure occupational health and safety, and ensure every employee finds a sense of belonging and grows with the company.

As at the end of 2025, the company has built a vast career development platform for 4,528 employees from various countries and diverse cultural backgrounds, with Indonesian employees making up over 74.5%. The proportion of women in the middle management has increased to 8.8%. This dynamic and diverse talent pool not only demonstrates the company's commitment to inclusiveness and equal opportunities but also injects continuous momentum into the company's sustainable development.

The company encourages employees from different ethnicities, regions, and cultural backgrounds to enhance mutual understanding and communication. With the continuous expansion of overseas business, the company supports employees from diverse cultural backgrounds in quickly integrating and adapting to one another through initiatives such as cross-cultural themed training, language learning, and psychological care. At the same time, local subsidiaries regularly organize language exchange sessions and informal gatherings to listen to employees' voices and respond to reasonable concerns. The company actively promotes cultural integration by organizing various cultural exchange activities in line with local festivals in different countries.





China-Indonesia cultural integration

To enhance employees' sense of belonging and cohesion, we actively organize celebrations for Chinese and Indonesian religious and traditional festivals, including Eid al-Fitr, Eid al-Adha, Dragon Boat Festival, Mid-Autumn Festival, Winter Solstice, Christmas, and the Spring Festival, promoting cultural exchange and emotional integration between employees of the two countries. For Indonesian employees facing family difficulties, the company has initiated assistance and condolence activities to effectively resolve their practical difficulties. QMB has become a model for industrial cooperation, technology exchange, and cultural integration between China and Indonesia, as well as globally.



Eid al-Fitr: Chinese and Indonesian Employees Jointly Offered Prayers at the Mosque in the Park



Spring Festival: Chinese and Indonesian Employees Presented Performances at the New Year Gala



Christmas: QMB Organized Christmas Blessing Activities



Eid al-Adha: QMB Donated Sacrificial Livestock to Local Communities



Dragon Boat Festival: Chinese and Indonesian Employees of QMB Gathered to Make Zongzi



GEM Indonesia QMB Park Held a Grand Celebration for the 80th Anniversary of Indonesia's Independence



Mid-Autumn Festival: Chinese and Indonesian Employees Made Handmade Mooncakes Together



Lantern Festival: Chinese and Indonesian Employees Celebrate Together



Winter Solstice: Chinese and Indonesian Employees Made Dumplings Together and Experienced Traditional Chinese Culture

5.2 Labor and human rights protection

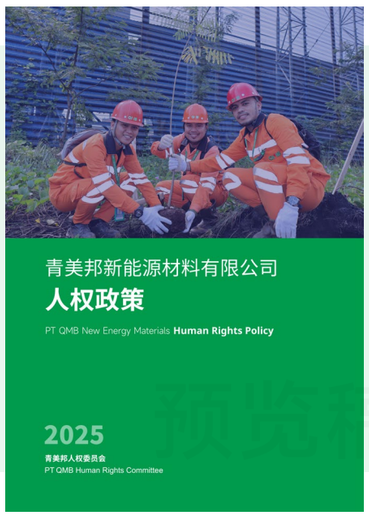
We integrate human rights protection into strategic development and daily operations, effectively safeguarding employees' human rights. We commit to complying with international human rights and labor-related conventions and guidelines, including the *Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights*, the *International Covenant on Economic, Social and Cultural Rights*,and the *ILO Declaration on Fundamental Principles and Rights at Work*.We respect freedom of association and the right to effective collective bargaining, eliminate all forms of forced or compulsory labor, effectively abolish child labor, eliminate discrimination in employment and occupation, provide a safe and healthy working environment, ensure humane treatment, and uphold fair employment principles.



QMB Held a Special Human Rights Meeting to Enhance Employee Awareness

Human rights policies and commitments

We are committed to respecting and protecting human rights and integrating human rights protection into our sustainability strategy and daily operational management, covering our own operations, supply chain, and contractor management. Our human rights commitment aligns with international human rights and labor standards (including relevant ILO principles). Through institutional development, implementation oversight, continuous improvement, and information disclosure, we promote the establishment of mutually respectful, fair, and sustainable labor relations.



Freedom of association and right to effective collective bargaining

We respect employees' freedom of association, support employees in lawfully joining or forming unions and other legitimate organizations, and ensure the effective operation of employee representative mechanisms and communication & consultation channels. We advocate a consultation process based on freedom, voluntariness, and good faith, and conduct dialogue on labor terms, working conditions, and employee well-being to promote transparent, cooperative, and trust-based labor relations. We do not interfere with or restrict legitimate union activities, nor do we discriminate against or impose unfavorable treatment on employees for participating in such activities.



Representatives from the Company Actively Communicated with Local Unions to Jointly Enhance Human Rights Protection

Prohibition of forced labor and prevention of involuntary labor

We maintain zero tolerance for any form of forced labor, compulsory labor, modern slavery, or similar practices. We oppose requiring employees to work involuntarily or provide service through punishment or threats. We prohibit the retention of employees' personal identification documents, restriction of personal freedom, and the use of debt, fines, or unreasonable restrictions on resignation as disguised forms of forced labor. We also take measures to identify and mitigate risks of forced labor in the supply chain and contractor operations, and promote compliance with local laws and international human rights standards among stakeholders.

Prohibition of child labor and protection of minors

We prohibit the employment of child labor at all stages of production and strictly implement age verification and onboarding review mechanisms to prevent child labor risks. We avoid assigning work that may harm children's well-being or hinder their education, development, and future livelihoods. The prohibition of child labor is extended to supply chain and contractor management through access assessments, contractual clauses, and supervision mechanisms, promoting partners to abide by relevant laws and regulations.

Anti-discrimination and equal opportunity

We uphold the principles of equal opportunity and equal pay for equal work. Discrimination, exclusion, or unfair treatment based on race, color, age, gender, religion, sexual orientation, gender identity or expression, disability, pregnancy, marital status, or political stance is strictly prohibited across all employment stages, including recruitment, hiring, training, promotion, performance evaluation, compensation and benefits, job assignment, and resignation. We promote an inclusive and diverse workplace that respects differences and ensures equal access to career development opportunities and work resources for employees.

Safe and healthy working environment

We are committed to providing a safe and healthy working environment for employees and contractors, incorporating occupational health and safety (OHS) into our human rights protection priorities. Through systematic risk identification, assessment, hierarchical control, hazard investigation and mitigation, incident/near-miss reporting and investigation, and corrective and preventive action (CAPA) closed-loop management, the company continuously enhances occupational health and safety management while paying attention to employees' physical and mental health and work well-being.



Regular Safety Meetings Are Held to Communicate Safety Management Requirements to Employees

Humane treatment and anti-harassment

We uphold humane treatment and prohibit all forms of inhumane behaviors such as sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, verbal abuse, intimidation, or threats. All related reports and complaints are handled seriously, ensuring objective, fair, and confidential investigations. Appropriate disciplinary and remedial measures are taken based on facts to prevent recurrence of similar behaviors. During the reporting period, QMB did not receive any relevant reports and complaints.



Dedicated Seats for Women Are Provided on the Park's Shuttle Buses to Prevent Harassment

Fair employment and labor standards

We ensure employees receive fair and reasonable remuneration, arrange working hours, rest, and leave appropriately, sign labor contracts in accordance with the law, and clearly disclose employees' rights and obligations, safeguarding their fundamental rights and interests in labor relations. We continuously improve labor management, and promote compliant, transparent, and sustainable employment practices.

We consistently regard employee human rights protection as a core component of our corporate social responsibility strategy, and continuously strengthen human rights awareness and compliance capabilities across all employees. We have established human rights due diligence procedures and clearly require all suppliers and their sub-tier suppliers to comply with international human rights standards and local laws through the *Supplier Code of Conduct*. We have established employee appeal channels and launched a multilingual complaint platform to ensure transparent and efficient feedback mechanisms. In addition, we continuously conduct human rights training and awareness programs, strengthen accountability among key personnel such as security staff, and build respectful, equal, and sustainable labor relations.



External Experts Are Engaged to Conduct Human Rights Training

During the reporting period, one group-wide human rights assessment and internal audit was conducted, with no major human rights issues identified. Identified human rights risks were promptly corrected, with preventive measures implemented and designated personnel assigned to track rectification progress. At the same time, we have gradually extended human rights assessments and audits to contractors and tier-one suppliers. Furthermore, the company regularly undergoes third-party human rights audits from regulatory authorities and customers. Over the past three years, the company conducted human rights risk assessments for its own sites, core suppliers, and joint ventures and did not find any significant human rights risks.

5.3 Employee rights and benefits

In 2025, the number of negative cases involving employee rights violations was zero **0**

To protect the legitimate rights of employees, the company has established a Human Rights Committee, conducts regular risk assessments, and strictly adheres to relevant laws and regulations in both Indonesia and China. The company has built a comprehensive employee rights protection system, aiming to create a transparent, fair, and compliant work environment where every employee can work and live in an atmosphere of mutual respect, fairness and justice. In 2025, there were no negative cases or related reports of employee rights violations.

Employee communication

We have established a multi-level, normalized communication mechanism to ensure smooth channels for employee feedback, enabling employees' voices to be fully heard and responded to in a timely and effective manner, safeguarding their rights to expression and participation.

Monthly department meetings »
Employees and relevant supervisors maintain open communication on working conditions, living conditions, career development, safety assurance, and other matters, identifying and addressing problems promptly to jointly create a safe and fulfilling work and living environment.

Satisfaction surveys »
The company regularly conducts employee satisfaction surveys to collect feedback on work and life-related issues and assign dedicated personnel to follow up and address them. Survey results and handling outcomes are disclosed to all employees to ensure transparency.

"Open Door" policy »
The company has established an executive open office mechanism, publicly disclosing contact information and office locations of senior management, allowing employees to directly communicate their concerns. This mechanism ensures that every employee concern is taken seriously and properly addressed, ensuring that employees have smooth channels to express their concerns.

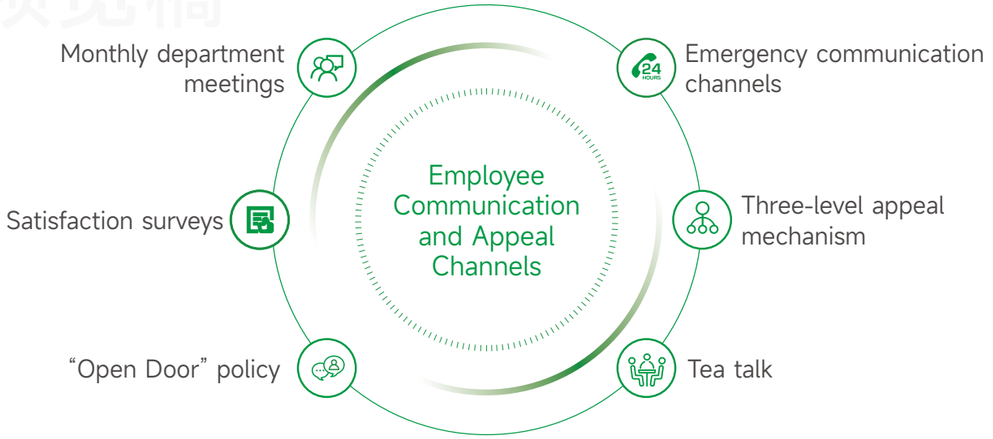
Emergency communication channels »
For emergencies or urgent issues, employees may directly contact the company's emergency response team via dedicated hotlines or instant messaging tools. A 7×24 response mechanism has been established to ensure that emergencies are addressed promptly, safeguarding employees' fundamental rights and personal safety.

Three-level appeal mechanism »
The company has established a three-level appeal mechanism covering team, department, and company levels to ensure smooth expression channels for employee concerns. Posters displaying appeal channels are posted in residential areas and office locations in the park. Employees experiencing unfair treatment may make rational appeals through QR codes, phone, or email. Relevant departments of the company are required to provide feedback within 12 hours, ensuring fair, transparent, and efficient handling of employee appeals and safeguarding their legitimate rights and interests.

Cultural integration tea talk »
We hold weekly tea talk sessions themed "Listening to Employees' Voices and Promoting Cultural Integration", where company leaders are invited to engage in face-to-face communication with employees in the workshop. During these sessions, employees speak freely to express their thoughts. Regarding employees' opinions or suggestions, leaders of relevant departments provide on-site answers one by one and discuss improvement plans with employees together. This initiative effectively bridges communication between the management level and frontline employees, and enhances cultural integration and team cohesion.

预览稿

预览稿



To facilitate two-way communication and strengthen team cohesion, the company has established a comprehensive and multi-level employee communication mechanism. The company adheres to a combination of institutionalization and flexibility. On one hand, it holds employee tea talks, providing equal dialogue opportunities through face-to-face deep exchanges between the management level and employees. On the other hand, by creating an online interaction platform, it breaks time and space limitations, ensuring that the company can promptly learn about employees' developments and needs. During the reporting period, the company conducted an employee satisfaction survey covering dimensions such as job satisfaction, value alignment, well-being, and stress levels. The overall score was 87 out of 100.

Employee Satisfaction Survey Score **87**



Employee Feedback Desk



QMB Appeal Platform



Cultural Integration Tea Talk

Case GEM Indonesia QMB Park Organizes a Cultural Integration Tea Talk

On February 14, 2025, the weekly cultural integration tea talk was held at the Innovation R&D Center. More than 50 participants attended, including company management level representatives, leaders of the innovation center, responsible personnel from service support departments, and Chinese and Indonesian employees from the innovation R&D departments. During the session, employees from both countries openly discussed practical issues related to working environment, commuting, and accommodation. QMB leaders and staff carefully listened to each concern and provided on-site responses to key issues one by one, effectively addressing employee needs and fostering an open, inclusive, and harmonious workplace atmosphere.

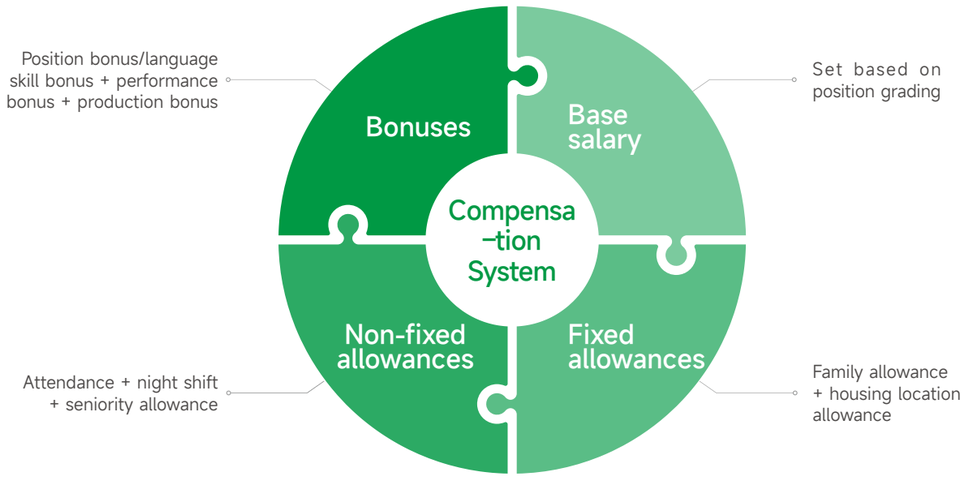


Cultural Integration Tea Talk at the Innovation R&D Center

Compensation and benefits

The company's compensation system follows the principles of "position-based salary, value-oriented, and dynamic adjustment", and a structured, differentiated compensation distribution mechanism has been built. Employee compensation consists of base salary, fixed allowances, non-fixed supplements, bonuses, etc. The benchmark salary is determined based on a position value evaluation system, ensuring a rational alignment between labor input and compensation. The company has established a comprehensive employee allowance system, categorized into fixed and non-fixed allowances. Fixed allowances include family support allowances and housing subsidies, effectively alleviating employees' living pressures. Non-fixed allowances include attendance bonuses, night shift allowances, and tenure-based allowances that increase annually, which not only incentivizes daily attendance and diligent work but also reflects the company's continuous care and recognition for long-serving employees.

The company has established a multi-dimensional evaluation model, with personal performance evaluation, skill certification, and job value contribution as parameters for salary adjustments. A differentiated adjustment plan is implemented through an annual salary review mechanism, ensuring that employee compensation remains competitive within the industry and fostering a positive interaction between company performance and employee performance.



Compensation aligned with value, with equal emphasis on incentives and development

Human Resources Performance Data

Human Resource Indicator Data	2024	2025
Ratio of average employee salary to local minimum salary	307%	326%
Employee satisfaction (%)	86%	87%
Average employee salary increase rate (%)	2.40%	1.43%
Salary ratio for male and female employees in the same position (%)	100%	100%
Employment contract signing rate (%)	100%	100%

The company has built a comprehensive and thoughtful employee benefits system. In terms of statutory benefits, the company provides employees with basic social security coverage in accordance with the law and purchases occupational health insurance (BPJS). The company also offers family leave and travel allowances, demonstrating genuine care for employees and their families. Regarding care for female employees, the company respects and supports female staff by providing maternity leave, miscarriage leave, and menstrual leave, fully safeguarding their physical and mental well-being. In terms of living support, the company has invested in the construction of well-equipped residential areas, providing employees with a comfortable and safe living environment and continuously improving their quality of life.



The Company Has Built a Mosque Accommodating 1,000 People for Muslim Employees, Respecting Religious Beliefs



First-class ESG Facilities in the Residential Area



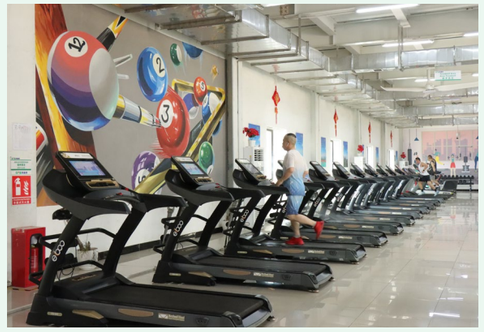
Illuminated Night View of the Residential Area



China-Indonesia Integrated Cultural Activity Room



Warm and Elegant Employee Canteen



Energetic Fitness Center



Quiet and Enriching Library



High-standard Employee Cinema

预览稿

Diverse cultural activities to strengthen team cohesion

To enhance team cohesion and create a warm and harmonious working atmosphere, the company has carefully planned and organized a series of diverse cultural activities. In terms of sports activities, the company organized dynamic basketball matches, energetic football games, agile badminton competitions, and lively swimming events, fully stimulating employees' enthusiasm for sports. For traditional cultural activities, the company organized Mid-Autumn Festival and National Day celebration events, enabling employees to experience the charm of traditional culture. In addition, warm and enjoyable bonfire parties provided a platform for employees to relax and strengthen relationships. These activities not only enriched employees' leisure lives but also enabled them to feel the warmth of home and the vitality of the team beyond their busy work schedules.

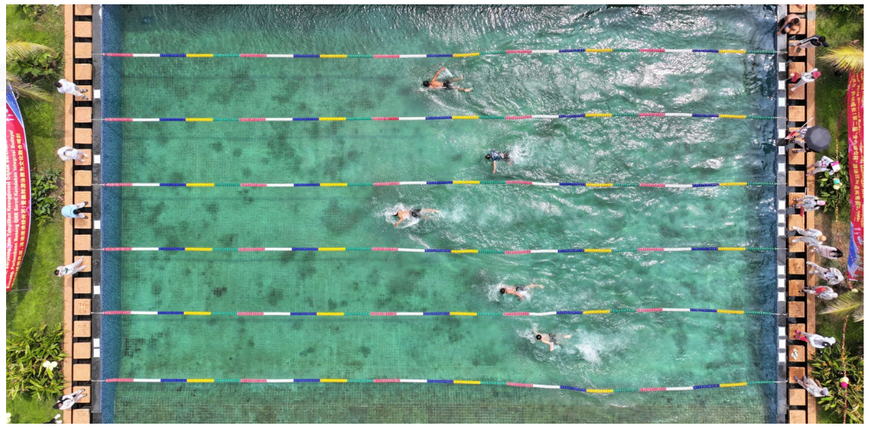


Basketball Ignites Passion; Teamwork Unites All Hearts



Green Fields Build Fitness; Football Bonds Every Soul

预览稿



Waves Soothe the Mind; Swimming Sparks Vitality



Fun Games Mark the Festivals; Joyful Work Lights Up Life



Bonfires Warm Bright Smiles; Interactions Refresh Body and Mind

5.4 Talent training and development

In 2025, the average training hours per employee were **89.42** hours/year

In 2025, the company provided **58** training courses for employees

To enhance employees' professional skills and overall quality, and to build an efficient, diverse, professional, and dynamic team, the company has established a systematic and multi-dimensional training system that provides all-around growth support for employees. According to statistics, in 2025, the company provided 58 training courses, with a total training duration of 404,930 hours and an average of 89.42 hours per employee per year. Through rich training content and flexible learning methods, employees' professional abilities and overall quality have been significantly improved.

Indicator	2024	2025
Total annual employee training hours (hours/year)	339,713	404,930
Employee training investment (RMB10,000/year)	28.14	30.15
Average training expenditure per employee (RMB/year)	56.28	66.58
Number of training courses (courses/year)	54	58
Average training hours per employee (hours/person/year)	85.44	89.42
Employee performance evaluation coverage (%)	100	100

2023-2024 Employee Training Performance Statistics

Joint Master's Program: Building a model for China-Indonesia talent cooperation

Talent development is an important strategy for the company's growth. The company is committed to building a bridge for technological and cultural integration between China and Indonesia, and promoting in-depth cooperation in industry, technology, and humanities. In terms of educational cooperation and cultural exchange, the company, in collaboration with the Indonesian government and Central South University, launched a master's program in metallurgical engineering to systematically cultivate high-quality local Indonesian engineering and technical talent, providing strong talent support for the development of Indonesia's hydrometallurgy industry.



On-site Experimental Teaching for Joint Indonesian Master's Program

1,000 skilled talent training: Building a localized technical talent pipeline

The company implements the “1,000 skilled talent training” program. Relying on a professional lecturer team and bilingual training materials in both Chinese and Indonesian, this program aims to comprehensively improve employees’ technical levels and business capabilities. The training adopts a model combining theory and practice, ensuring that employees quickly master advanced technologies and apply them in practice, thereby cultivating local Indonesian technical talent at scale.



A Professional Instructor Was Providing On-site Operational Guidance

Mentoring system management mechanism: Passing on experience and supporting growth

To help new employees integrate quickly into the team, the company implements a mentorship management mechanism. Experienced employees serve as mentors, providing one-on-one guidance to new employees. Mentors not only systematically impart professional skills but also share work experience and career insights, helping new employees avoid detours and steadily progress on their professional path. This mechanism has effectively promoted knowledge transfer and team integration, laying a solid foundation for the company’s talent development.



Mentor-apprentice Meeting at the R&D Center

China-Indonesia language training: Building a communication bridge to promoting cultural integration

The company regularly organizes Chinese-Indonesian language training and cultural exchange activities. It offers Indonesian language classes for Chinese employees and Chinese language classes for Indonesian employees, and creates an “immersive” language learning environment. Through the organic combination of language learning and cultural experience, the company has effectively broken down communication barriers, promoted in-depth exchanges and mutual understanding between Chinese and Indonesian employees, and laid a solid foundation for teamwork and cultural integration.



Launch of the QMB Chinese Language Training Class

Case A New Chapter in University-Government-Enterprise Collaboration - Launch of the Fifth Indonesian Master’s Program

On December 25, 2025, the opening ceremony of the Fifth “Indonesia Government-GEM-Central South University” Joint International Engineering Master’s Program was held simultaneously in Central South University and Indonesia, enrolling 86 Indonesian master’s students this session. Leaders from Central South University, representatives from the Scholarship Department of Indonesia Endowment Fund for Education Agency, and guests from government, enterprises, and academia attended the ceremony, marking a new stage in the tripartite collaboration model among universities, government, and enterprises. Meanwhile, 30 Indonesian students enrolled in 2022 successfully completed their studies and obtained master’s degrees this year, representing another important achievement of the joint training program.



Group Photo of the Second Cohort of Graduates from the Joint Master’s Program

Case

The Cultural Integration Journey Across 11,000 Kilometers Between China and Indonesia - GEM Indonesian Young Core Members' China Study Tour

On June 23, 2025, 33 Indonesian young core members from GEM Indonesia QMB Park arrived at the Jingmen Park in Hubei for a 14-day in-depth study tour. This study tour not only arranged for participants to visit various core sites of GEM for field trips, experience exchange, and practical operations, but also allowed them to get close to the forefront of global new energy technology, gain deep insights into the development trends of the global new energy industry, genuinely experience Chinese culture, and learn about GEM's experiences in green sustainable development, accumulating valuable knowledge wealth for personal growth and corporate development. This event further promoted the cultural integration between Chinese and Indonesian employees, allowing young Indonesian staff to deeply understand GEM's global green industry, experience the brilliant achievements of China's development, unite the strength of Chinese and Indonesian employees, and contribute to the new era of China-Indonesia cooperation.



Group Photo of GEM Indonesian Young Core Members and Indonesian Students Visiting China at the Jingmen Park

Performance evaluation and development

We adhere to the principles of "fairness, transparency, and ability-oriented" by combining multidimensional assessments and institutionalized management, allowing every employee to showcase their talents in a fair environment. Every year, employees undergo a 360-degree comprehensive evaluation (covering superiors, peers, subordinates, and self-assessment), skills testing, and practical assessments. Promotion opportunities are granted only after review by the Promotion Evaluation Committee. The company has also established honors such as "Excellent Employee", "Outstanding Model", and "Special Contribution Award" to recognize and motivate employees to continue growing and pursuing excellence. In 2025, the company's employee performance evaluation coverage rate was 100%.

Every year, employees undergo a **360**-degree comprehensive evaluation

In 2025, the company's employee performance evaluation coverage rate was **100**%



May Day Model Worker and Outstanding Individual Commendation Conference

5.5 Occupational health and safety

Health and safety system

In 2025, the company's safety investment was RMB **14,185** million

In 2025, the company achieved the safety target of "zero fatalities and zero occupational diseases"

The company adheres to the occupational health and safety principle of "Life above all; no work unless it's safe", treating employees' life safety and health as the company's top priority. With the goal of "Zero Accidents, Zero Injuries", the company continues to increase investment in safety production, enhance personnel safety capabilities, and strengthen safety monitoring, creating a safe and healthy work environment to safeguard employees' lives.

The company has established and implemented a systematic occupational health and safety management system based on international ISO 45001 standards. Drawing on chemical process safety management methods and advanced management concepts, we have built a scientific and efficient safety production operation system. Through safety risk identification and evaluation, the company sets quantitative safety goals and indicators and strictly enforces safety management systems and operational procedures. This continues to improve the maturity and performance of the safety management system, ensuring that every production process is effectively controlled. In 2025, the company invested RMB14.19 million in safety, successfully passed ISO 45001 safety management system certification, and achieved the annual safety goals of "Zero Fatalities and Zero Occupational Diseases".

Implement the occupational health and safety management system in accordance with international standards, and build a safety production operation system

Life above all; no work unless it's safe

Increase investment in safety production, enhance personnel safety capabilities, strengthen safety monitoring, and create a safe and healthy work environment


中经认证
No: JAS24S2006418OM
OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM CERTIFICATION
Certificate
This is to certify the occupational health and safety management system of
PT QMB NEW ENERGY MATERIALS
RUKO GANDARIA 12ND FLOOR, UNIT A, HOOPDIRI, OFFICE TOWER BUILDING, MEGA KUNINGAN BARAT ROAD II LOT 10.1-6, MEGA KUNINGAN DISTRICT, SOUTH JAKARTA CITY, SPECIAL CAPITAL REGION OF JAKARTA PROVINCE
AUDIT ADD: FATUFIA VILLAGE, BABODOPI DISTRICT, MOROWALI REGENCY, CENTRAL SULAWESI PROVINCE
is in conformity with
GB/T 45001-2020/ISO 45001:2018 standard
The certificate is valid for the following scope:
OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT ACTIVITIES OF THE MIXED HYDROXIDE PRECIPITATE (MHP) PRODUCTION AND SERVICES
(This certificate and certification symbols will not be applicable when modification is out of the registration scope.)
Issue Date:May 29th,2024
Expiry Date:May 29th,2027
Beijing Zhongjing Quality Certification Co., Ltd. General Manager:
To verify validity of the certificate:
1. Please scan two-dimensional code on the left with WeChat or Query.
2. Access the website of CNCA www.cnca.gov.cn
3. The Certificate is valid ONLY if the organization uses the normative audit.
WeChat
Query
JAS-ANZ


中经认证
注册号：JAS24S2006418OM
职业健康安全管理体系
认证证书
兹证明
印尼青美邦新能源材料有限公司
注册地址：苏通建设10号楼22层，A单元，邮编(宁安经济区 邮编 10.1-6号，邮编远宁安区，邮编远南部行政区，邮编远特区
审核地址：Fatufia村，Babodopi镇，莫罗瓦利县，中苏拉威西省
职业健康安全管理体系符合
GB/T 45001-2020/ISO 45001:2018 标准
该体系覆盖范围
氢氧化镍钴的生产及其服务的相关职业健康安全管理
（未纳入认证范围的多场所不得使用认证证书和认证标志）
有效期至：2027 年 05 月 29 日
北京中经科环质量认证有限公司 总经理：
公众号
证书查询
JAS-ANZ

Certificate for Occupational Health and Safety Management System Certification


KEMNAKER RI
KEMENTERIAN KETENAGAKERJAAN REPUBLIK INDONESIA
MINISTRY OF MANPOWER OF REPUBLIC INDONESIA
SERTIFIKAT KEPATUHAN
CERTIFICATE OF COMPLIANCE
DIBERIKAN KEPADA
THIS IS TO CERTIFY THAT
PT. QMB NEW ENERGY MATERIALS
ATAS PELAKSANAAN PEMERIKSAAN MANDIRI PENERAPAN NORMA KETENAGAKERJAAN BERBASIS WEB NORMA 100
TAHUN 2025
TINGKAT KEPATUHAN
CATEGORY
TINGGI
EXCELLENT
94.56
ATAS NAMA
DIREKTUR JENDERAL PEMBINAAN PENGAWASAN KETENAGAKERJAAN DAN KESELAMATAN DAN KESEHATAN KERJA (K3)
DIREKTUR BINA PEMERIKSAAN NORMA KETENAGAKERJAAN

Indonesia Occupational Health and Safety K3 Management System Certificate

Indicator	2024	2025
Total safety and health investment (RMB10,000)	1221.6	1418.5
Implementation rate of intrinsic safety projects (%)	100	100
Number of fatalities due to work (persons/year)	0	0
Number of occupational disease occurrences (cases/year)	0	0
Occupational disease on-the-job physical examination rate (%)	100	100
Average safety training hours per employee (hours/person/year)	54.60	61.20

2024-2025 QMB's Occupational Health and Safety Performance

Safety and health management measures

Safety production accountability system

The company strictly implements the safety production accountability system. Each center/department has established a health and safety performance evaluation mechanism, with the safety management department leading the formation of evaluation records every month. Responsibilities are clearly defined to ensure safety production responsibilities are effectively carried out.



Signing Ceremony for Safety Responsibility Letter

Safety production policies

The company has revised and improved 24 safety management policies, including the *Contractor Safety Management System*, *Production Site "6S" Management Assessment Measures, Fire Safety Management System*, and special operations safety management system. These systems have standardized key aspects such as production sites, contractor access, construction management, and on-site operations, defined management principles, and strengthened system implementation.



Quarterly Safety Production Meeting

Safety compliance and system improvement

The company has engaged external professional institutions to conduct two rounds of compliance diagnostics based on ISO 45001 Occupational health and safety management systems, Indonesia's K3 safety management system, and relevant laws, regulations, and standards. A total of 151 risk points across 22 categories were fully rectified, promoting standardized and compliant safety management operations.

22
categories were fully rectified

151
risk points across

Graded control of safety risks

The company has comprehensively carried out hazard identification and graded assessment, identifying a total of 1,429 hazards. Major and significant risks were eliminated, and a center-level safety risk register was established to implement precise and dynamic control, continuously enhancing the breadth and depth of risk identification.

Total hazards identified were

1429

Major and significant risks were eliminated

Safety awareness and training

The company has established a diversified training system and conducted various types of safety training. Throughout the year, 38,528 safety training sessions were carried out, covering 462,336 participants, with an average of 61.2 training hours per employee, comprehensively enhancing employees' safety awareness and operational skills.



Special Training and Competition Activities on Fire Safety Month

Emergency plans and drills

To improve emergency management capabilities, the company revised and filed emergency plans in 2025. Compared with 2024, 15 special emergency plans and 18 on-site disposal plans were newly added. Regular emergency drills and hands-on fire equipment training were conducted in accordance with the plans. A total of 587 comprehensive drills were organized throughout the year, with 23,674 participants. Through high-frequency, multi-scenario practical drills, the company has significantly enhanced employees' initial response capabilities, orderly evacuation abilities, and coordinated response capabilities.



Emergency Response Training and Fire Evacuation Drills

Safety inspections and monitoring

The company has established a safety monitoring team of 300 professional staff, who are deployed at production and construction sites to implement approval, inspection, and monitoring requirements for special operations, carry out safety technical briefing systems, and provide full monitoring for special tasks. Focusing on key areas such as special equipment, fire safety, occupational health, hazardous chemicals, and construction sites, the company conducted 98 special inspections, achieving closed-loop management of hazards with a 100% rectification rate, thereby continuously reducing on-site safety risks. In addition, the company regularly monitors occupational health hazards (such as dust, noise, and air pollution) at production and construction sites based on Indonesia's occupational health and safety K3 management standards, providing employees with a safe and healthy work environment.



On-site Safety Inspection of Chemical Storage Facilities

Occupational health management

We regularly conduct occupational health examinations for all employees and establish Individual Occupational Health Monitoring Records for each worker, allowing us to comprehensively understand employees' health status and ensure continuous tracking and effective management of their health. In 2025, in accordance with the Occupational Safety and Health Law of Indonesia, Order No. 47 and Order No. 49 issued by the competent authority, and relevant documents of the State Administration of Work Safety, the company conducted special occupational health inspections and engaged external testing institutions for special inspections. No occupational diseases occurred during the year. Through systematic management measures, the company has continuously strengthened the foundation of occupational health and safety management, effectively safeguarded employees' health and safety, and promoted the company's safe, stable, and sustainable development.

Tailings safety management

The company refers to domestic and international industry standards such as the *Global Industry Standard on Tailings Management* (GISTM) to implement full-process standardized management of tailings reservoirs, establishing an operation system of "layered stacking-compaction-covering-drainage" and using digital safety management measures to supervise and manage tailings safety risks. Meanwhile, the company continues to carry out research on tailings solidification technology to reduce the risk of dam instability at the source and ensure the safe and stable operation of tailings facilities.

5.6 Information security and privacy protection

QMB attaches great importance to information security and privacy protection, and has established a sound and independent information security and data protection management system. The company strictly complies with Indonesian and international laws and regulations and conducts management practices in accordance with international standards such as ISO 27001 (information security management system) and ISO 37301 (compliance management system). The company has obtained ISO 27001 information security management system certification, indicating that its information security management capabilities meet international standards and providing strong protection for the data security of employees, customers, and partners.



Certificate of
Management System Certification
This is to certify the information security management system of
PT. QMB NEW ENERGY MATERIALS
Unified Social Credit Code:912030100993
REGISTRATION ADDRESS: 22ND FLOOR, UNIT A, SOFOSU OFFICE TOWER BUILDING, MEGA KUNINGAN BARAT ROAD III LOT 10 1-4, MEGA KUNINGAN DISTRICT, SOUTH JAKARTA ADMINISTRATIVE CITY, DKI JAKARTA PROVINCE
MANAGEMENT ADDRESS: BATUFITA VILLAGE, BAHODOPI DISTRICT, MOROWALI REGENCY, CENTRAL SULAWESI PROVINCE
Is in conformity with
ISO/IEC 27001:2022
This certificate covers the following area
(Applicability statement version: A/0)
ENGAGED IN INFORMATION SECURITY MANAGEMENT ACTIVITIES RELATED TO SYSTEM OPERATION AND MAINTENANCE SERVICES FOR INTERNAL NICKEL COBALT HYDROXIDE PRODUCTION
Initial Certification Date: MAY.20,2024 Issue Date: From MAY.20,2024
Validity Period: From MAY.20,2024 To MAY.19,2027
Certificate No.: 04524I30066R0M
IAF CNAS 中国认可 国际互认 管理体系 MANAGEMENT SYSTEM CNAS C045-M
legal representative
Certificate holder shall receive at least one surveillance audit every year within the validity period. Re-certification shall only be valid when used in conjunction with the Notice Letter of Annual Surveillance Certification Decision. Note: The management system certification result, report and surveillance conclusion notice can obtain from the CQC Certified Client Enquiries & Management System (website: vip.cqc.com.cn). Information on this certificate could be verified on the official website of Certification and Accreditation Administration of the People's Republic of China (www.cnca.gov.cn) and www.cnas.org.cn and www.iaf.nu
Beijing Daluhangxing Quality Certification Center Co., Ltd.
Address: No. Jia 12, Yuquan road, Haidian district, Beijing, P.R. China



信息安全管理体系认证证书
兹证明
PT. QMB NEW ENERGY M ATERIALS
统一社会信用代码：912030100993
管理体系符合
ISO/IEC 27001:2022
本证书覆盖范围
（适用性声明版本：A/0）
从事对内部的氢氧化镍钴的生产相关的系统运维服务所涉及的信息安全管理活动
初次认证日期：2024年05月20日 本次发证日期：2024年05月20日
有 效 期：2024年05月20日至2027年05月19日
证 书 号：04524I30066R0M
IAF CNAS 中国认可 国际互认 管理体系 MANAGEMENT SYSTEM CNAS C045-M
法定代表人
北京大陆航星质量认证中心股份有限公司
地址：北京市海淀区玉渊路甲12号七层

Certificate for ISO 27001 Information Security Management System Certification

Information security management

QMB adheres to the principles of prevention first, graded protection, hierarchical responsibility, and continuous optimization, and has established a security protection system covering the entire data lifecycle. The company has established comprehensive data security management systems and deployed multiple technical protection measures, including firewalls, data encryption, antivirus protection, data backup, data loss prevention (DLP) systems, dedicated VPN lines, and intrusion prevention systems. Through physical isolation, hierarchical access approval, encrypted data transmission, and regular security inspections, we have ensured comprehensive protection of sensitive data and confidential information across R&D, finance, and production operations. At the same time, the company has established standardized network and information security emergency plans and conducted regular drills, demonstrating strong risk response and system recovery capabilities to ensure stable operation of information systems. The company has established a normalized information security audit mechanism, and conducts regular internal audits and third-party professional audits to continuously optimize the information security management system and improve safety management levels.

Privacy protection

QMB strictly adheres to principles of process legality, procedural fairness, processing accuracy, collection minimization, storage limitation, and information security in conducting personal information processing activities in compliance with laws and regulations. The company implements strict confidentiality management for information related to shareholders, customers, suppliers, employees, and other stakeholders. Except where disclosure is required by law, we strictly prevent information leakage and unauthorized use. During information collection, the company follows the principle of openness and transparency, clearly informing data subjects of the content, scope, purpose, and retention period of data collection. We obtain lawful authorization for data use and strictly adhere to data retention requirements, and delete information promptly upon expiration to effectively protect privacy rights and interests.

During the reporting period, QMB recorded no incidents of data leakage, major cybersecurity breaches, or violations of personal privacy. Information security and privacy protection management objectives were fully achieved, providing strong support for the company's operations and digital development.



06 Win-Win Cooperation - Building a Better Future Together

Upholding the concept of "harmonious coexistence and common development", the company practices responsible supply chain management, promoting the sustainable development of the industry. At the same time, we deepen integration with surrounding communities, giving back to society with love, and building a better future together.

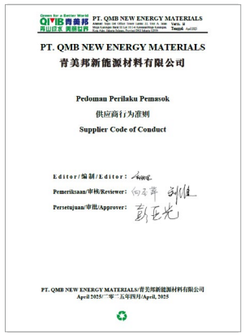




6.1 Responsible supply chain management

Responsible supply chain management policy

To avoid using conflict minerals directly or indirectly, QMB has formulated the *Due Diligence Policy for a Responsible Global Supply Chain* and the *QMB Supplier Code of Conduct*, based on the *OECD Due Diligence Guidance for Responsible Supply Chains*. After review and approval by the company's top management level, the policy and code of conduct have been widely communicated to stakeholders (suppliers, customers, employees, etc.) and are available for review on QMB's official website (www.gemindonesia.com). QMB strictly implements the above-mentioned policy and code of conduct, strengthening supply chain due diligence management to identify and control related risks.


PT. QMB NEW ENERGY MATERIALS
青美邦新能源材料有限公司
Pedoman Perilaku Pemasok
供应商行为准则
Supplier Code of Conduct

Due Diligence Policy for a Responsible Supply Chain


PT. QMB NEW ENERGY MATERIALS
青美邦新能源材料有限公司
Kebijakan Manajemen Tanggung Jawab Penuh untuk Rantai Pasok Global
负责任全球供应链的尽责管理政策
Due Diligence Policy for a Responsible Global Supply Chain

QMB Supplier Code of Conduct

Due diligence management system

The first smelting company in Indonesia to implement due diligence management for both nickel and cobalt metal supply chains and pass the Responsible Minerals Assurance Process (RMAP) audit

QMB strictly follows the *OECD Guidance* and continuously improves the responsible supply chain management manual, procedural documents, and management systems to achieve process-oriented, standardized, and systematized supply chain management. In 2025, the company further advanced the implementation of the responsible supply chain management system, strictly adhering to the system's requirements and continuously optimizing operational performance, yielding significant results.

In February 2025, the company successfully passed the rigorous audit of the Responsible Minerals Assurance Process (RMAP). It became the first smelting company in Indonesia to implement due diligence management for both nickel and cobalt metal supply chains and pass the RMAP audit, and obtained a three-year certificate, highlighting the company's leadership and responsibility in supply chain management.


Recognition that
CID004731
PT QMB NEW ENERGY MATERIALS
Completed an assessment against the Responsible Minerals Assurance Process Standard for Mineral Supply Chains All Minerals 2021
Assessment date: 02/27/2025
Assessment Cycle: 3 years
RBA CEO
Robert Lederer

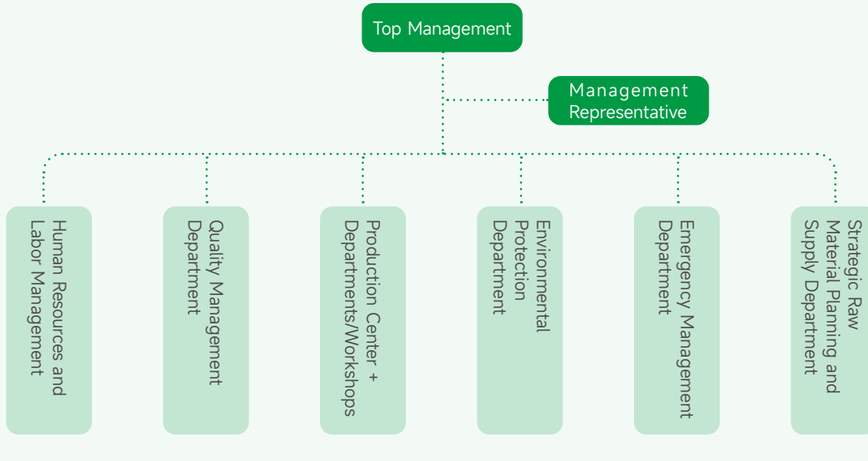
Recognition that
CID004579
PT QMB NEW ENERGY MATERIALS
Completed an assessment against the Responsible Minerals Assurance Process Standard for Mineral Supply Chains All Minerals 2021
Assessment date: 02/27/2025
Assessment Cycle: 3 years
RBA CEO
Robert Lederer

Responsible Minerals Assurance Process (RMAP) Certificate

Due diligence measures

The company has established a responsible minerals due diligence management organizational structure. The management representative is responsible for overseeing the promotion of due diligence work. Various departments, including Human Resources and Labor Management, Quality Management, Emergency Management, Environmental Protection, Production Centers, Warehousing, Strategic Raw Material Planning and Supply, Finance, and Employee Representatives, each perform their duties.

Responsible minerals due diligence management system organizational structure



Capacity building and training

QMB adopts multiple approaches to build capacity and systematically enhance responsible supply chain management. The company actively learns from excellent cases of other subsidiaries, assigns dedicated personnel to participate in professional training by the Responsible Minerals Initiative (RMI) and IMIP, and continuously incorporates industry best practices. At the same time, the company has engaged in in-depth communication with Indonesian mine owners, proactively sharing due diligence management experience and promoting overall improvement of supply chain due diligence management capabilities across upstream and downstream partners.

Risk assessment and prevention

In 2025, the company conducted risk assessments on raw material sourcing countries, transportation countries, etc., based on the P*rocedure for Identifying Conflict-Affected and High-Risk Areas (CAHRA)* across four aspects: armed conflict, human rights, government governance, and occupational health and safety. It was confirmed that QMB's nickel-cobalt raw materials were of low risk during the reporting period. To prevent potential risks within the supply chain, the company has established the *Mineral Supply Chain Risk Mitigation and Control Procedure* and ensures the effective implementation of risk mitigation through monitoring and tracking the risk mitigation plans.

Due diligence information disclosure

QMB has set up a responsible supply chain management module in the ESG section of its official website, disclosing information annually. The company accepts internal and external stakeholder supervision and feedback, maintaining close communication with upstream and downstream enterprises to jointly build a healthy, green, and responsible supply chain management mechanism.

6.2 Government-enterprise collaboration and social value

The company actively communicates and coordinates with local governments to jointly promote sustainable community development. The company integrates community support into its sustainable development strategy and localized operation core framework, adhering to the development concept of "rooting in the community, symbiotic collaboration, and value sharing". It constructs a systematic, diversified, and long-term community support and social responsibility fulfillment system, using substantial public welfare actions to give back to local development and achieve mutual prosperity and collaborative progress with the community. During the reporting period, the company focused on key areas such as infrastructure improvement, educational support, and healthcare services, systematically empowering high-quality development of local communities. Through major livelihood projects, including the construction of new classrooms and supporting facilities at Bahodopi Primary School, development of green open spaces in Bahodopi District, provision of supplies to mosques in Labota Village, and support for medical services at the health station in Mur Village, the company has effectively transformed operational results into community well-being. At the same time, the company has continuously promoted employee and family care programs and assistance for vulnerable groups, building a community of shared interests and development between the company and local communities.





Completion Ceremony for the Road, Bridge, and Classroom Construction Project at Bahodopi State No. 4 Primary School

Date	Activity Names	Donation Amount (RMB)
2025	Donation to the IMIP Sustainable Development Foundation	71,69,110.41
2025	Classroom and Supporting Facilities Construction Project at Bahodopi State No. 4 Primary School	4,172,343.84
2025	Distribution of meal assistance to flood-affected residents in Labota Village	4,166.68
2025	Tree-planting activity of 200 trees at Bahodopi State No. 4 Primary School	479.99
2025	Ramadan activities (religious competitions and Eid al-Fitr for residents of Sambalagi Village)	9,046.24
2025	Donation ceremony of sacrificial livestock for commemoration of the 1446th Islamic Eid al-Adha	33,333.30
2025	Donation of cleaning equipment and prayer facilities to Annisa Mosque in Labota Village	11,776.38
2025	Educational visit by students of Bahodopi State No. 4 Primary School to QMB Park	421.12
2025	Award ceremony for August 17 competitions at Bahodopi State No. 4 Primary School	421.68
2025	"Green Run" marathon and tree-planting activities in Palu City	27916.70
2025	Completion ceremony of the Road, Bridge, and School Construction Project in Bahodopi Village	5,608.82
2025	Green Open Space Construction Project in Bahodopi Town Government office area	6,157,807.11
Total		RMB17,591,000 (equivalent to USD2,510,000)

2025 Charity Donation Activity List

Supporting community development

The company adheres to the core principle of "being rooted locally, giving back to society, and achieving coordinated development". Focusing on key livelihood areas such as education, infrastructure, and public cultural and sports services, the company has systematically and continuously advanced community support initiatives. The company has leveraged its development momentum to continuously empower community livelihood improvements, supporting local communities in achieving quality enhancement, efficiency improvement, and sustainable development.

Core Principle

Adhere to the core principle of "being rooted locally, giving back to society, and achieving coordinated development"



Implementation Approach

Systematically and continuously advance community support initiatives

Focus Areas

Education, infrastructure, and public cultural and sports services

Development Goals

Leverage the company's development momentum to continuously empower community livelihood improvements, supporting local communities in achieving quality enhancement, efficiency improvement, and sustainable development

Case Improving Transportation Connectivity and Enhancing Livelihoods - Bahodopi Green Road Project

QMB actively fulfills its corporate social responsibility and promotes integration with local communities and sustainable development. At the beginning of 2025, the company completed the "Bahodopi Green Road" project, constructing 2.2 kilometers of rural roads and supporting bridges, effectively addressing travel difficulties for local residents during the rainy season. The project fully considered the actual needs of local residents, incorporated community feedback, and implemented environmentally friendly and ecological protection measures during construction, achieving harmony between infrastructure development and the local environment. The road connected residential areas with public service facilities, significantly improving travel safety and convenience while promoting economic activities along the road and enhancing residents' quality of life. According to the Public Satisfaction Index (IKM) survey, the project scored 83.94 points and was rated "Excellent". It received high recognition from local residents and became a key practice of the company in empowering communities and implementing ESG principles.



Bahodopi Green Road

Case Advancing Local Education Support and Achieving Breakthroughs in Scale and Quality - Bahodopi Primary School Project

QMB developed the "Bahodopi-QMB" Cultural Integration Demonstration Village project in the Bahodopi region, focusing on addressing local educational challenges. By constructing high-standard classrooms, a supporting playground, and teaching facilities, the project not only resolved the problem of "three-shift classes" for students but also increased student capacity from more than 300 to over 500. Following project completion, the school's capacity significantly improved and it obtained certification from Indonesia's national education institution BAN-PDM, becoming the only Grade A certified primary school in the Bahodopi area. Focusing on education improvement, infrastructure development, and cultural integration, the project was jointly advanced with local governments and communities, significantly enhancing local well-being. It represents a model practice of ESG implementation and deepening people-to-people connectivity between China and Indonesia.



School Buildings and Campus Environment Constructed by the Company

Case Creating Public Spaces to Enrich Spiritual and Cultural Life - Development of Green Open Spaces in Bahodopi District

On May 21, 2025, the company, in collaboration with the Bahodopi Town Government, held the groundbreaking ceremony for green open space construction, setting a model of government-enterprise collaboration to advance community public services. The project is positioned with a focus on health inclusiveness and cultural empowerment, integrating local cultural elements into public service facilities, creating a comprehensive public space with art exchange, sports fitness, and community interaction. It became a signature move for the company to strengthen government-enterprise cooperation, stimulate community participation, and advance local sustainable development.



Rendering of Green Open Space Project in Bahodopi District Government Office Area

Case Practicing Environmental Protection - Tree-Planting Activity at Morowali Primary School

On February 22, 2025, the company carried out a dedicated tree-planting activity at Morowali Primary School as part of its ecological protection and sustainable development efforts. A total of 50 students and eight teachers participated, planting 200 tree seedlings. Through immersive greenery planting practices, this initiative effectively increased green coverage on campus and surrounding areas and improved local air quality. At the same time, the activity promoted the concept of green ecology to young people and cultivated environmental awareness among students. It also advanced local ecological development through school-enterprise collaboration, fulfilling the company's environmental responsibility.



Tree-planting Activity at Morowali Primary School

Case Joining Hands with Education, Protecting the Environment—World Environment Day Themed Educational Practice Activity

On June 17, 2025, in celebration of World Environment Day, the company invited 20 students and 10 teachers from Bahodopi State No. 4 Primary School to visit the QMB Nickel Industry Museum and laboratories for an immersive educational experience. The activity, through diverse forms such as nickel industry history popularization, interactive fun experiments, and ecological and environmental publicity and education, organically integrates industry understanding, environmental protection concepts, and cross-cultural education, effectively enhancing adolescents' awareness of ecological protection, stimulating their interest in exploring the nickel industry and new energy materials, and aiding in the cultivation of local talents and the development of cultural integration.



Visit of Teachers and Students from Bahodopi State No. 4 Primary School to the QMB Nickel Industry Museum

Case Coastal Ecosystem Restoration - Mangrove Planting Initiative in Bete-Bete Village

On November 16, 2025, the company implemented a large-scale mangrove restoration project in Bete-Bete Village, planting 2,000 mangrove seedlings. The project focused on coastal ecological conservation and biodiversity protection, taking into account coastal ecological stability, nature conservation and community empowerment development. It has systematically optimized the functions of coastal ecological corridors, and effectively improved coastline protection capabilities. The mangrove planting initiative has played an important role in carbon sequestration, oxygen release, and marine biodiversity conservation. It represents a key practice of the company in implementing green development philosophy and the United Nations Sustainable Development Goals, further demonstrating the company's commitment to ecological governance in its areas of operation.



Coastal Mangrove Planting Activity

Community communication and cultural integration

The company uses the five pillars of social responsibility—infrastructure, educational inclusiveness, healthcare, economic development, and environmental protection—as guiding principles, comprehensively promoting sustainable local development, and continuously deepening the collaborative governance mechanism among enterprises, governments, and communities, consolidating a harmonious relationship of mutual trust and win-win cooperation among multiple parties.

Case Safeguarding Maternal and Infant Health and Enhancing Grassroots Healthcare Services - Medical Equipment Support for Bahomakmur Village

On February 11, 2025, the company donated medical equipment to the health station in Bahomakmur Village, including infant and adult scales, height and head circumference measuring devices, blood pressure monitors, stethoscopes, fetal Doppler devices, and health test strips. This support significantly enhanced maternal and child healthcare services in the local community, providing targeted support for key groups such as pregnant women and infants and improving the overall quality of healthcare services in grassroots communities.



Handover Ceremony of Medical Equipment at the Health Station in Bahomakmur Village

Case Practicing ESG Principles and Safeguarding Community Health - Labota Village Health Service Campaign

On May 5, 2025, the company worked with compliant medical institutions in Bahodopi Town to provide inclusive free medical consultations and health education services in Labota Village, serving more than 100 community residents. The campaign served 88 people, with a focus on strengthening early screening and intervention capabilities for non-communicable diseases. This free medical consultation campaign effectively addressed gaps in primary medical services, enabling villagers to access professional and convenient medical testing services close to home, while enhancing local residents' health awareness and disease prevention capabilities. Through concrete actions, the company has practiced ESG principles, safeguarded community health, and strengthened the primary-level health protection network.



Free Medical Consultation in Labota Village

Case Empowering the Construction of Religious Facilities and Promoting the Integration of Sustainable Energy and Culture

On June 13, 2025, the company provided targeted support of religious worship supplies, cleaning equipment, and other materials to the Annisa Mosque in the neighboring Labota Village, and completed the installation of solar panels, empowering the operation of religious sites with clean energy. The entire project respects the local religious beliefs and cultural traditions by using religious facilities, a core public space in the community, as a link to deepen community communication, cultural mutual trust, and emotional connection, continuously solidifying the foundation of harmonious coexistence between the company and the community.



Assistance Handover Event for the Annisa Mosque in Labota

Case Practicing Humanitarianism through Voluntary Blood Donation

From August 18 to 19, 2025, taking the 80th anniversary of Indonesia's Independence as an opportunity, the company organized a voluntary blood donation campaign. The campaign focused on public health and well-being, helping enhance local emergency blood reserves and ease blood supply shortages faced by local medical institutions. Employees from the company responded actively and participated enthusiastically, practicing humanitarian values through concrete actions and promoting the social values of solidarity, mutual assistance, public welfare, and kindness. This campaign closely connected corporate development with people's well-being, conveying warmth through blood donation and demonstrating the company's responsibility through action. It fully reflected the company's sense of responsibility and humanistic care, serving as a vivid practice of our ESG principles and contribution to local society.



Voluntary Blood Donation Campaign

Case Supporting Preschool Education Facilities and Empowering Primary-level Education through Donations of Early Childhood Education Materials

On December 20, 2025, the company completed the handover of charitable preschool education materials in Bahodopi Town, donating 268 sets of teaching desks and chairs to local kindergartens to comprehensively improve hardware facilities and the learning environment for early childhood education. This donation effectively improved supporting facilities for primary-level preschool education, enhanced the comfort of daily teaching and the quality of school operations, and created safer and more comfortable learning conditions for children. Through concrete actions, the company fulfilled our corporate social responsibility, continued to support the improvement and upgrading of local basic education resources, and helped support children's dreams for growth with care.



QMB Donated Desks and Chairs to Kindergartens in Bahodopi Town

Case Targeted Assistance and Warm Coexistence - QMB Support Campaign for Employees in Difficulty

On December 31, 2025, upholding the "people-oriented" employment philosophy, the company distributed living assistance supplies to employees in difficulty within the operating area, providing targeted relief for their basic living pressures. The assistance covered employees with heavy family burdens or unexpected difficulties, and the supplies included necessities such as rice, flour, cooking oil, and daily necessities. Through preliminary assessments and needs evaluations, the company ensured that the assistance supplies were accurately delivered to employees most in need of care. This initiative effectively strengthened the employee welfare protection system, conveyed the company's warm care, enhanced employees' sense of belonging and cohesion, and fostered a harmonious, mutually beneficial, and caring workplace atmosphere.



Distribution of Assistance Packages to Employees in Difficulty

Appendix 1: ESG Performance Data Statistics for GEM Indonesia QMB Park

Categories	Performance Indicators	2024	2025
Economy	Total assets (RMB100 millions)	162.53	240.00
	Annual product output (metal tons)	51,666.00	111,288.9
	Sales revenue (RMB100 millions)	55.93	117.98
	Operating costs (RMB100 millions)	38.81	91.67
	Total taxes paid (RMB100 millions)	0.16	10.64
	R&D investment (RMB10,000)	4,630.65	4,724.44
	Total employee compensation (RMB100 millions)	3.97	5.9
Environment	Wastewater emission (tons/year)	8,451,073	14,369,379
	Wastewater emission compliance rate (%)	100	100
	Exhaust gas emission compliance rate (%)	100	100
	Comprehensive energy consumption (10,000 tons of standard coal)	12.08	14.76
	Total purchased electricity consumption (MWh/year)	297,561.93	543,248.97
	Liquefied petroleum gas (cubic meters)	198.22	171.136
	Coal consumption (tons/year)	62,417.97	11,670.88
	Gasoline consumption (tons/year)	283.88	295.39
	Diesel consumption (tons/year)	27,590.87	49,475.17
	Industrial solid waste emissions (tons/year)	7,702,150	19,598,079.42
	Total hazardous waste emissions (tons/year)	116.755	213.35
	Total COD emissions (tons/year)	272.12	462.71
	Ammonia nitrogen emissions (tons/year)	36.51	62.13
	Greening area (square meters)	17,000	30,000
	Scope 1 emissions a (tCO_2e/year)	104,581.8	95,253.16
	Scope 2 emissions b (tCO_2e/year)	226,382.3	204,464.34
	Scope 3 emissions c (tCO_2e/year)	1,261,582.1	1,902,970.71
	Scope 1 & Scope 2 greenhouse gas emissions d (tCO_2e/year)	330,964.1	299,717.5
	Total greenhouse gas emissions (Scope 1, Scope 2 & Scope 3) (tCO2e/year)	1,592,546.2	2,202,688.21
	Scope 1 & Scope 2 carbon emission intensity per unit product f (tCO2e/metal tons of product)	6.406	4.695
Society	R&D investment (RMB10,000)	4,630.65	4,724.44
	Granted patents (items)	3	101
	Applied patents (items)	452	799
	Customer return rate (%)	0	0
	Number of customer complaints (times)	0	0
	First-time inspection pass rate (%)	100%	100%
	Incoming material inspection pass rate (%)	91.60%	96.55%
	Local employment proportion (%)	63.08%	74.5%
	Employee satisfaction (%)	86%	87%
	Average employee salary increase rate (%)	2.40%	1.43%
	Employment contract signing rate (%)	100.00%	100.00%
	Total safety and health investment (RMB10,000)	1,221.6	1,418.5
	Implementation rate of intrinsic safety projects (%)	100	100
	Number of fatalities due to work (persons/year)	0	0
	Number of occupational disease occurrences (cases/year)	0	0
	Occupational disease on-the-job physical examination rate (%)	100	100
	Lost time injury frequency rate per million working hours (%)	/	0.66
	Accident occurrence rate (times/year)	8	7
	Average safety training hours per employee (hours/person/year)	54.60	61.20
	Total annual employee training hours (hours/year)	339,713	404,930
	Employee training investment (RMB10,000/year)	28.14	30.15
	Number of training courses (courses/year)	54	58
	Average training hours per employee (hours/person/year)	85.44	89.42
	Employee performance evaluation coverage (%)	100	100
	Signing rate of anti-unfair competition agreements (including the Letter of Commitment for Integrity and Self-Discipline among suppliers) (%)	40	100%
	Number of supplier ESG violations (child labor and forced labor)	0	0
	Total charitable donations by the company (USD10,000)	278.3	251.3

Note: The performance indicators in Appendix 1, including Scope 1 emissions a (tCO_2e/year), Scope 2 emissions b (tCO_2e/year), Scope 3 emissions c (tCO_2e/year), Scope 1 & Scope 2 greenhouse gas emissions d (tCO_2-e/year), total greenhouse gas emissions (Scope 1, Scope 2 & Scope 3) e (tCO_2e/year), and Scope 1 & Scope 2 carbon emission intensity per unit product f (tCO_2e/metal ton of product), apply only to PT QMB New Energy Materials.

Appendix 2: Assurance Statement

TÜVRheinland®
Precisely Right.

独立审验声明

介绍

莱茵技术（上海）有限公司，是德国莱茵 TÜV 集团成员之一（简称"莱茵"或"我们"），受青美邦新能源材料有限公司（简称"青美邦"或"公司"）的委托针对其 2025 年可持续发展报告（简称"报告"）做独立第三方审验。报告披露了青美邦在 2025 财年内（2025 年 1 月 1 日至 2025 年 12 月 31 日）的可持续发展信息。

职责

青美邦不仅负责可持续发展报告的准备以及符合适用报告准则的可持续发展信息收集与提报，而且有义务落实和维护有效的信息和数据的内控以支持报告编撰流程。

TÜV 莱茵的可持续信息审验活动，是在符合 ISO/IEC 17029:2019 标准要求的质量管理体系下运作的，并恪守 TÜV 莱茵全球职业道德合规守则。我们的审验服务遵循独立性和公正性原则，并不参与青美邦的报告准备。本次审验项目由具备相应可持续性议题专业知识和审验经验的团队执行。莱茵的职责是依据审验协议以及约定的审验工作范畴执行独立审验工作，并对可持续发展报告做出独立和公正的职业判断。

审验标准

TÜV 莱茵依据 AccountAbility AA1000 审验标准第三版（AA1000AS v3），针对青美邦选择的特定绩效指标（参见本声明中的附录）及其非财务定性信息（包括实质性评估、利益相关方参与、实质性影响、风险与机遇（IRO）相关的议题管理等）按类型-2 和中度等级进行审验。

审验目的

审验旨在为青美邦管理层和关注该公司可持续发展信息与绩效的利益相关方提供独立的审验观点，具体包括：审查并评估可持续发展报告和披露遵循 AA1000AP（2018）审验原则（包括包容性、实质性、回应性和影响性）的程度；审查并评估特定绩效信息的可靠性和质量。

审验准则

下列审验准则（包括报告框架准则或标准）用于审验工作：

- 全球报告倡议组织 GRI 标准
- 联合国可持续发展目标（SDGs）
- TCFD 气候相关财务信息披露指引
- 温室气体核算体系企业核算与报告标准
- AA1000AP 审验原则，即，包容性、实质性、回应性和影响性

审验方法

我们的审验活动和程序包括：

- 问询管理层以理解和评估运营与可持续发展管理的关键流程、系统和内部控制。
- 访谈负责可持续发展执行层面的关键人员，以理解非财务信息报告体系，包括特定绩效数据和非财务定性信息的收集、整合和报告，并评估集团层面数据整合流程。
- 应用分析程序，审查数据的合理性。

TÜVRheinland®
Precisely Right.

- 基于抽样方法，测试信息溯源以检查数据的精确性。
- 审查特定绩效指标和审验范围内的定量与定性信息的一致性和可靠性。
- 检查收集的支持性证据，以评估相关证据和信息披露支持和遵循 AA1000AP 审验原则的程度。
- 汇报审验观察项或建议给公司管理层，以给予在审验工作完成之前更正报告错误的机会。

局限性

TÜV莱茵依据审验协议规定的审验范围策划并执行审验工作，以获得证据信息和必要的解释，为按照 AA1000AS v3中度审验作出的审验结论提供依据。中度审验参与的程序本质和程度（范围）均低于获得高度审验所需的程序。

前瞻性信息涉及尚未发生且可能永远不会发生的事件和行动。实际结果很可能会不同，因为预期的事件往往并未如预期发生。我们不保证前瞻性信息的可实现性。

与审验有关的信息和绩效包括选择的特定绩效指标会局限于本报告的内容披露。我们的审验未涵盖财务年报及财务数据，且并不涵盖超出本次审验工作范围的其他与可持续发展主题不相关的主题或事项。

审验结论

基于已执行的审验程序及所获得的证据，我们认为：

- 青美邦 2025 年可持续发展报告遵循了 AA1000AP 审验原则。
- 可持续发展信息按照 GRI 可持续发展标准进行报告编制。
- 特定绩效指标（参见本声明附录）和审验范围内的非财务定性信息（包括重要性议题评估）经评估，未发现重大错报。

针对任何第三方依据此份审验声明来对青美邦做出的评论和相关决定，TÜV 莱茵将不承担任何责任。

对 AA1000AP 审验原则的遵循程度

包容性：青美邦已识别的利益相关方群体包括股东、客户、供应商、业务合作伙伴、政府及监管机构、社区以及媒体。公司针对ESG议题开展了利益相关方问卷调研，为议题重要性评估提供参考依据。

实质性：青美邦已开展双重重要性评估，从"影响重要性"和"财务重要性"两个维度对议题进行评估和重要性排序。议题矩阵揭示了当年度的具有双重重要性的关键议题（如产品与服务质量、劳工与人权保障、社区沟通与发展、废弃物与污染物管理、循环经济、应对气候变化、职业健康与安全等），较好地契合行业特点和风险管理特征。

回应性：青美邦已构建多元化的利益相关方沟通机制，包括社区对话、供应商尽职调查与培训、申诉与举报等。证据表明，公司已将目标管理与绩效考核挂钩。本期报告披露了ESG关键绩效指标（如温室气体排放、能源利用、人力资源绩效、职业健康等）的量化数据，以恰当和及时地回应利益相关方的重大关切。

影响性：青美邦极其重视自身运营以及合规风险，尤其环境、劳工权益、反腐败、数据安全等领域，并通过内控体系管控潜在的 ESG 重大风险。证据表明，公司于 2025 年开展了人权尽职调查，并发布人权政策与人权尽责报告。本期报告披露了气候相关风险于机遇的分析评价。我们建议青美邦未来进一步针对其他财务重要性议题进行了影响、风险与机遇（IROs）分析。

特定绩效信息披露

基于类型二中度审验要求，TÜV 莱茵关于特定绩效信息（参见附录）的可靠性和质量的验证结论如下：

- 我们观察到青美邦已建立和实施相关内部控制系统与流程，并采集和汇总与选择的特定绩效指标相关的可靠源数据以作验证。
- 验证过程中发现的所有小错误已得到纠正。我们相信在验证范围内提供的最终数据是准确的。

TÜVRheinland®
Precisely Right.

我们建议青美邦在运营层面不断提升数据治理水平（包括数据整合）。

完整的管理报告已递交给青美邦管理层以作考虑，其中具体阐述了审验发现和可持续发展报告持续改进的建议。

潘敏
企业可持续发展服务技术经理
莱茵技术（上海）有限公司
中国上海, 2026 年 4 月 22 日

AA1000
Licensed Report
000-555/V3-473PT

附录：
选定的特定绩效指标

指标	**单位**
环境	
范围一温室气体排放量	吨二氧化碳当量
范围二温室气体排放量	吨二氧化碳当量
范围三温室气体排放量	吨二氧化碳当量
温室气体排放总量	吨二氧化碳当量
化学需氧量（COD）	吨
氨氮（NH3-N）	吨
综合能源消耗量	吨标煤
危废排放总量	吨
工业固废排放总量	吨
社会	
职业病在岗体检率（%）	%
百万工时损工事故率（%）	%
员工培训总时长	小时

3

Appendix 3: GRI Index

Instructions for Use	GEM Indonesia QMB Park has reported information referenced in this GRI Index for the reporting period from January 1, 2024, to December 31, 2024, in accordance with the GRI Standards.
Use of GRI 1	GRI 1: Foundation 2021

GRI Standards	Disclosure Item	Location	Omission Explanation
GRI Standards GRI 2: General Disclosures 2021	2-1 Organizational details	Park overview and planning	
	2-2 Entities included in the organization's sustainability reporting	About This Report	
	2-3 Reporting period, frequency and contact point	About This Report	
	2-4 Information restatements	Omitted	N/A
	2-5 External assurance	Assurance Statement	
	2-6 Activities, value chain and other business relationships	Park overview and planning	
	2-7 Employees	Inclusiveness and diversity ESG Performance Data Statistics for GEM Indonesia QMB Park	
	2-8 Workers beyond employees	Inclusiveness and Care - Supporting Employee Growth	
	2-9 Governance structure and composition	Corporate governance	
	2-10 Nomination and selection of the highest governance body	Corporate governance	
	2-11 Chair of the highest governance body	Corporate governance	
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate governance	
	2-13 Delegation of responsibility for managing impacts	Corporate governance	
	2-14 Role of the highest governance body in sustainability reporting	Corporate governance	
	2-15 Conflicts of interest	Corporate governance	
	2-16 Communication of critical concerns	ESG issue identification and strategic objectives	
	2-17 Collective knowledge of the highest governance body	Development strategy and goals	
	2-18 Evaluation of the performance of the highest governance body	Omitted	have been integrated and presented in the Group's Annual Report.
	2-19 Remuneration policies	Compensation and benefits	
	2-20 Procedure for determining compensation	Compensation and benefits	

GRI Standards	Disclosure Item	Location	Omission Explanation
GRI 2: General Disclosures 2021	2-21 Ratio of total annual compensation	Omitted	Confidential restrictions. Due to information confidentiality requirements, the item is not disclosed externally at this time
	2-22 Statement on sustainable development strategy	Chairman's Message Development strategy and goals	
	2-23 Policy commitments	Chapters of the report	
	2-24 Embedding policy commitments	Compliance and risk management Labor and human rights protection Employee rights and benefits Responsible supply chain management	
	2-25 Processes to remediate negative impacts	Compliance and risk management Labor and human rights protection Responsible supply chain management	
	2-26 Mechanisms for seeking advice and raising concerns	About This Report Anti-unfair competition Anti-commercial bribery and anti-corruption Compliance and risk management Labor and human rights protection Employee rights and benefits Responsible supply chain management	
	2-27 Compliance with laws and regulations	Chapters of the report	
	2-28 Membership associations	Chapters of the report	
	2-29 Approach to stakeholder engagement	ESG issue identification and strategic objectives	
	2-30 Collective bargaining agreements	ESG issue identification and strategic objectives	
GRI 3: Material Issues 2021	3-1 Process to determine material issues	ESG issue identification and strategic objectives	
	3-2 List of material issues	ESG issue identification and strategic objectives	
	3-3 Management of material issues	ESG issue identification and strategic objectives	
GRI 201: Economic Performance 2016	201-1 Economic value generated and distributed directly	Park overview and planning	
	201-2 Financial implications and other risks and opportunities due to climate change	Response to climate change	
	201-3 Defined benefit pension plans and other retirement plans	Inclusiveness and Care - Supporting Employee Growth	
GRI 201: Economic Performance 2016w	201-4 Government grants and financial subsidies	Omitted	Not applicable, as the data and related information have been integrated and presented in the Group's Annual Report
GRI 202: Market Performance 2016	202-1 Ratio of standard entry-level wage by gender to local minimum wage	Omitted	Confidential restrictions. Due to information confidentiality requirements, the item is not disclosed externally at this time
	202-2 Proportion of Executives Hired from the Local Community	Omitted	Information unavailable, as relevant data has not been compiled
GRI 203: Indirect Economic Impact 2016	203-1 Infrastructure investments and services supported	Chapters of the report Government-enterprise collaboration and social value	
	203-2 Significant indirect economic impacts	Government-enterprise collaboration and social value	
GRI 204: Procurement Practices 201	204-1 Proportion of local supplier procurement expenditure	Omitted	Confidential restrictions. Due to information confidentiality requirements, the item is not disclosed externally at this time
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	Anti-commercial bribery and anti-corruption	
	205-2 Communication and training about anti-corruption policies and procedures	Anti-commercial bribery and anti-corruption	
	205-3 Confirmed incidents of corruption and actions taken	Anti-commercial bribery and anti-corruption	
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Anti-unfair competition	
GRI 207: Taxation 2016	207-1 Tax strategy	Omitted	Not applicable, as taxation is not a material issue for the company
	207-2 Tax governance, control, and risk management	Omitted	
	207-3 Stakeholder engagement and management of concerns related to tax	Omitted	
	207-4 Country-by-country reporting	Omitted	
GRI 301: Materials 2016	301-1 Weight or volume of materials used	Omitted	Information unavailable, as relevant data has not been compiled
	301-2 Materials used for recycling	Omitted	
	301-3 Recycled products and their packaging materials	Omitted	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy utilization ESG Performance Data Statistics for GEM Indonesia QMB Park	

GRI Standards	Disclosure Item	Location	Omission Explanation
GRI 302: Energy 2016	302-2 Energy consumption outside of the organization	Omitted	Information unavailable, as relevant data has not been compiled
	302-3 Energy intensity	Response to climate change ESG Performance Data Statistics for GEM Indonesia QMB Park	
	302-4 Reducing energy consumption	Circular economy Energy utilization ESG Performance Data Statistics for GEM Indonesia QMB Park	
	302-5 Reductions in energy requirements of products and services	Circular economy Energy utilization ESG Performance Data Statistics for GEM Indonesia QMB Park	
GRI 303: Water Resources and Wastewater 2018	303-1 Organization's interaction with water (as a shared resource)	Water resources management	
	303-2 Management of water discharge-related impacts	Water resources management	
	303-4 Discharge	Waste and pollutant management Water resources management	
	303-5 Water use	Clean and Low Carbon - Protecting the Blue Water and Sky	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Response to climate change	
	305-2 Energy indirect (Scope 2) GHG emissions	Response to climate change	
	305-3 Other indirect (Scope 3) GHG emissions	Response to climate change	
	305-4 GHG emissions intensity	Response to climate change	
	305-5 Reduction of GHG emissions	Response to climate change	
	305-6 Ozone depleting substances	Omitted	Not applicable, as the company is not involved in significant emissions of refrigerants or other ODS
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	Waste and pollutant management	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste and pollutant management	
	306-2 Management of significant waste-related impacts	Waste and pollutant management	
	306-3 Waste generated	ESG Performance Data Statistics for GEM Indonesia QMB Park	
	306-4 Waste diverted from disposal	Environmental compliance management	
GRI 306: Waste 2020	306-5 Waste directed to disposal	Environmental compliance management	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers selected using environmental evaluation criteria	Responsible supply chain management	
	308-2 Negative environmental impacts in the supply chain and actions taken	Responsible supply chain management	
GRI 401: Employment 2016	401-1 New employee hiring and employee turnover rates	Inclusiveness and diversity Labor and human rights protection	
	401-2 Benefits provided to full-time employees (excluding temporary or part-time employees)	Compensation and benefits	
	401-3 Parental leave	Compensation and benefits	
GRI 402: Labor-Management Relations 2016	GRI 402-1 Minimum notification periods for operational changes	Omitted	Information unavailable, as relevant data has not been compiled
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational health and safety	
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational health and safety	
	403-3 Occupational health services	Occupational health and safety	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational health and safety	
	403-5 Worker training on occupational health and safety	Occupational health and safety	
	403-6 Promoting worker health	Occupational health and safety	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	Occupational health and safety	
	403-8 Workers covered by an occupational health and safety management system	Occupational health and safety	
	403-9 Work-related injuries	Occupational health and safety	
	403-10 Work-related health issues	Occupational health and safety	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Talent training and development	
	404-2: Employee skill enhancement and transition assistance programs	Talent training and development	
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent training and development	
GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity in governance bodies and employees	Inclusiveness and diversity	
	405-2 Ratio of basic salary and remuneration of women to men	Omitted	Confidential restrictions. Due to information confidentiality requirements, the item is not disclosed externally at this time
GRI 406: Anti-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Labor and human rights protection	

GRI Standards	Disclosure Item	Location	Omission Explanation
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers at risk regarding the right to freedom of association and collective bargaining	Labor and human rights protection	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at risk of significant child labor incidents	Labor and human rights protection	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Labor and human rights protection	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Omitted	Information unavailable, as relevant data has not been compiled
GRI 411: Indigenous 2016	411-1 Incidents involving violations of indigenous rights	Omitted	Information unavailable, as relevant data has not been compiled
GRI 413 Local Communities 2016			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Government-enterprise collaboration and social value	
	413-2 Operations with significant actual and potential negative impacts on local communities	Omitted	The company had no significant negative impacts on local communities
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers selected using social criteria	Responsible supply chain management	
	414-2 Negative social impacts in the supply chain and actions taken	Responsible supply chain management	
GRI 415: Public Policy 2016	415-1 Political contributions	Omitted	Not applicable, as the company was not involved in political contributions during the year
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health awnd safety impacts of product and service categories	Safety and quality of products and services	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Omitted	Not applicable, as the company has not been involved in violations of health and safety impacts of products and services
GRI 417: Marketing and Labeling 201	417-1 Requirements for product and service information and labeling	Safety and quality of products and services	
	417-2 Incidents of non-compliance concerning product and service information and labeling	Omitted	Not applicable, as the company has not been involved in violations related to information and labeling of products and services
	417-3 Incidents of non-compliance concerning marketing communications	Omitted	Not applicable, as the company has not been involved in violations related to marketing communications
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information security and privacy protection	

Reader Feedback

Dear readers, Greetings!

Thank you very much for reading the *2025 Sustainability Report of GEM Indonesia QMB Park*. If you have any thoughts or suggestions regarding this report, please fill out the feedback form below and send it to us via mail, fax, or email. We deeply appreciate your valuable feedback!

Name: _____

Tel.: _____

E-mail: _____

1. Which chapters of this report do you think provide important information?

☐ Introduction to GEM Indonesia QMB Park

☐ Organizational Governance - Strengthening the Foundation for Development

☐ Innovation Leading - Driving High-quality Development

☐ Clean and Low Carbon - Protecting the Blue Water and Sky

☐ Inclusiveness and Care - Supporting Employee Growth

☐ Win-Win Cooperation - Building a Better Future Together

2. How do you rate this report?

Readability	☐ Good	☐ Average	☐ Poor
Completeness	☐ Good	☐ Average	☐ Poor
Relevance	☐ Good	☐ Average	☐ Poor
Layout Design	☐ Good	☐ Average	☐ Poor
Overall Impression	☐ Good	☐ Average	☐ Poor

3. Suggestions for our next year's report?

_____

_____

_____

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