2025 Environmental, Social and Corporate Governance (ESG) Report

Jiangsu Rugao High Voltage Electric Apparatus Co., Ltd.



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About the Report

The Report is the 2025 Environmental, Social and Corporate Governance (ESG) Report of Jiangsu Rugao High Voltage Electric Apparatus Co., Ltd. (hereinafter referred to as “the Report”). It aims to disclose to stakeholders the Company’s philosophies, approaches, practices and operational status in environmental, social and corporate governance aspects throughout the year 2025.

Reference Standards

The Report was prepared with reference to the following standards and frameworks:

- *Sustainability Reporting Standards* (GRI Standards 2021) issued by Global Sustainability Standards Board (GSSB)
- *United Nations Sustainable Development Goals* (UN SDGs)
- Sustainability Accounting Standards Board (SASB)
- *International Financial Reporting Standards Sustainability Disclosure Standards 1–General Requirements for Disclosure of Sustainability-related Financial Information* (IFRS S1)
- *International Financial Reporting Standards Sustainability Disclosure Standards 2–Climate-related Disclosures* (IFRS S2)
- *Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)*
- *Self-Regulatory Guidance No. 3 for Companies Listed on Shenzhen Stock Exchange—Preparation of Sustainability Report (Revised in January 2026)*

Scope of the Report

Reporting Period: The Report covers our activities undertaken from January 1, 2025, to December 31, 2025. For comparability and prospective purposes, certain content may exceed the above time range.
Organization Scope: The scope of this Report covers Jiangsu Rugao High Voltage Electric Apparatus Co., Ltd.

Designations

In this Report, “Rugao High Voltage”, “the Company” and “We” all refer to Jiangsu Rugao High Voltage Electric Apparatus Co., Ltd. “Sieyuan Electric” and “the Group” refer to Sieyuan Electric Co., Ltd. (the Company is a subsidiary of Sieyuan Electric Co., Ltd.).

Data Sources

All data disclosed in this Report are derived from the Company’s official documents and statistical records. Unless otherwise stated, the data in the Report are measured in metric system and the currency is denominated in Renminbi (RMB).

Reliability Statement

The Company declares that this Report contains no false records, misleading statements or material omissions, and shall be responsible for the authenticity, accuracy and completeness of its content.



About Rugao High Voltage

Company Overview

Jiangsu Rugao High Voltage Electric Apparatus Co., Ltd. was founded in 1967 and restructured in 2002 as a wholly-owned subsidiary of Sieyuan Electric Co., Ltd. It is a key domestic enterprise engaged in the R&D and manufacturing of high-voltage electric apparatus for power transmission and transformation systems. Its product portfolio, includes 800kV and below disconnect switches, 550kV and below circuit breakers, 550kV and below gas-insulated metal-enclosed switchgear, and 1800V DC series products.

The Company's products are widely applied in power stations, power plants, railways, and large and medium-sized industrial and mining enterprises worldwide. Committed to delivering superior system solutions for high voltage electric apparatus equipment to global customers, Rugao High Voltage maintains in-depth strategic cooperation with high-end clients including State Grid Corporation of China, China Southern Power Grid and China Railway. It serves as a mainstream supplier of power equipment and a professional provider of system solutions.

With service institutions and regional networks covering major cities at home and abroad, the Company has built a professional service team, and established regular customer return visits, routine inspection mechanisms and a training service system. It has realized full life cycle management of products and comprehensive quality management, delivering all-round high-quality services to customers.

Corporate Culture

Mission
Smarter Power, Better Life.

Vision
To Become a Global Leader in the Electrical Industry.

Core Values
Delivering Success to Customers, Innovating and Surmount;
Honesty and Integrity, Openness and Collaboration;
Self-criticism and Reflection, Diligence and Perseverance.

Corporate Honors

National-level	Torch Plan Key High-tech Enterprise
	High-tech Enterprise
	Second Prize of National Science and Technology Progress Award
	Specialized, Characteristic, Innovative and Novel “Little Giant” Enterprise
	Green Factory
	Intellectual Property Advantage Enterprise
Provincial-level	Jiangsu Innovative Enterprise
	Jiangsu Integration of Industrialization and Informatization Demonstration Enterprise
	Jiangsu Intelligent Manufacturing Factory Demonstration Enterprise
	Jiangsu Premium Quality Certification Certificate

In February 2025, the Company was recognized as a National-level Green Factory by the Ministry of Industry and Information Technology
In June 2024, it was awarded the Second Prize of the 2023 National Science and Technology Progress Award
In 2022, it was accredited as a Jiangsu Intelligent Manufacturing Factory Demonstration Enterprise
In March 2021, the Company won the title of Nantong Mayor’s Quality Award
In 2020, Key Technologies Popularization and Application of High-quality Multi-condition Serial High-voltage Circuit Breakers developed by the Company received the Third Prize of the China Machinery Industry Federation Science and Technology Award

Certificate of Honor









Main Business and Products

Centering on demands in the power transmission and distribution sector, the Company continuously conducts the R&D, manufacturing, application and promotion of high-voltage switchgear, and has established a comprehensive product portfolio, mainly including disconnectors, earthing switches, circuit breakers and combined electric apparatus.

The Company’s product series covers multiple models such as LW58A, ZHW58A, LW36, LW58, EcoGreen, ZF28A, GW4, GW5, GW6, GW7, GW22, GW23, JW10, GW8, GW13, SR-JXB, GW1, GN2 and ZGW1, which are adaptable to different voltage levels and diverse application scenarios.

The Company’s products are mainly applied to power infrastructure scenarios including power transmission, transformation and distribution, meeting the requirements for electrical isolation, switching control, safety assurance and reliable equipment operation in power grid operation. The Company boasts R&D and manufacturing capabilities for disconnectors, vacuum circuit breakers, porcelain-column circuit breakers, tank-type circuit breakers, HGIS(T), GIS and other products, and can provide customers with diversified high-voltage switchgear equipment solutions.

In terms of market layout, while supporting the construction of domestic power infrastructure, the Company steadily expands its global market. Its products have been applied in overseas projects in America and Mexico, demonstrating strong engineering adaptability and market expansion capabilities.



High-voltage Switchgear Product Matrix

01

Strengthen Governance, Compliant Operation

07 Corporate Governance Structure

08 Compliant-oriented Internal Control and Risk Mangement

09 Business Ethics Development

11 Complaint and Reporting Mechanism

11 ESG Governance

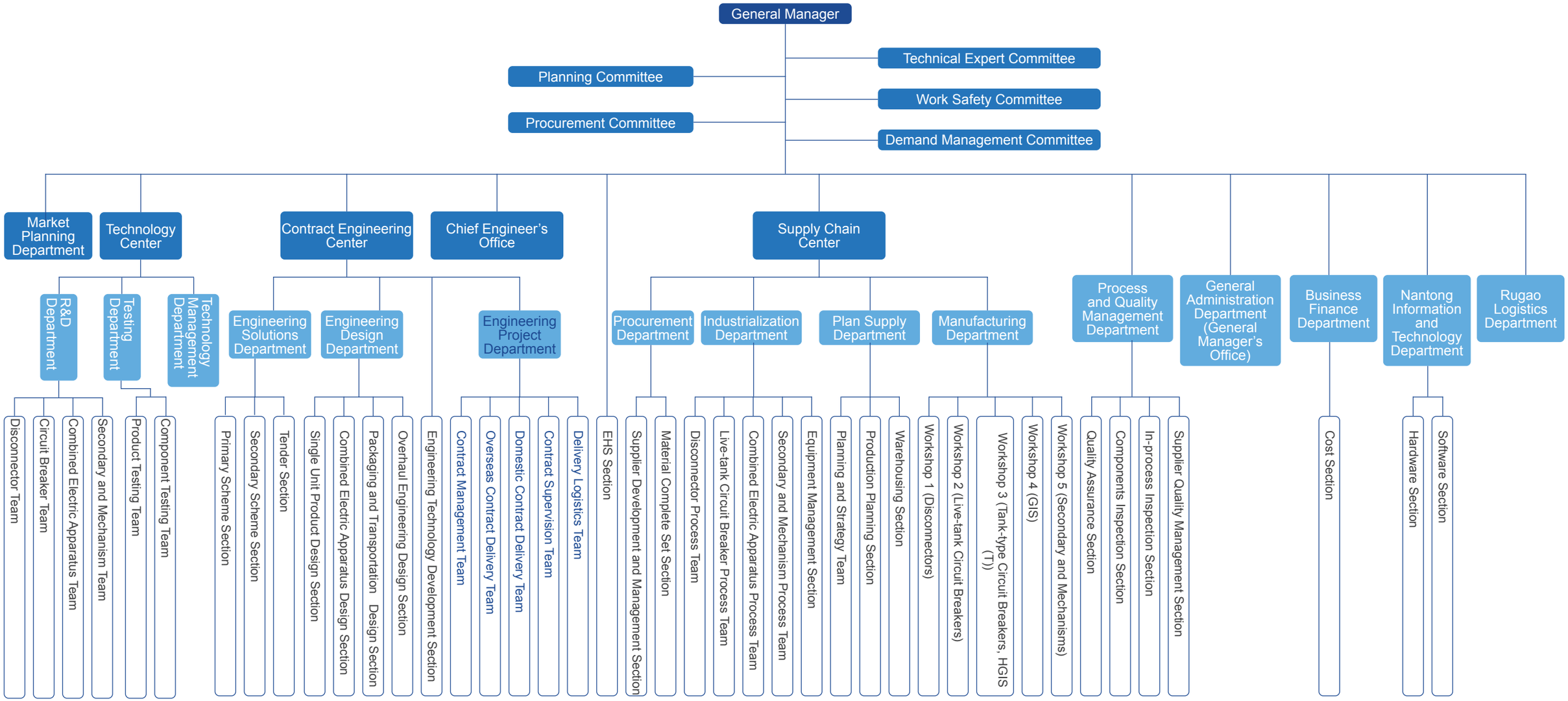
Corresponding UN Sustainable Development Goals (UN SDGs) for this Chapter



Corporate Governance Structure

In accordance with the management requirements of Sieyuan Electric, the Company continues to improve its modern corporate governance system, establishes a governance framework and management mechanisms tailored to business development, promotes the orderly coordination of decision-making, execution and supervision, and steadily enhances governance efficiency and operational management capabilities.

The Company implements tenure-based and contractual management for management team members, continuously optimizes business processes and authorization mechanisms, strengthens accountability implementation and business collaboration, and establishing a scientific and efficient decision-making and operation system. In response to operational and management needs, the Company has set up functional departments covering market planning, technological R&D, project implementation, supply chain management, process governance, general administration and financial management. It has also established specialized management mechanisms including the Technical Expert Committee, Planning Committee, Work Safety Committee, Procurement Committee and Demand Management Committee, providing solid support for the standardized operation and steady development of the Company.



Corporate Organizational Chart

Compliant-oriented Internal Control and Risk Management

Rugao High Voltage continuously improves its compliance, internal control and risk management system. Adhering to the risk management principle of “prevention first, integrated prevention and control”, the Company takes value management as the main line and risk management as the guidance. It integrates compliance requirements, internal control and risk prevention into all aspects of operation and management, promotes coordinated development of business activities and risk management and control, and steadily enhances standardized operation and sound business capacity.



Risk Management

In light of actual business conditions, the Company continuously optimizes the full-process risk management mechanism covering risk identification and assessment, risk response and disposal, as well as risk supervision and control. It strives to keep all types of risks within acceptable limits and strengthen operational resilience and anti-risk capability. Meanwhile, focusing on key business processes and critical management links, the Company reinforces system development, process standardization and implementation supervision. It strengthens ex-ante prevention, in-process control and ex-post improvement to ensure the effective implementation of compliance and internal control requirements. The Company has established a risk identification team composed of the management representative and department heads, to coordinate and advance overall work including risk identification, assessment, response, management and control.

Risk Management Process

Risk Identification and Assessment	The Company systematically sorts out business processes across all links of operation and management, focusing on key areas, critical links and key positions to conduct continuous risk investigations, identifying risk matters in business, operations, compliance, safety and other aspects. Based on dimensions such as likelihood of occurrence, impact level and urgency, it conducts comprehensive risk assessment and risk rating.
Risk Response and Disposal	The Company develops differentiated response measures according to risk levels, clarifies responsible departments, management and control requirements and disposal mechanisms. It implements specialized management and control for higher-level risks, and establishes emergency response plans and drill mechanisms based on actual needs to enhance risk response and disposal capabilities.
Risk Supervision and Control	The Company systematically records, dynamically updates and continuously tracks all types of risk information through the *System Risk Registry*. Combined with process supervision, rectification and implementation, and closed-loop management, it promotes the effective execution of risk prevention and control measures, and continuously improves the overall risk management level.

Internal Control and Audit

Rugao High Voltage continuously improves its internal control and audit supervision mechanism. Focusing on key business areas and critical workflows in operation and management, the Company strengthens system development, process standardization and execution supervision, integrates internal control requirements into daily operation and management, and enhances standardized operation and risk prevention capabilities.

The Company ensures internal control runs through the entire operation and management process. Targeting key positions, major matters and core workflows, it strengthens exante prevention, in-process monitoring and ex-post rectification, and improves the systematicness, effectiveness and execution of internal control. By reinforcing the identification, monitoring, management and control of key business links, the Company further enhances the standardization, transparency and traceability of operational activities.

In accordance with internal audit policies, relevant management requirements and internal control standards, the Company steadily promotes the implementation of internal control requirements. Through routine inspections, ongoing supervision, problem rectification and closed-loop follow-up, the Company improves the effectiveness of internal control implementation, and ensures all management requirements are embedded in business workflows and job responsibilities.

In light of annual work arrangements and actual operational management, the Company conducts self-inspection, self-correction and optimization initiatives covering key departments, core businesses and high-risk areas. It also coordinates with Sieyuan Electric to carry out specialized inspections and audit supervision as required. Supported by multi-level supervision mechanisms and the continuous operation of internal control systems, the Company strengthens risk prevention capabilities, facilitates management improvement and stable operation.

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Business Ethics Development

Upholding integrity-based operation, clean practice and fair competition, Rugao High Voltage integrates business ethics requirements into the full process of operation and business activities, and fosters a standardized, transparent and trustworthy business environment. Aligned with the Group's management rules and its own business characteristics, the Company optimizes the business ethics management mechanism to fully implement the concepts of compliance, integrity and probity into system implementation, employee conduct and daily workflows.

The Company attaches great importance to the formulation of codes of business conduct. It focuses on integrity operation, anti-fraud measures, conflict of interest prevention, fair competition and compliant transactions, and strengthens policy promotion, process constraints and risk prevention and control. It requires all employees to abide by laws and regulations, professional ethics and corporate management rules in daily duties, so as to effectively protect the legitimate rights and interests of the Company and all stakeholders. The Company complies with *Code of Business Conduct* and *Ethics Policy and Sieyuan Code of Compliance* issued by Sieyuan Electric, and implements supporting policies including the *Sieyuan Anti-Corruption and Anti-Bribery Guidelines* and *Sieyuan Anti-Fraud Guidelines*, to advance the long-term development of business ethics.



Business Ethics Management

The Company continuously strengthens business ethics management targeting key business scenarios, and integrates business ethics requirements into critical links including procurement, sales, bidding and tendering, project cooperation, expense reimbursement and customer communication. It steadily improves the compliance, transparency and traceability of business activities.

Anti-Corruption and Anti-Bribery

In accordance with the *Sieyuan Anti-Corruption and Anti-Bribery Guidelines*, the Company reinforces integrity risk prevention and control for key positions, core businesses and critical procedures. It forestalls commercial bribery, interest transfer, improper benefit exchange and other irregular conducts, and fosters a business environment featuring integrity and compliance.

Anti-Fraud

The Company maintains a stringent stance against fraud and malpractices. Fully implementing the requirements of the *Sieyuan Anti-Fraud Guidelines*, it strengthens anomaly identification, supervision, inspection and problem rectification. Focusing on risks such as false statements, document forgery, fictitious transactions, inaccurate billing and factual concealment, the Company safeguards the authenticity of business operations and the effectiveness of management.

Fair Competition

The Company strictly abides by market competition rules and relevant laws and regulations. It opposes false promotion, commercial defamation, bid collusion, trade secret infringement and other improper acts, so as to maintain a fair and orderly market environment.

Conflict of Interest

The Company standardizes employees' performance of duties, and prevents biased business judgment and unfair decision-making caused by personal interests, related-party relations and other improper factors, so as to enhance duty performance transparency and standardized management.

Compliant Transactions

The Company attaches importance to compliance risks arising from customer cooperation, capital settlement and business transactions. In accordance with the *Sieyuan Business Partner Compliance Management Measures*, it strengthens the review and verification of partner backgrounds, transaction rationality and abnormal matters, ensuring all business activities are conducted in accordance with laws and regulations.

Business Ethics Risk Management and Control

The Company continuously strengthens the identification, assessment, management and control of business ethics risks, and embeds relevant compliance requirements into business workflows and daily management. By standardizing approval procedures, strengthening review at key control points, optimizing process documentation and enhancing supervision and inspection, the Company improves transparency and traceability in core business links, and prevents risks such as corruption, fraud, unfair competition and interest transfer. Meanwhile, focusing on key positions, major matters and key business scenarios, the Company continuously conducts dynamic monitoring and risk screening. It promotes in-depth integration of business ethics development and daily operations, and continuously upgrades the capacity of integrity operation and standardized management.

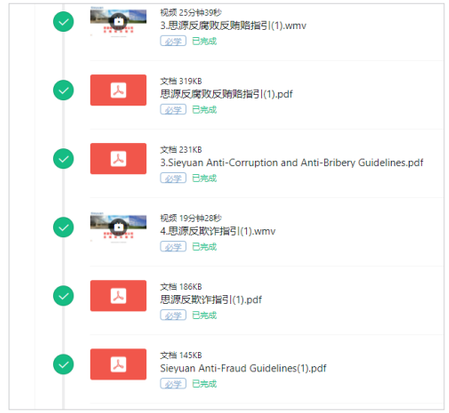
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Business Ethics Risks Identification, Management and Control

Business Ethics Topic	Main Risks	Responding Measures
Anti-Corruption and Anti-Bribery	Risks including commercial bribery, interest transfer and improper hospitality may exist in procurement, sales, bidding and tendering, project cooperation, expense reimbursement and other links.	In accordance with the *Sieyuan Anti-Corruption and Anti-Bribery Guidelines*, strengthen integrity risk identification, approval management and in-process supervision for key posts, core businesses and key links.
Anti-Fraud	Fraud risks such as false statements, document forgery, fictitious transactions and inaccurate invoices may occur in business activities.	Implement relevant requirements of the *Sieyuan Anti-Fraud Guidelines*, improve management and control over key processes, process traceability and the identification mechanism for abnormal matters.
Anti-Unfair Competition	Risks of false advertising, commercial defamation and bid collusion may arise in market development, promotion, bidding and tendering, and customer communication.	Standardize practices in market development, customer communication and bid management, and reinforce review and supervision in high-risk scenarios.
Conflict of Interest Management	Employees' business judgment may be affected by kinship, personal investment, part-time employment and other factors, leading to unfair decisions and integrity risks.	Strengthen codes of conduct for key positions, and enhance employees' awareness of active identification, voluntary reporting and recusal.
Compliant Transactions	Inadequate screening in customer cooperation, capital transactions and cross-border businesses may lead to irregular transactions and compliance review risks.	In light of the *Sieyuan Business Partner Compliance Management Measures*, strengthen the identification and review of partner backgrounds, capital flows and abnormal transactions.
Training and Cultural Development	Insufficient employee awareness may cause inadequate policy execution, weak risk identification or compliance violations.	Continuously organize specialized training and promotion on business ethics, clean operation, anti-corruption, anti-fraud and conflict of interest management.
Reporting and Supervision Mechanism	Ineffective reporting channels and insufficient protection measures may affect problem detection and handling effects.	Improve the closed-loop mechanism for acceptance, investigation, feedback and rectification in accordance with the Reporting Management Measures and Sieyuan Internal Investigation Plan and Guidelines for Compliance Issues.

Business Ethics Culture Development

The Company continuously strengthens the development of business ethics culture, fosters the values of integrity-oriented operation, clean professional conduct and compliant performance of duties, and integrates relevant requirements into the entire process of daily employee management and business operations. Focusing on key contents including anti-corruption, anti-fraud, conflict of interest and compliant transactions, the Company enhances employees' understanding and recognition of business ethics through training, promotion, case warnings and regular reminders. It strengthens employees' awareness of standardized duty performance, law-abiding compliance and risk prevention. The Company further promotes the in-depth integration of business ethics requirements with job responsibilities, business procedures and codes of conduct, guiding employees to voluntarily abide by business ethics principles in daily work. It consistently builds a business atmosphere featuring honesty, integrity, self-discipline and standardized operation, providing cultural support for the Company's compliant operation and high-quality development.



Business Ethics Online Training and Learning

During the reporting period

the coverage rate of employee training on business ethics awareness reached **100** %



Complaint and Reporting Mechanism

Rugao High Voltage attaches great importance to complaint and reporting management, regarding it as an important mechanism to strengthen compliance supervision, standardize business conduct and mitigate operational risks. The Company implements institutional requirements including the *Reporting Management Measures* and the *Sieyuan Internal Investigation Plan and Guidelines for Compliance Issues*. It has established a handling process covering acceptance, verification, feedback and rectification, ensuring timely, standardized and impartial disposal of relevant matters, and continuously improving capabilities in problem detection, risk early warning and compliance response.

The Company encourages employees, business partners and other stakeholders to compliant and report violations of laws and regulations, business ethics and corporate policies. Both real-name and anonymous reporting are accepted, and whistleblowers are encouraged to provide objective, factual clues and evidence. All received reports are verified according to their nature and specific circumstances, with coordinated handling by relevant departments where necessary, so as to drive problem rectification and management optimization.

Reporting Channels

The Company has built diversified and accessible reporting and appeal channels. Employees and stakeholders may submit relevant issues through the unified reporting channels of Sieyuan Electric or internal channels of the Company.

Reporting Channels

Sieyuan Electric

Telephone Acceptance: Compliance and Legal Department of Sieyuan Electric: 021-61610952; Audit and Internal Control Department of Sieyuan Electric: 021-61610845

Email Acceptance: Compliance and Legal Department of Sieyuan Electric: hgfwb@sieyuan.com; Audit and Internal Control Department of Sieyuan Electric: sj@sieyuan.com

Postal/In-person Address: Compliance and Legal Department/Audit and Internal Control Department of Sieyuan Electric Co., Ltd., No. 3399 Huaning Road, Minhang District, Shanghai (Postal Code: 201108)

Rugao High Voltage

Postal/In-person Address: Jiangsu Rugao High Voltage Electric Apparatus Co., Ltd., No. 1 Huimin West Road, Economic Development Zone, Rugao City, Jiangsu Province/General Administration Department (General Manager's Office) (Postal Code: 226572)

Whistleblower Protection

The Company attaches great importance to whistleblower protection and regards information confidentiality, anti-retaliation, and rigorous handling of irregularities as core requirements for complaint and report management. Strict confidentiality is enforced for whistleblowers' identity information, reporting contents and relevant materials. In compliance with the need-to-know principle, information dissemination is strictly controlled to effectively safeguard the legitimate rights and interests of whistleblowers. The Company opposes all forms of retaliation, discrimination and improper interference, and strives to build a safe, standardized and credible supervision environment. Meanwhile, to ensure the standardized operation of the reporting mechanism, the Company will impose serious sanctions in accordance with relevant regulations on acts such as fabricating facts, malicious slander, deliberate frame-up, and intentional submission of false materials that cause adverse impacts.

ESG Governance

Upholding the mission of "Smarter Power, Better Life", Rugao High Voltage deeply integrates the concept of sustainable development into its development strategy and daily operation. It actively explores high-quality and sustainable development pathways, continuously empowers industrial transformation and upgrading, and contributes solid efforts to the improvement of social value.

ESG Philosophy

Sustainable Development Strategies

Intelligent Electric Power, Green Manufacturing, Safety and Integrity, Scientific Governance

Sustainable Development Policies

E

We attach importance to environmental management. By adopting green raw materials, optimizing equipment and facilities, reducing pollutant discharge and waste generation, implementing green manufacturing, and supervising the carbon emission performance of upstream and downstream partners, we strive to respond to climate change and reduce environmental burdens.

S

Covering labor and human rights, occupational health and safety, community relations and social responsibility. Against the backdrop of globalization, we endeavor to ensure that our operations worldwide comply with social ethics and responsibilities in line with local standards.

G

We are committed to abiding by laws and regulations, preventing corruption, upholding fair and transparent internal control systems, and ensuring timely and accurate information disclosure. We balance risks and opportunities, address the needs and expectations of stakeholders, and actively pursue win-win cooperation.

Sustainable Development Theme

Guided by its sustainable development strategy, Sieyuan Electric always prioritize social benefits as a key consideration, actively fulfills its ESG responsibilities, and strives to achieve the integration of social and economic benefits.

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ESG Governance System

Under the unified leadership of Sieyuan Electric, Rugao High Voltage has established a subcommittee of Sustainability Committee to coordinate overall ESG management. It promotes the ESG strategic planning, target delivery, system establishment and key tasks implementation, organizes ESG report preparation and information disclosure, coordinates internal and external resources, and tracks implementation outcomes to drive continuous improvement. In accordance with respective division of responsibilities, all functional departments strictly implement ESG management requirements, and steadily advance work including environmental management, work safety, employee rights and interests protection, talent development, compliance and internal control, supply chain responsibility management and customer services. All departments cooperate in rectification and closed-loop improvement, jointly building a sound ESG governance system.

The Company regularly reports ESG progress to the Sustainability Committee of Sieyuan Electric, cooperates in customer ESG audits, communication and services, timely reports irregular incidents and negative public opinions, and conducts performance audits and closed-loop management. It continuously advances the standardized, routine and long-term operation of ESG practices.

ESG Governance Structure

Guidance and Supervision Leve	Chairman of Sieyuan Electric, Sustainability Committee of Sieyuan Electric	Approves the annual sustainability report and other ESG disclosure information, and oversees the Company's ESG initiatives; overall plans ESG management philosophies, strategies, policies, annual plans and performance indicators, and provides guidance and supervision for ESG operations of subsidiaries.
Overall Promotion Level	Rugao High Voltage Subcommittee of Sustainability Committee	Coordinates and advances ESG management in light of actual business conditions, facilitates the implementation of ESG strategies, targets, regulations and key tasks, organizes report preparation and information disclosure, and allocates internal resources to follow up on continuous improvement.
Organization and Coordination	ESG Subcommittee Executive Representative (General Manager)	Oversees the advancement of corporate ESG work, coordinates core resources, and drives the research, decision-making and implementation of major ESG matters.
Daily Implementation Level	ESG Subcommittee Executive Secretary (Director of Supply Chain)	Undertakes daily ESG coordination, task promotion, data consolidation, progress tracking, upward reporting and cross-departmental collaboration, and arranges communication and supporting work for customer ESG audits.
Collaborative Implementation Level	All Functional Departments, Business Departments and Grassroots Units	Fulfills ESG management requirements in line with divided responsibilities, advances environmental management, work safety, employee rights and interests protection, talent development, compliance and internal control, supply chain responsibility, customer service and other initiatives; provides data, cases and supporting documents, and cooperates in rectification and continuous improvement.

Communication with Stakeholders

Rugao High Voltage establishes and continuously optimizes communication channels and collaboration mechanisms with all stakeholders, promptly responds to and properly addresses their reasonable demands, and actively promotes their effective participation in the Company's ESG governance and decision-making processes. The Company steadily improves its sustainable development management capabilities and pursues shared value creation. Key stakeholders identified by the Company include: employees, customers, suppliers/partners, government and regulatory authorities, local communities, media and other third-party institutions.

Stakeholder	Concerned Topics	Communications and Responses
Employees	- Employee rights and interests - Occupational health and safety - Talent cultivation and development - Compensation and benefits - Humanistic care	- Protect employees' legitimate rights and interests - Improve compensation and welfare policies - Build a training system and optimize promotion mechanisms - Safeguard employees' occupational health and safety - Strengthen cultural development and deliver care for employees
Customers	- Faithful performance and business continuity - Technological innovation - Product quality - High-quality services - Information security and privacy protection	- Fulfill the contract in accordance with the law - Increase R&D investment - Improve product quality management - Upgrade service capabilities - Enhance information security management
Suppliers /Partners	- Contract performance and business continuity - Transparent procurement - Sustainable supply chain development	- Transparent procurement policies and rules - Fulfill the contract in accordance with the law - Supplier ESG training and empowerment
Government and Regulatory Authorities	- Lawful and compliant operation - Employment promotion - Full tax payment	- Strengthen compliance management - Improve operational profitability - Pay taxes in accordance with the law
Communities	- Employment promotion - Community development - Public welfare and charity	- Provide employment positions - Support community construction - Conduct public welfare and volunteer services
Media and Other Third Parties	- Environmental protection - Corporate responsibility - Public welfare practices - Sustainable development performance	- Information disclosure - Thematic exchanges - Collaborative projects - Public welfare initiatives - Media communication and response

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Material Topics Management

To ensure that the disclosures in the ESG Report truly reflect the Company's operational impacts on environmental, social and governance, and respond to the concerns and expectations of key stakeholders, Rugao High Voltage has established a systematic and standardized material topics identification process in accordance with the unified arrangements of Sieyuan Electric. Adhering to the double materiality principle, the comprehensive identification process covers both impact materiality and financial materiality dimensions, so as to fully assess the potential impact of the topic on the Company in the present and future.

Material Topics Analysis Process

Communication with Stakeholders

The Company maintains regular communication with stakeholders including customers, governmental and regulatory authorities, suppliers and partners, employees, media/NGOs/industry associations and communities. It records concerned topics and specific contents raised by different stakeholder and responds to their various demands.

Topic Identification

Based on the Company's business model and sustainability context, in light of national policy guidelines and industry development trends, as well as the concerns of all stakeholders (including the interests of minority groups), and with comprehensive reference to international relevant standards and disclosure frameworks, peer performance and national policies, together with expert consultation, the Company has identified material topics covering the three major dimensions of environmental, social and corporate governance.

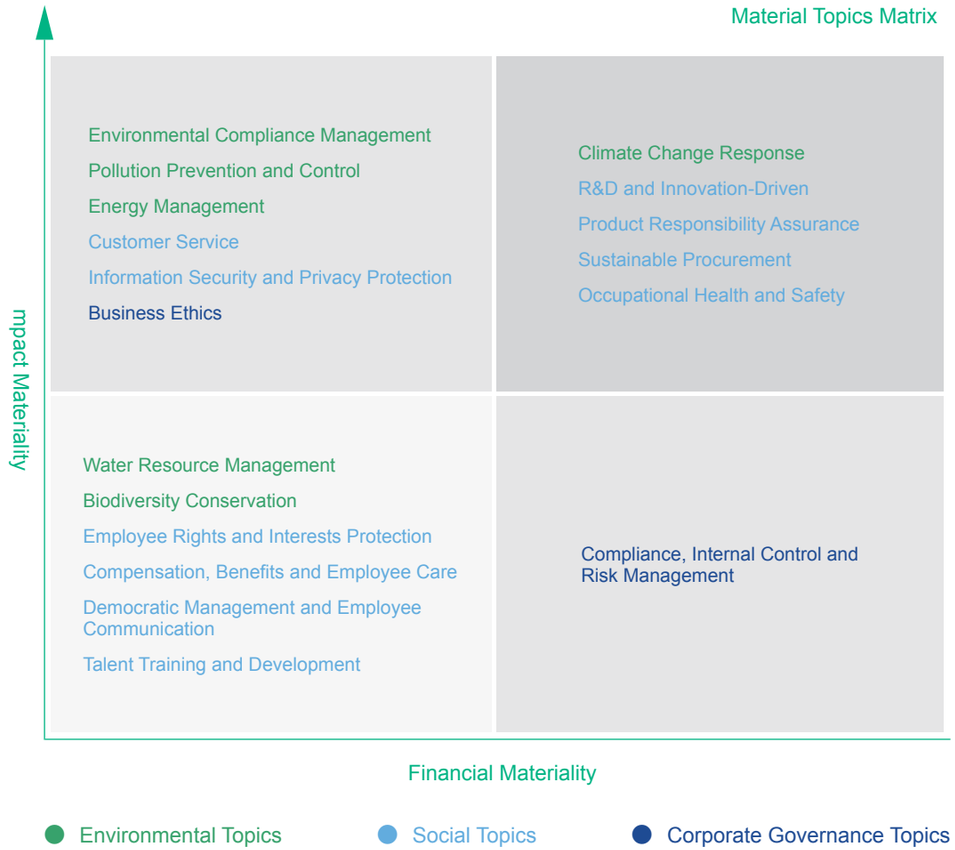
Conduct Materiality Assessment and Prioritization

Adopting the "double materiality" assessment approach, Rugao High Voltage evaluates both the breadth and depth of each topic's impacts on environmental and social (such as impact scale, irreversibility, and affected groups), as well as their implications for the Company's financial performance, strategy and operational stability (such as revenue volatility, compliance costs and reputational risks). Combined with questionnaire surveys, internal interviews, expert assessments and data modelling, comprehensive prioritization results are formulated, and a materiality matrix is established accordingly.

Topic Confirmation and Report Disclosure

Assessment results are reviewed by the Rugao High Voltage subcommittee of Sustainability Committee, then submitted to the Company's General Manager and the Sieyuan Electric Sustainability Committee for review. Ultimately confirmed material topics are fully disclosed in the ESG Report, and aligned with annual work plans and sustainability targets of all business departments. This establishes a closed-loop management mechanism covering topic identification and implementation.

Material Topics Matrix



02

Product Innovation, Quality Service

15 Product Innovation
16 Sustainable Supply Chain
17 Product Quality and Safety
19 High-Quality Customer Service
20 Information Security and Privacy Protection

Corresponding UN Sustainable Development Goals (UN SDGs) for this Chapter



Product Innovation

Improving the Innovation and R&D System

The Company's R&D framework consists of the Academia Sinica and the R&D systems of each business division. The Academia Sinica is responsible for forward-looking technology research, key technological breakthroughs and core platform development, while providing technical support and basic common components for all business divisions. Each business division has established independent platform R&D teams and business R&D teams. The platform R&D teams build and maintain technical platforms, including general public services such as network buses, real-time databases and graphic systems, to provide operating environments for upper-level business applications. The business R&D teams focus on the development and delivery of specific product applications, conducting customer demand analysis, functional coding, unit testing and quality improvement of existing products based on the unified platforms.

Product Innovation Practices

The Company remains market-oriented and innovation-driven, continuously advancing the technical optimization and product iteration of high-voltage switchgears. It steadily enhances the overall performance of products in terms of safety, reliability, environmental adaptability, and operation and maintenance convenience, providing solid support for the safe and stable operation of power equipment.

In the field of disconnector, the Company conducts continuous R&D on products such as the GW4/GW7 series, anti-seismic and high weather-resistant disconnectors, and dual-frequency high-withstand disconnectors. Through lightweight design, optimized sealed protection structures, application of corrosion-resistant materials and maintenance-free design, the operational stability and service life of products under complex working conditions are improved. Tailored to grid conditions and application scenarios in different countries and regions, the Company steadily develops products with anti-seismic, high weather-resistance and dual-frequency adaptability, further improving the applicability of equipment in special environments and differentiated operating conditions.

In the field of circuit breakers, focusing on 550kV and below SF6 circuit breakers, 40.5kV vacuum circuit breakers and other products, the Company advances technical improvements in operating mechanisms, buffer technologies, environmental adaptability and integration. It facilitates product adaptation to harsh working conditions such as extreme cold, high altitude and high humidity, and steadily boosts equipment operational reliability and maintenance efficiency.



Case 145kV Vacuum Circuit Breaker R&D Project

To meet the growing global market demand for eco-friendly power equipment, the Company launched the 145kV vacuum circuit breaker R&D project. In response to the rising procurement demand for "SF_6 Free" products in Europe, Australia, Africa, Latin America and other regions, the Company develops high-voltage, dual-frequency adaptation and low-carbon products to actively layout the market for high-end eco-friendly switchgear.

The project focuses on developing a 145kV vacuum circuit breaker applicable to 50/60 Hz dual-frequency operation, with a rated current of 3,150A and a short-circuit breaking current of 40kA. It aims to strengthen the Company's independent competitiveness in overseas high-end markets, accelerate the acquisition of relevant qualifications, and enhance initiative in global market expansion.

During the R&D process, the Company focuses on key technological research in vacuum arc extinction, clean air insulation, low-temperature adaptability and high-reliability spring mechanisms, achieving further improvement in greening of products, extreme environment adaptability and operational reliability. The adoption of vacuum arc extinction and clean air external insulation reduces reliance on sulfur hexafluoride and lowers the product's environmental impacts. Optimized cam and buffer designs effectively mitigate closing bounce and opening rebound performance, and enhance capacitive current breaking capacity. The advancement of such projects enables the Company to seize opportunities in the development of overseas green grids, enrich its portfolio of eco-friendly products, and provide robust product support for the low-carbon transformation of power equipment.

Collaborative and Co-creation

The Company continues to deepen collaborative and co-creation with universities, research institutions and industrial chain partners. It carries out collaborative R&D focusing on key technology breakthroughs, product upgrading and iteration, and application scenario expansion, so as to improve the targeting of innovation activities and the efficiency of achievement transformation. By integrating external scientific research resources with internal industrialization capabilities, the Company strengthens its capacity for cutting-edge technology research, engineering verification and achievement transformation and application, enabling technological innovation to better support product upgrading and market expansion.

As of the end of the reporting period

the Company has participated in a total of **139** (issued and in-force) standard formulation and revision projects

including **15** national standards, **4** industry standards and **120** enterprise standards. Among them **9** nterprise standards were jointly released in 2025

During the reporting period, the Company collaborated with Southeast University on the R&D project of overseas seismicresistant versions of highvoltage AC disconnectors and earthing switches. Targeting overseas market requirements for equipment seismicresistant performance, environmental adaptability and operational reliability, specialized research has been conducted to further enhance the product adaptability and competitive advantages in the global market.

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Industry Exchange

Closely focusing on market demands and customer concerns, the Company continuously conducts market research and product technical exchanges, actively communicates product value propositions, and steadily enhances brand influence and market reputation. By deeply grasping industry trends, customer needs and changes in application scenarios, the Company strengthens the forward-looking and targeted orientation of product R&D and market expansion. The Company actively participates in industry exchange events, including the Clean Power Exhibition in Phoenix, the RE+ Exhibition in Las Vegas, and the China International Urban Rail Transit Exhibition. Through multi-level and diversified technical exchanges and market communications, it continuously demonstrates product advantages and technical strengths, expands cooperation space with customers, partners and industry organizations, and further elevates corporate brand recognition and market influence.



China International Urban Rail Transit Exhibition in Qingdao



Clean Power Exhibition in Phoenix, U.S.



RE+ Exhibition in Las Vegas, U.S.

Intellectual Property Protection

The Company attaches great importance to intellectual property protection and regards it as an essential foundation for safeguarding innovation achievements and strengthening core competitiveness. Focusing on key links including R&D innovation, achievement transformation and market application, the Company continuously improves mechanisms for the creation, utilization, protection and management of intellectual property rights, and promotes in-depth integration between intellectual property management and technological R&D.

The Company advances the standardized, institutionalized and process-based development of intellectual property management, and optimizes mechanisms for intellectual property retrieval, layout, application, maintenance and utilization, so as to enhance the protection of independent innovation outcomes and market support capabilities. Meanwhile, the Company integrates intellectual property achievements with standardized product R&D and design, improved engineering service quality and rapid market response, facilitating the efficient transformation of R&D results and steadily boosting the market competitiveness of products driven by independent intellectual property rights. **In 2025, no violations of laws or regulations related to intellectual property protection occurred.**

The Company steadily strengthens the creation, application and protection of intellectual property, conducts patent layout and achievement transformation focusing on core key technologies, and consolidates innovative outcomes.

As of the end of the reporting period

the Company held a total of **137** authorized patents including **78** invention patents

In 2025 **27** new patents were granted among which **13** new invention patent applications were submitted and **11** new invention patents were authorized

Sustainable Supply Chain

Supply Chain Governance

Establishing a Responsible Supply Chain System

Rugao High Voltage integrates the development of a responsible and sustainable supply chain into the entire operation and management process. It continuously optimizes the full-life cycle supplier management mechanism, and incorporates environmental, social and governance criteria into key procedures including supplier access, performance management, performance evaluation and cooperation optimization, so as to realize in-depth integration of procurement management and sustainable development requirements. The procurement department performs duties in institutional construction, supplier development, component certification, supplier management, procurement execution and capacity building. It strives to guarantee the quality, delivery, cost control and supply stability of purchased materials. By developing and cultivating high-quality suppliers, the Company strengthens supply chain resilience and mitigates the risks of single-source supply.

Optimizing Institutional and Process Management

In accordance with the Group's regulations on supplier development and management, the Company has formulated and implemented management systems including the *Supplier Management Procedure, Supplier Development Procedure, Procurement Control Procedure* and *Inspection and Test Control Procedure*, ensuring seamless coordination in supplier development, certification, procurement, acceptance and performance management. Supplier development covers demand identification, market analysis, supplier assessment, sample approval, trial production in small batches, qualified supplier review and collaborative on-boarding, forming a standardized whole-process management mechanism covering pre-access, in-cooperation and post-cooperation supervision.

Supplier Access and Management

Rigorous Supplier Access and Audit

The Company conducts systematic assessments of suppliers through qualification verification, on-site audits and sample evaluation, focusing on quality assurance capabilities, technical proficiency, supply

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guarantee capacity and compliance foundations. For suppliers with impacts on environmental protection, safety and occupational health, the Company additionally reviews their environmental compliance, occupational health and safety conditions and supporting certifications, embedding ESG management requirements into the access process. All suppliers are required to sign the *Sieyuan Integrity and Compliance Clauses* and comply with the *Sieyuan Business Partner Compliance Management Measures*, so as to strengthen integrity, compliance, and social awareness throughout cooperation.

Implementing Dynamic Performance Evaluation

The Company extends supplier management from initial access review to full-cycle performance management. Regular performance evaluations and annual audits are conducted, covering quality management, supply chain operation, technical capability and risk control. A qualified supplier list is formulated based on comprehensive evaluation results. For key suppliers, the Company further verifies their quality assurance and production capacity, and promotes targeted rectification and continuous improvement based on actual operational conditions.

Green Supply Chain

Promoting Green Procurement

The Company actively practices green procurement principles, embedding requirements for environmental friendliness, resource conservation and compliance management into the entire procurement process. Products and services that meet environmental protection, energy-saving, low-carbon and recyclable standards are prioritized. Procurement contracts clearly stipulate that suppliers must comply with national laws and regulations on environmental protection, pollutant emission and occupational health and safety. Suppliers are required to adopt energy-saving and eco-friendly processes, and refrain from using nationally phased-out equipment, outdated technologies and hazardous substances, to drive the green upgrading of the whole supply chain.

Deepening Green Supply Chain System Development

In response to green development goals, the Company steadily advances the construction of a green supply chain management system, and gradually incorporates green and low-carbon concepts into development plans and supplier evaluation criteria. It implements systematic management across procurement, production, logistics and recycling, identifies, manages and controls the green attributes of products and transportation, and promotes the formulation of green procurement procedures, supplier green assessment and joint improvement initiatives. The Company has obtained the green supply chain management system certification and has continuously maintained the validity of the certificate.



Green Supply Chain Management System Certification Certificate

Supplier Collaboration and Capacity Improvement

Promoting Continuous Supplier Improvement

The Company focuses on establishing long-term, stable and collaborative partnerships with suppliers. Targeted capacity improvement plans are formulated and implemented based on suppliers' performance in quality, production capacity, process control and exception management. The Company analyzes abnormal issues arising from incoming materials, production processes and customer ends, and provides professional guidance and optimization support to steadily enhance suppliers' quality management capabilities and performance assurance.

Strengthening the Empowerment of Procurement Team and Suppliers

The Company continuously strengthens competency building for the procurement team by providing systematic training on sustainable procurement, covering business ethics standards, environmental protection requirements, social responsibility practices, green procurement standards and supply chain compliance management. This comprehensive training improves the professional literacy of procurement team and facilitates the implementation of the *Sustainable Procurement Policy* issued by Sieyuan Electric. Meanwhile, the Company actively expands the scope of training and empowerment, provides ESG training for cooperative suppliers, helps suppliers continuously improve their safety management and environmental governance capabilities, and jointly builds a green, compliant and responsible supply chain ecosystem.

Product Quality and Safety

Quality Management System

The Company regards product quality and safety as the cornerstone of stable operation, and continuously optimizes the quality management system. A systematic and standardized quality management mechanism has been established covering the full-life cycle including R&D, material procurement, production and manufacturing, inspection and release, delivery services, and non-conformance correction. In strict accordance with the *Quality, Environmental, Occupational Health and Safety Management Manual* and supporting procedure documents, management regulations and operating instructions, continuously enhancing product quality stability, consistency, and traceability.

The Company continuously conducts quality management in accordance with the GB/T 19001 quality management system standards and maintains the validity of its quality management system certification. Meanwhile, it has obtained relevant ASME authorization qualifications, further consolidating the foundation for product manufacturing and quality assurance.





Quality Management System Certification



ASME Quality Certification Certificate

Full-life Cycle Quality Management and Control

The Company integrates quality and safety requirements into full product life cycle management. During the R&D phase, risk identification and verification are carried out focusing on critical design, material selection and applicable operating conditions. In the procurement phase, stringent access control and incoming inspection are enforced for key materials. In the manufacturing phase, management and control measures are implemented for production environments, process parameters, key working procedures and process records. In the delivery and service phase, technical materials, operation guidelines, customer communication and after-sales response mechanisms ensure safe product operation and closed-loop issue resolution.

To ensure products meet specified requirements at all stages, the Company has formulated and implemented the *Inspection and Test Control Procedure*. It standardizes unified management for submission inspection, goods receiving, incoming inspection, in-process inspection, final inspection, warehousing and delivery, and regulates first-article inspection, record retention, non-conformance handling and responsibility division, enabling full-process quality control from procurement and production to final shipment.

Product Quality Risk Response

The Company establishes and implements the *Product Return and Recall Management Measures* to manage the return, recall and subsequent disposal of delivered products with defects or potential risks, so as to mitigate quality risks and safeguard the safety of customers and end users. This regulation covers major non-conformance statistics, non-conformance review, solution formulation, communication and coordination, production scheduling, on-site construction and case closure, forming a complete management mechanism from non-conformance identification to closed-loop disposal.

For quality abnormalities, the Company emphasizes root cause analysis, the formulation of corrective and preventive measures, and outcomes tracking, ensuring that problem rectification is integrated with feedback from practical experience to continuously enhance product quality stability and risk prevention capabilities.

Quality Culture Development

The Company continuously promotes quality culture development, strengthens Company-wide quality awareness, quality accountability and continuous improvement philosophy, and advances quality management from institutional requirements to conscious practice. In 2025, centering on the theme of “Zero Violations in Production, Zero Defects in Installation, Zero Failures in Operation”, the Company organized quality promotion campaigns, QCC activities, improvement proposal initiatives, secondary Company-wide quality improvement, quality warning education, zero-defect team selection and quality model selection, fostering a sound atmosphere of full staff participation in quality management.

Through improvement proposals, case warnings, skills competitions and experience sharing sessions, the Company guides employees to identify problems, optimize workflows and improve professional competencies in practical work, strengthening the penetration and execution of quality culture. In 2025, a total of 1,048 improvement proposals were submitted, among which 988 were reviewed and 885 adopted, with an adoption rate of 89.57%; 13 quality warning sessions were held to further enhance employees’ quality awareness and standardized operation capabilities.



SolidWorks 3D Drawing Competition



“Quality Warning” Activity



“My Story with Quality” Activity

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High-Quality Customer Service

Customer Communication and Response

The Company remains customer-centric in its approach, and continuously enhances capabilities in customer communication, issue response and collaborative support. Customer satisfaction is regarded as a core basis for product optimization and management improvement. Focusing on customers' key concerns in product application, issues feedback and service guarantee, the Company optimizes internal coordination mechanisms, complies with the Group's customer service management requirements, and ensures timely response, effective feedback and continuous improvement for customer demands, so as to elevate customer experience and partnership loyalty.

The Company attaches importance to daily customer communication, and maintains regular interaction regarding technical specifications, application scenarios, problem feedback and optimization suggestions. It promptly identifies changes in customer needs and key concerns. For customer-reported issues, internal coordination and cross-departmental collaboration enable rapid response, root cause analysis and result feedback, improving the timeliness and efficiency of problem resolution.

In strict compliance with the Group's unified customer service standards and in combination with business characteristics, the Company focuses on customer demand transmission, issues acceptance, technical support and closed-loop feedback, ensuring all customer demands are duly followed up and effectively resolved.

Customer Service Management System of Sieyuan Electric

- **Pre-sales Stage** The Company takes the initiative to communicate with customers to fully understand technical requirements, delivery schedules, delivery locations and on-site conditions. In combination with project implementation plans, it conducts delivery preparation and risk assessment to ensure smooth project execution and on-time product delivery.
- **In-sales Stage** The Company provides full-process assurance in line with customer project schedules and delivery nodes:
  - For major projects, irregular on-site visits and communications are arranged to promptly respond to on-site needs and issues;
  - Dedicated support channels are established to monitor the entire process of production, inspection and shipment. This strengthens delivery process management, reduces delivery risks, and enhances overall performance stability.
- **After-sales Stage** The Company provides service support centered on "rapid response, standardized disposal, and closed-loop improvement":
  - Formulates service standards and specifications, emergency response procedures, and handling & feedback mechanisms;
  - Operates a 24-hour service hotline to receive customer inquiries, complaints and feedback, and maintains complaint ledgers to ensure issue tracking and resolution;
  - Implement a post-sale follow-up plan to monitor product deployment and usage, and promptly resolve any issues customers encounter during product use.

Customer Service and Suggestion Feedback Channels

Reception Tel：021-61610502

Domestic Customer Hotline：021-61610977 / 021-61610440

Overseas Customer Hotline：021-61610149

After-sales Service Hotline：4008763399

Email：webmaster@sieyuan.com

Customer Satisfaction Management

The Company continuously focuses on customer evaluations regarding product quality, issue resolution and collaborative support. Customer feedback is taken as an important basis for improvement and enhancement, enabling the continuous optimization of internal management and collaborative response mechanisms. Through customer opinion collection, problem review, complaint handling and satisfaction evaluation, the Company continuously identifies service deficiencies, promotes the implementation of improvement measures, and drives steady improvement in customer satisfaction.

The Company regards customer feedback and improvement suggestions as key inputs for elevating product and management standards. It continuously strengthens the collation, analysis and application of customer feedback information, so as to better integrate customer insights into product optimization, quality improvement and internal collaboration enhancement. During the reporting period, the Company received positive customer feedback and thank-you letters, reflecting customers' recognition of the Company's product quality, problem response efficiency and collaborative support services.



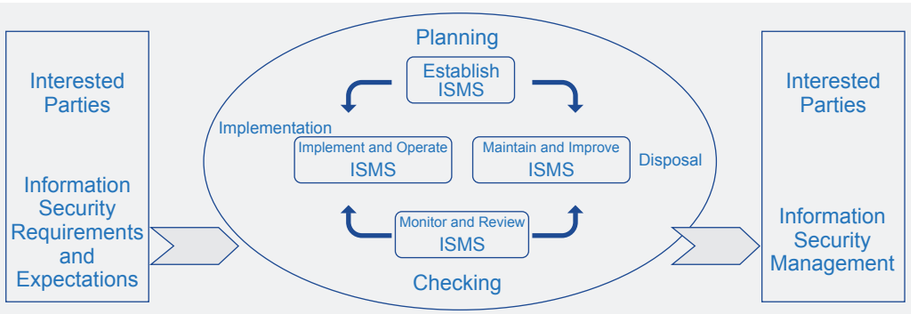
Customer Thank-you Letters

Information Security and Privacy Protection

Information Security Management

The Company strictly complies with the Cybersecurity Law of the *People's Republic of China*, the *Data Security Law of the People's Republic of China*, the *Personal Information Protection Law of the People's Republic of China* and other applicable laws and regulations. In accordance with the Group's unified information security management requirements, it has established response management mechanisms covering information systems, business data, terminal devices and daily application scenarios, ensuring that information security responsibilities are implemented throughout business operations and daily management. With regard to institutional development, process standardization and technical management and control, the Company conducts standardized management in accordance with internal policies including the *Information Security Management Manual, Information Security Risk Assessment Management Procedure, Business Continuity Management Procedure* and *Sensitive Data Management Measures*, and maintains the validity of its ISO 27001: 2022 Information Security Management System certification.

The Company integrates information security requirements into business procedures, job responsibilities and daily operations. It strengthens standardized management in key scenarios such as account permission control, terminal usage, document sharing, external collaboration and system access, so as to continuously enhance employees' information security awareness and risk prevention capabilities, and consolidate the foundation of information security management. During the reporting period, the Company experienced no information security incidents or privacy breaches.



Information Security Management System Model

Risk Prevention, Control and Security Protection

Combining the actual conditions of production, operation and information-based applications, the Company continuously strengthens capabilities in information security risk identification, monitoring and protection. It focuses on risk scenarios such as network intrusion, data leakage, system anomalies, terminal hazards and unauthorized document transmission. Leveraging a unified information security management mechanism, the Company identifies and assesses risks in terms of assets, threats, vulnerabilities and existing control measures. Targeted prevention and rectification measures are adopted based on risk levels to realize closed-loop management of risk disposal.

The Company continuously strengthens the development of system and network security. It enhances system security protection capabilities through intrusion detection, intrusion prevention, application firewalls and other means, and reinforces daily controls in respects such as sensitive data encryption, access permission management and business continuity assurance, so as to minimize risks including data leakage, unauthorized access and business disruption. In 2025, the coverage rates of sensitive data encryption and access control mechanisms both reached 100%.

The Company attaches great importance to business continuity assurance, focusing on the stable operation and recovery capability of key systems, core data and business scenarios under abnormal conditions. It strives to mitigate the impact of information system risks on production organization, internal collaboration and customer service, and continuously enhances the resilience and stability of information security management.

Privacy and Information Protection

The Company emphasizes the standardized handling and secure protection of information belonging to customers, employees and partners. In strict compliance with the principles of legality, compliance, necessity and authorized use, it standardizes the collection, processing, sharing and retention of relevant information. For the management of customer documents, employee personal information and sensitive information of business partners, the Company follows internal procedures rigorously to prevent excessive collection, unauthorized use and information leakage.

In the process of data sharing and external collaboration, the Company strictly complies with approval and access permission management requirements, clarifies the purpose, scope and term of shared materials. It adopts measures including contractual constraints, access management and whole-process control to prevent risks of information abuse and unauthorized dissemination. Where there are changes to the purpose or scope of information processing or the parties for information sharing, the Company shall complete corresponding notification and authorization procedures in accordance with applicable regulations, so as to ensure all information processing activities are standardized and controllable.

Key Contents of Information Security and Privacy Protection

Regulatory Compliance

Comply with relevant laws and regulations on cybersecurity, data security, personal information protection

System Development

Conduct governance in accordance with Sieyuan Electric's information security management manual, together with policies on risk assessment, business continuity and sensitive data management

Risk Prevention and Control

Conduct risk identification and protection for scenarios involving network, system, terminal, data, and external document transmission

Access Control

Strengthen management of access rights, account management and encryption controls for sensitive data

Privacy Protection

The processing of customer, employee, and partner information adheres to the principles of legality, compliance, minimal necessity, and authorized use

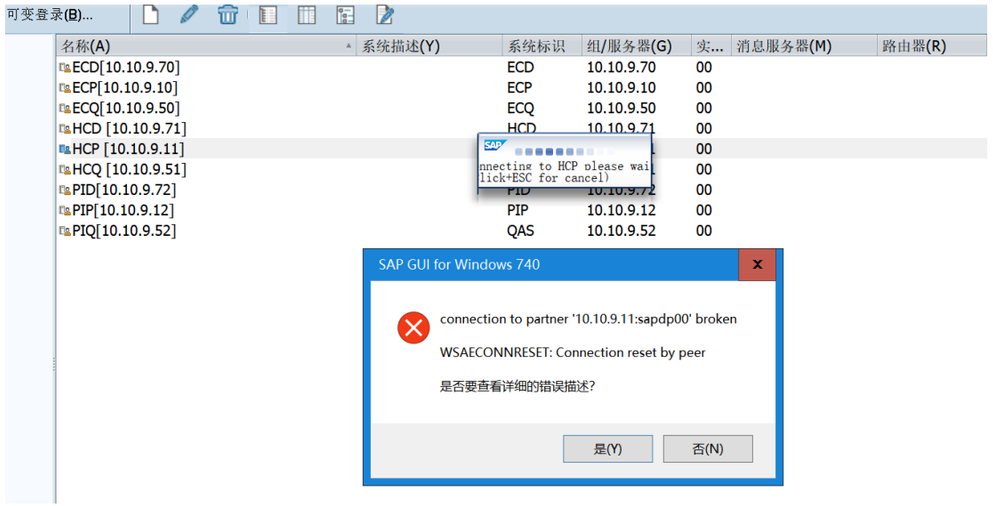
Business Continuity

Enhance the sustained operation and recovery capability of critical systems and core businesses under abnormal conditions

Information Security and Privacy Protection Training

The Company incorporates information security and privacy protection into daily management and continuous improvement initiatives. Through training and advocacy, risk assessment, internal audits and optimized technical protection measures, the Company continuously strengthens employees' security awareness and the overall effectiveness of information security management. During the reporting period, the Company continuously carried out information security training, risk assessments and internal audits in accordance with unified management requirements. In 2025, the Company held 5 information security training sessions, conducted 2 information security risk assessments and completed 2 internal information security audits. The employee coverage rate of information security training reached 100%, while information security risk assessments and internal audits fully covered all workplaces and departments at a 100% coverage rate.

The Company attaches importance to emergency response and handling capabilities for information security incidents. Tailored to the operational characteristics of business systems, emergency drills are organized to verify the effectiveness of response mechanisms through system failure simulation, abnormal disposal and recovery validation, so as to steadily enhance capabilities in information security incident management and business recovery.



Information Security Emergency Drill – System Failure Simulation



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03

Low-carbon Environmental Protection, Green Production

23 Environmental Compliance Management
24 Pollution and Waste Treatment
24 Resource Management
27 Climate Change Response
28 Green Design
29 Biodiversity Conservation

Corresponding UN Sustainable Development Goals (UN SDGs) for this Chapter



Environmental Compliance Management

Environmental Management System

Upholding the philosophy of green development, Rugao High Voltage is committed to building a benchmark enterprise featuring “innovation-driven performance, resource conservation, environmental friendliness and social responsibility”. The Company strictly complies with national and local laws and regulations on ecological and environmental protection, and has established and continuously optimized its environmental management system in accordance with the ISO 14001 standards. It has formulated an environmental management organizational structure with clear responsibilities, well-defined division of labor and efficient collaboration. Annual EHS strategies and action plans are rolled out to strengthen full-process EHS supervision, management and control, thereby driving the continuous improvement of EHS performance. As of the end of 2025, the Company has maintained valid certification of the ISO 14001: 2015 Environmental Management System. In February 2025, it was recognized as a National-level Green Factory by the Ministry of Industry and Information Technology. In addition, regular internal audits of the environmental management system are conducted annually to verify the compliance, applicability and effectiveness of system operation, and to identify and rectify weaknesses in environmental management in a timely manner.


bsi.

Certificate of Registration

环境管理体系 – ISO 14001:2015

EMS 660808

making excellence a habit.

ISO 14001: 2015 Certificate



National-level Green Factory

The Company strictly implements the administrative provisions on environmental protection for construction projects. For new, reconstruction and expansion projects, environmental impact assessments are carried out in accordance with the law to fully identify impacts involving waste gas, wastewater, solid waste, noise and ecology. Corresponding pollution prevention and ecological protection measures are formulated to control environmental risks at the source and ensure that project construction and operation comply with environmental laws, regulations and standard requirements.

The Company systematically conducts risk identification and assessment for sudden environmental incidents, clarifies risk levels, and management and control priorities, and continuously improves the risk prevention and control system. It also completes a comprehensive survey of environmental emergency resources, including emergency supplies, facilities, rescue teams and external collaborative support, so as to optimize resource allocation and emergency linkage mechanisms and enhance the overall response capacity for environmental emergencies. Furthermore, the Company has formulated the *Comprehensive Emergency Plan for Sudden Environmental Incidents*, the *Specialized Emergency Plan for Sudden Environmental Incidents*, and the *On-site Disposal Plan for Sudden Environmental Incidents*. Regular emergency drills for sudden environmental incidents are conducted to effectively consolidate the line of environmental safety.

Case The Company Conducted Alcohol Leakage Emergency Drill

On September 26, 2025, the Company conducted an alcohol leakage emergency drill. The drill simulated a real-work scenario, in which a warehouse keeper discovered damage to a plastic ton barrel of waste alcohol in the hazardous waste warehouse during daily inspections, with a small amount of waste alcohol leaking onto the ground. Through practical drills, the applicability and practicability of the emergency response plan have been effectively verified, the emergency response team further tempered, and the on-site personnel’s capabilities in rapid response and on-site disposal of sudden environmental incidents comprehensively enhanced.



Environmental Protection Training

Rugao High Voltage regards the improvement of employees’ environmental literacy as a core component of environmental management. Through systematic training activities, the Company continuously consolidates the foundation of environmental governance and promotes the in-depth integration of green and lowcarbon concepts into corporate culture. Centering on the goals of green factory development, targeted training on environmental protection skills and management is organized to strengthen Company-wide environmental responsibility awareness, laying a solid ideological and capability foundation for green and low-carbon development.

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Green Factory Training

Pollution and Waste Treatment

Wastewater Treatment

No process wastewater is generated during production activities. Plant wastewater mainly consists of initial rainwater, regular silt discharge from cooling water ponds and domestic sewage. All domestic sewage, cooling water discharge and initial rainwater are collected into the on-site domestic wastewater treatment facility. Treated by a combined process of oil separation + three-stage sedimentation + septic tank purification, 25%–35% of the reclaimed water is reused for cooling system replenishment and plant greening irrigation. The remaining 65%–75% is discharged into the park sewage pipe network and delivered to a professional third-party wastewater treatment institution for in-depth treatment. This model realizes cascaded water resource utilization and compliant discharge.



Wastewater Treatment Process Flow Chart

Waste Gas Treatment

No organized waste gas is generated throughout the Company's production processes. Unorganized waste gas within the factory mainly consists of a small amount of odor emitted during the operation of domestic wastewater treatment facilities. To effectively control odor emissions, the Company adopts comprehensive measures including rational layout of wastewater treatment facilities, improved tank sealing performance, enhanced green isolation belts, and regular sludge cleaning and transportation, so as to minimize unorganized odor dispersion.

Meanwhile, the Company has formulated *a Self-Monitoring Plan* in accordance with relevant regulations, and regularly entrusted qualified third-party institutions to monitor unorganized atmospheric pollutant emissions, ensuring stable, compliant, traceable and verifiable discharge performance.

Noise Treatment

Major noise sources include air compressors, vacuum units, CNC machine tools, air conditioning units and other equipment, with operating noise levels ranging from 70 to 85 dB(A). All production equipment is installed indoors, and outdoor environmental noise is significantly reduced through building sound insulation walls.

Targeted comprehensive noise reduction measures such as silencing, vibration damping and sound insulation are implemented for different noise sources: low-noise equipment is prioritized; vibration isolation bases and soundproof rooms are installed for high-noise equipment; vibration isolation, shockproof and anti-impact designs are adopted for equipment and pipelines to reduce aerodynamic noise; closed factory building design, double-layer windows in production workshops, and sound-absorbing materials laid on walls of high-noise operation rooms are applied.

The Company regularly entrusts qualified third-party institutions to conduct factory noise monitoring, and all monitoring results meet relevant national standard requirements.

Solid Waste Treatment

The Company has established a full-process solid waste management system and implements strict classified management and control measures. General industrial solid waste is regularly collected and comprehensively recycled by professional recycling contractors. Hazardous wastes such as waste oil, waste alcohol and waste cutting fluid are strictly transported and disposed of by qualified third parties in full compliance with environmental regulations.

Meanwhile, office and domestic waste is managed with refined classification. Recyclables including waste paper and scrap metal are centrally recovered; residual domestic waste is regularly collected by local sanitation departments and subjected to standardized harmless treatment. Such measures effectively mitigate environmental impacts and realize the resource utilization and harmless disposal of solid waste.

Resource Management

Water Resource Management

Rugao High Voltage regards water conservation and rational utilization as a key part of sustainable development, and continuously optimizes water resource management efficiency in daily operations. A dedicated water management team conducts comprehensive analysis and evaluation on production and office water consumption to identify and tap water-saving potential. Meanwhile, water-saving reminders, specialized training and publicity activities are carried out to foster Company-wide water-saving awareness.

Solenoid valves are installed at the inlet of circulating water for water-cooled air conditioning units to realize on-demand start and stop, and precise regulation, avoiding unnecessary water supply and waste, saving approximately RMB 10,000 in water fees annually. The original open cooling towers of water-cooled air conditioners are connected to the factory circulating water system with additional water pumps installed. The circulating water flow is dynamically adjusted according to actual air conditioning load to achieve efficient system operation. The makeup water volume has decreased by 30% compared with the previous system, delivering further water-saving benefits.

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Energy Management

Energy Management System

Upholding the energy management policy of “Compliance with Laws and Regulations, Green and Low-Carbon Development, Continuous Improvement, Energy Conservation and Efficiency Enhancement”, Rugao High Voltage strictly abides by national and local energy-saving laws, regulations and relevant standards. The Company has established and effectively implemented an energy management system to steadily improve energy utilization efficiency through overall scientific planning and refined management and control. To ensure system implementation, the Company enforces a complete set of institutional documents, including the Energy Management Manual, Energy and Resource Management Procedure, and Energy Measures Plan Control Procedure, realizing standardized and institutionalized energy management. The Company formulated 2025 energy performance parameters, energy baselines and energy objectives, and built a quantified, monitorable and assessable energy performance management and control system. As of the end of 2025, the Company maintained valid certification of the ISO 50001: 2018 Energy Management System.



ISO 50001: 2018 Certificate

The Company has built a smart energy management system to realize automatic meter reading and centralized collection of energy data, forming a monitoring platform integrating energy consumption data analysis and abnormal early warning. Relying on realtime data collection, processing and analysis capabilities, the smart energy management platform conducts all-weather monitoring and dynamic evaluation of energy system operation, fully grasping the consumption of electricity, water, gas and other energy sources. It realizes visualized monitoring and refined whole-process management and control over energy utilization.



Smart Energy Management System

The Company regularly carries out energy-saving publicity and education activities to popularize knowledge of energy-saving regulations, low-carbon technologies, water, electricity and gas conservation and resource recycling. These efforts guide employees to establish green and low-carbon concepts, improve overall energy-saving awareness and practical capabilities, and foster a sound atmosphere featuring universal participation and shared responsibility in energy saving. In February 2025, the Company organized electrical management training covering safe electricity usage specifications, equipment energy efficiency management and control, power-saving optimization of circuits, and electrical hazard inspection. The training further improved employees’ proficiency in equipment operation and energy management, effectively reducing power consumption and safety risks during production and operation processes.



Energy Conservation Training

Energy Review

The Company has established a regular energy review mechanism. It systematically monitors and analyzes the operation of the energy management system, key energy-consuming processes and major energy-using equipment parameters, so as to identify key energy consumption factors and future energy consumption trends. Meanwhile, the Company fully taps the potential of structural, technological and managerial energy conservation, formulates targeted improvement plans, and continuously enhances energy utilization efficiency.

Energy Conservation and Emission Reduction Projects

The Company promotes energy conservation and emission reduction projects in a systematic manner, and implements full-cycle tracking management mechanism. Progress, implementation processes, resource input and actual effects of each project are dynamically supervised to ensure that all measures are effectively implemented as planned, meet established standards, and deliver tangible results, thereby solidifying the practical implementation of energy conservation and emission reduction efforts.

Part Energy Conservation Projects Implemented in Recent Years

Project Name	Project Overview	Energy Conservation Benefit
Green Lighting Renovation	Replace factory industrial lamps with low-power LED lamps, and adopt zoned lighting and circuit-based control.	Annual electricity cost savings of RMB 47,000.
Air Compressor Variable Frequency Renovation	Install frequency converters on air compressors to greatly reduce energy consumption.	The power consumption of air compressors with an annual output value of RMB 10,000 drops by an average of 25%, with an annual electricity cost saving of RMB 15,000.
Solar Street Lamp Renovation	Replace traditional 200W sodium lamps with 100W solar street lamps.	Annual electricity cost savings of RMB 17,000.
Forklift Renovation	Install charging timers on forklifts.	Annual cost savings of RMB 95,000.
Equipment Renovation	Adopt variable frequency control technology to upgrade dedicated equipment such as static contact auxiliary machines, 7B/4C bearing seat special machines and turnover mechanism auxiliary machines, improving operational stability while reducing energy consumption.	Annual electricity cost savings of RMB 60,000.
Production Line Renovation	Upgrade the GW4A production line with variable frequency motors, PLC energy-saving and other measures.	Annual electricity cost savings of RMB 100,000.

Optimize Energy Structure

The Company fully taps the potential of renewable energy utilization. Leveraging existing factory rooftop resources, it plans and constructs distributed photovoltaic power stations in accordance with local conditions, converting idle space into green power generation carriers and effectively improving the self-sufficiency capacity of clean energy. Meanwhile, the Company continues to increase the procurement of green electricity to further reduce the proportion of traditional fossil energy consumption. In 2025, the Company's solar power generation consumption reached 1,187.52 MWh.



Rooftop Photovoltaic



Green Electricity Certificates



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Climate Change Response

Governance

Climate change profoundly affects the living environment of humanity and the process of global economic and social development, while continuously reshaping enterprises' external operating environments and internal business development models. Under the overall planning and unified management of Sieyuan Electric, Rugao High Voltage has established a subcommittee of Sustainability Committee. The Company formulates specialized target plans, supporting management systems and performance assessment indicators for climate change response, steadily implements energy conservation and emission reduction practices, and continuously advances green and low-carbon development.

Strategies

The Company elevates climate change response from a compliance requirement to a strategic development priority. It regards climate action not only as an essential environmental obligation, but also as a key driver to enhance operational resilience, promote green product upgrading, optimize cost management structures, strengthen core market competitiveness, and realize long-term corporate value creation.

Referring to the TCFD Recommendations on Climate-related Financial Disclosures, the *Self-Regulatory Guidance No. 3 for Companies Listed on Shenzhen Stock Exchange—Preparation of Sustainability Report (Revised 2026)* and other relevant norms and standards, the Company systematically identifies and assesses climate-related risks and opportunities, so as to provide a scientific basis and decision-making support for strategic formulation and optimal resource allocation.

Climate Change Risks/Opportunities Impact Analysis and Response Measures

Type	Category	Description	Potential Financial Impact	Impact Period	Impact Level	Response Measures
Physical Risks	Acute Physical Risks	• Extreme weather such as rainstorms and floods may cause equipment damage, production interruption, logistics disruption and delivery delays	Increased operating costs	Short to medium term	Medium	• Strengthen meteorological early warning, formulate emergency plans such as the *Typhoon and Flood Prevention Disposal Plan*, and improve emergency management and business continuity mechanisms
	Chronic Physical Risks	• Long-term changes such as rising temperatures may affect equipment stability and service life		Long term	Low	• Gradually introduce advanced equipment to improve high-temperature resistance.
Transition Risks	Policy/Legal Risks	• Improving environmental laws and regulations may raise compliance costs and management pressure	Reduced operating reven	Short term	Medium	• Dynamically track policies and regulations to address risks related to carbon management and control, information disclosure and legal liabilities in advance.
	Market Risks	• Growing demand for green and lowcarbon products and services may weaken market competitiveness and customer access if responses are insufficient	Increased operating costs	Medium to long term	Medium	• Promote product full life-cycle green design, strengthen green product development and green supply chain collaboration; • Carry out LCA and EPD certification.
	Technology Risks	• Failure to keep pace with the evolution of clean technologies and green manufacturing technologies may lead to market elimination	Increased operating costs	Medium to long term	High	• Drive green development through innovation and continuously increase R&D investment and technological iteration.
	Reputational Risks	• Poor performance in climate change response may result in reputational damage	Reduced operating revenue	Short to medium term	Low	• Enhance ESG and climate-related information disclosure.
Opportunities	Renewable Energy	• PV and green electricity procurement help reduce carbon emissions	Operating costs decreased	Medium to long term	Medium	• Continuously promote distributed PV projects and green electricity procurement.
	Resource Efficiency	• Energy-saving renovation, equipment optimization and digital energy & carbon management improve resource utilization efficiency	Operating costs decreased	Medium to long term	High	• Advance energy conservation and emission reduction projects and build digital management platforms.
	Emerging Markets	• Rising demand for green and lowcarbon solutions helps expand market share	Increased operating revenue	Medium to long term	High	• Scale up green R&D investment and continuously launch eco-friendly products and low-carbon solutions.
	Green Supply Chain Opportunities	• Collaborative emission reduction and green procurement enhance supply chain resilience	Operating costs decreased while operating revenue increased	Long term	High	• Develop green supplier management and responsible procurement systems.

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Impacts, Risks and Opportunities Management

The Company fully integrates climate-related impacts, risks and opportunities into its overall risk management system, and establishes standardized management procedures to ensure timely identification, objective assessment, effective response and ongoing monitoring of climate-related risks.

To enhance the standardization and traceability of climate risk management, the Company builds a full-process and full-chain management system by optimizing institutional procedures, clarifying roles and responsibilities, strengthening review at key nodes, and implementing closed-loop rectification. This ensures all management activities are implemented in an orderly manner and are verifiable.

Meanwhile, the Company regularly reviews key climate change risk indicators, continuously tracks and monitors the evolution of climate-related risks and potential opportunities, and dynamically adjusts management strategies. Such measures align business development with climate changes and consolidate the foundation for sustainable development.

Indicators and Targets

The Company has initiated the construction of a Zero-Carbon Factory. With the core goal of fully completing zero-carbon factory development by 2045, it systematically advances low-carbon transformation across all operational processes.

Intelligent Capacity Upgrading and Energy Efficiency Optimization

On the premise of maintaining stable production capacity and production efficiency, the Company optimizes production workflows and upgrades the management and control system of energy-consuming equipment. It reduces unnecessary startup and operating hours of energy-intensive facilities, so as to cut energy consumption at the source.

Green Energy Promotion and Full-process Zero-carbon Energy Utilization

The Company will gradually switch all factory energy-consuming equipment to green or carbon-free energy sources, and build a “full-process, full-scenario” zero-carbon energy system. This will substantially lower overall factory carbon emissions and ultimately fulfill the development goals of a zero-carbon factory.

Energy Structure Iteration and Carbon Emission Reduction

Promote “gas-to-electricity” renovation to replace natural gas with electric power, reducing carbon dioxide emissions from combustion at the source;

Advance the transition from “municipal power to green electricity” and gradually increase the proportion of green electricity consumption;

For special production areas (such as specific processes) where natural gas cannot be replaced, introduce carbon-free emission technologies such as oxy-hydrogen welding to eliminate relevant carbon emissions and achieve zero-carbon breakthroughs in key scenarios.

Zero-Carbon Factory Construction Pathway

In accordance with the international standard ISO 14064, the Company systematically conducts greenhouse gas (GHG) inventory accounting. Adopting scientific and standardized quantification methodologies, it clearly identifies and calculates greenhouse gas emissions within the accounting boundary. This provides authentic, accurate and traceable data support for carbon target formulation, emission reduction performance evaluation, climate risk management and external sustainability information disclosure.


TÜVRheinland 莱茵认证

温室气体排放核查声明

Greenhouse Gas Emission Verification Statement

In recent years, the Company has prioritized the R&D of SF_6[1] alternative technologies to continuously mitigate adverse environmental impacts. On the one hand, internationally advanced fully automatic high-vacuum SF_6 recovery devices have been introduced to thoroughly recycle SF_6 generated during testing, effectively lowering environmental risks caused by SF_6 fugitive emissions. On the other hand, for 40.5kV vacuum circuit breaker products, vacuum interrupter are gradually replacing traditional SF_6 gas insulation solutions, reducing SF_6 consumption and emissions at the source.

When selecting refrigeration units, the Company fully considers the global warming potential (GWP) of refrigerants and actively chooses low-GWP cooling equipment. All newly installed air conditioning units are charged with low-GWP refrigerants. Strict maintenance protocols are implemented to fully recover refrigerants prior to equipment repairs. Refined management and control measures effectively reduce refrigerant loss and emissions.

Green Design

Rugao High Voltage integrates the eco-design concept into product design through innovative design and process optimization to achieve green and eco-friendly product performance. Adhering to the tenet of “refining products, optimizing services, expanding brand influence and strengthening corporate strength”, the Company follows the policy of “abiding by laws and regulations, developing green products, promoting comprehensive utilization, energy conservation and consumption reduction, ensuring safety and environmental protection, and pursuing continuous improvement”. It gives priority to adopting eco-friendly processes, technologies and equipment, and consistently meets the comprehensive evaluation requirements covering infrastructure, management systems, energy and resource input, product performance, environmental emissions and overall performance evaluation requirements. The Company has obtained LCA (Life Cycle Assessment) report and EPD (Environmental Product Declaration)reports for certain products.

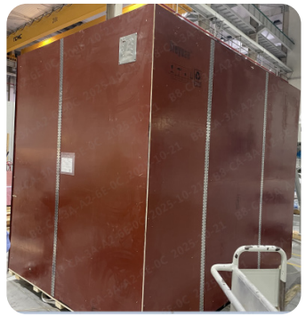
Recyclable raw materials are prioritized in product design to establish a circular material application system. Except for insulating ceramics, which cannot be replaced with recyclable materials due to special performance and process requirements, all other raw materials adopt renewable and recyclable resources. This approach reduces resource consumption and waste generation at the source, contributing to an environmentally friendly life cycle.

[1]As an insulation and arc-extinguishing medium for high-voltage electric apparatus, the leakage during production and operation poses substantial harm to the ozone layer.

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Recyclable Transportation Tooling



Recyclable Packaging Boxes

The Company optimizes and upgrades the structural design of core products including disconnectors and circuit breakers. Through systematic innovation in material selection and manufacturing processes, it advances the green transformation of products across the full life cycle. In the structural design phase, numerous traditional cast aluminum parts, cast steel components and machined parts are upgraded to profile structures. Aluminum profiles are preferentially adopted to replace steel components requiring color zinc plating, zinc-nickel plating and other electroplating treatments. This substantially cuts wastewater and waste gas generated by electroplating processes and reduces associated environmental harm.

During component design, stamping forming is prioritized to replace conventional casting and welding processes, simplifying production workflows and lowering material waste and energy consumption. For certain conductive components, the original process of local tin plating after anodization has been optimized to adopt bare aluminum design. This eliminates the surface treatment process while meeting product performance requirements, it achieves streamlined production procedures, reduced resource consumption and improved environmental benefits.

Biodiversity Conservation

Rugao High Voltage attaches great importance to biodiversity conservation and regards it as an essential part of green operation and environmental management. Throughout production and operation, the Company strictly complies with national and local ecological protection laws and regulations. It focuses on the ecological impacts of project construction, daily operation and pollution prevention and control activities on surrounding ecological environments, and minimizes potential disturbances to natural ecosystems, flora and fauna habitats, and regional ecological balance.

Combined with business characteristics, the Company continuously promotes green manufacturing and cleaner production. It controls pollutant emissions at the source, standardizes resource and energy utilization, and strengthens factory environmental management to confine ecological impacts within a reasonable range and realize coordinated development between business operations and ecological protection.

The Company prioritizes factory environmental improvement and eco-friendly management. Continuous efforts in greening maintenance, environmental improvement and on-site management optimization enhance the factory ecological landscape and create a clean, orderly and green workplace. In factory planning and daily administration, production operations and ecological landscape demands are balanced. Rational green space layout, regular vegetation maintenance and water-saving landscape management measures jointly improve the factory ecological quality.



Plant Greening Picture



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Corresponding UN Sustainable Development Goals (UN SDGs) for this Chapter



Rights and Interests Protection

Compliant Employment

The Company adheres to lawful and compliant employment practices and strictly complies with national laws and regulations regarding labor employment, labor contracts, compensation payment, social security, working hours, rest and vacation. It standardizes human resource management processes including recruitment, employment, on-boarding, job transfer and resignation, so as to effectively safeguard employees' legitimate rights and interests. The Company has established a sound management mechanism covering the entire employment life cycle, ensuring the effective implementation of compliance requirements in staff recruitment, labor relationship management and daily workforce management.

In recruitment and hiring, the Company upholds the principles of openness, fairness, impartiality and merit-based selection. Talents are deployed through social recruitment, internal training, internal selection and job allocation in accordance with job requirements. Identity information, educational background and work experience of candidates are verified to guarantee recruitment quality and employment compliance. Labor relationship management is continuously standardized and stabilized. Labor contracts are signed with employees in accordance with the law to define the rights and obligations of both parties and protect employees' legitimate rights to employment.

Human Rights Protection

The Company integrates labor and human rights protection into the entire employee management process, and strictly implements fundamental requirements such as the prohibition of child labor and forced labor, anti-discrimination, anti-harassment, freedom of association and collective communication, so as to fully protect employees' legitimate rights and interests. During recruitment and on-boarding, identity documents and relevant materials are strictly reviewed to prevent child labor and other non-compliant employment risks. In daily management, overtime arrangements and labor relations are standardized. All forms of forced labor, personal infringement and unfair treatment are prohibited, ensuring employees' statutory rights to labor compensation, rest and vacation, and legitimate resignation.

Labor and Human Rights Management

Prohibition of Child Labor

The Company strictly implements mechanisms for child labor prevention and remediation. Identity documents are rigorously examined during recruitment, and age verification is conducted when necessary to eliminate child labor hiring. For underage workers, statutory protection requirements are fully enforced, including job restrictions, physical examinations, filing procedures and dedicated file management.

In cases of the misuse of child labor, the Company has established a dedicated remediation procedure, requiring immediate termination of employment, proper repatriation of child labor to their guardian with all relevant expenses borne by the Company, and provision of medical treatment and educational support if necessary.

Prohibition of Forced Labor

Upholding the principle of "voluntary employment", the Company prohibits all forms of forced labor, including but not limited to document detention, deposit withholding, debt bondage, involuntary overtime and any conduct restricting personal freedom. Employees' rights to independent employment and voluntary resignation are fully guaranteed.

Fair Employment and Decent Work

The Company respects and safeguards employees' right to free career choice, and promotes open, fair and impartial workforce management. Equal treatment is ensured in recruitment, compensation, training, promotion, termination and retirement. The principle of equal pay for equal work is implemented; reasonable compensation and overtime wages are paid in full and on time in accordance with laws to protect labors' legitimate rights and interests.

Reasonable Working Hours and the Right to Rest and Leave

The Company complies with statutory regulations on working hours, rest and leave, ensuring employees' access to paid annual leave, sick leave and other statutory holidays. The Company implements standardized management of overtime work, ensuring that all arrangements comply with legal requirements and remain reasonable and appropriate.

Anti-Discrimination and Anti-Harassment

Differential treatment based on race, social class, nationality, religion, disability, gender, age, trade union membership or other legally protected characteristics is prohibited in recruitment, compensation, training, promotion, dismissal and retirement. All forms of harassment, threat, insult, bullying and personal infringement are strictly forbidden. Through policy publicity, complaint handling, investigation and corrective actions, the Company maintains an equal, respectful and safe workplace.

Freedom of Association and Collective Communication

The Company respects employees' legal right to establish or join trade unions, elect staff representatives and conduct collective communication. Staff representatives are guaranteed reasonable workplace access to employees. No employee shall face discrimination, harassment, coercion or retaliation due to participation in trade union or staff representative activities. In response to the opinions and suggestions raised by employee representatives and trade unions, the Company engages in constructive communication based on integrity, supporting the establishment of a smooth and effective labor-management communication mechanism.

Protection of Female Employees' Rights and Interests

The Company legally protects female employees' legitimate rights and interests in recruitment, labor protection, pregnancy, maternity and breastfeeding periods, as well as career development. Relevant leave, compensation and welfare protection requirements are strictly implemented. Female employees will not be dismissed or unilaterally terminated due to marriage, pregnancy, maternity leave or breastfeeding, continuously fostering a genderequal and inclusive workplace.

Safe and Healthy Working Environment

The Company regards employee safety and health as its primary responsibility, and continuously strengthens occupational health and safety management. It systematically identifies, assesses and controls workplace risks. By providing necessary personal protective equipment, conducting occupational health and safety training, and organizing emergency drills, the Company steadily improves employee health protection and safety prevention capability, and strives to provide employees with a safe, healthy and sustainable working environment.

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Equality and Inclusion

The Company attaches importance to fostering an organizational atmosphere of equality, respect and inclusion. It integrates equality and inclusive principles into recruitment, training, career development, compensation and benefits, ensuring employees from diverse backgrounds and all positions receive fair development opportunities and deserve respect.

Care for Female Employees

The Company strictly prohibits all forms of gender discrimination and guarantees equal opportunities for female employees in recruitment, training, promotion, compensation and benefits. It continuously improves labor protection mechanisms for female employees and fully implements protection measures during pregnancy, maternity and breastfeeding periods, safeguarding their legitimate rights and interests in both career development and daily work. Concurrently, in response to employees' practical needs, the Company consistently enhances health care and work-life support for female employees, striving to create a more friendly and reassuring working environment.



Welfare and Care on International Women's Day

Care for Employees with Disabilities

Upholding the principles of equal employment and reasonable accommodation, the Company does not disqualify eligible candidates based on disability during recruitment. Reasonable workplace facilities and work support are provided according to actual needs. Positions are arranged reasonably in light of physical conditions, with necessary auxiliary conditions and personalized assistance offered to help employees with disabilities improve professional skills, integrate into teams and access equitable development opportunities.

Welfare and Care

Compensation and Benefits

The Company prioritizes employees' work value and establishes a compensation and incentive mechanism aligned with job responsibilities, professional competence, performance results and operational benefits. Standardized, equitable and motivating compensation management is consistently maintained. Following the principles of "job-based grading, grade-based compensation determination, person-position matching, and compensation adjustment upon job transfer", the Company aligns employee contributions with compensation incentives, and strengthen the value creation orientation through performance-based rewards and specialized incentives to boost employee motivation.

In accordance with collective contracts and specialized collective compensation agreements, the Company lawfully safeguards employees' basic rights and interests in respect of labor compensation, working hour management, rest and leave, social insurance and housing fund, providing employees with stable, standardized and institutionalized protection. To meet employees' daily work and living needs, the Company has gradually established a multi-level welfare system covering basic security, life support, health care, family assistance and cultural benefits, enhancing employees' sense of security and gain in the Company's development.

Welfare System

Basic Living Security	• Provide hotel-style apartments, balanced nutritious meals, and shuttle buses covering the whole city.
Housing & Settlement Support	• Provide interest-free home purchase loans to eligible employees; • Assist employees in applying for local residence permit points or household registration.
Colorful Employee Life	• Hold irregular activities such as birthday parties, matchmaking events, fitness and recreation programs, sports competitions, and group tours.
Celebrations & Family Care	• Offer wedding gifts and maternity allowances; equipped with nursing rooms to balance work and life.
Health Protection	• Provide commercial personal accident insurance, traffic accident insurance and employer liability insurance for eligible employees; • Implement group critical illness insurance; • Arrange annual physical examinations; • Provide high-temperature consolation.
Secure Retirement	• Provide five social insurances and one housing fund (basic pension insurance, basic medical insurance, unemployment insurance, work-related injury insurance, maternity insurance, and housing fund).
Incentives & Development	• Offer multiple rewards including year-end 13th-month salary, performance bonuses, profit sharing, equity incentives, etc.
Other Benefits	• Service anniversary celebrations, annual group tours, festival activities and allowances, birthday parties and gifts, health and entertainment facilities, etc.

Employee Care

The Company always takes employees' actual needs as the starting point, and continuously launches employee care activities focusing on working environment, physical and mental health, and life experience. It strives to build a warm, positive and mutually supportive organizational atmosphere. By means of high-temperature consolation, festival care, health support, cultural activities and team building, the Company enhances employees' sense of fulfillment and belonging.



Lantern Festival Activities



High-Temperature Consolation



Tourism Activities

Democratic Management and Employee Communication

Democratic Management

The Company lawfully supports the trade union in performing its functions of participation, rights protection, development and education, and gives play to its role as a bridge in safeguarding employees' rights and interests, conducting democratic consultation and promoting cultural development. The Company has signed a collective labor contract, together with specialized collective contracts on wages, the protection of female employees' rights and interests, and occupational disease prevention and control. It has established an institutional guarantee mechanism covering labor compensation, working hours and rest leave, occupational health and safety, social insurance and welfare, employee training, and the protection of special employee groups, providing institutional support for the protection of employee rights and interests and the stability of labor relations.

In 2025

the coverage rate of employees by the Company's trade union reached **100**%

the coverage rate of employees under collective agreements also reached **100**%

Employee Communication

Through staff representative meetings, opinion collection, staff seminars, management communication sessions, general manager mailboxes and engagement surveys, the Company identifies employee concerns regarding working environments, career development, welfare protection and on-site management, and takes relevant feedback as a core basis for management improvement. The Company improves communication channels focusing on on-site production management, front-line working experience and career development demands, ensuring timely acceptance, effective response and closed-loop resolution of employee demands.

Efforts are made to enhance the pertinence and accessibility of communication, smoothing channels for employee expression, enabling timely feedback and clarifying targeted improvement measures. Normalized communication and closed-loop issue management strengthen employees' sense of participation and organizational identity, and foster an open, transparent and trust-based internal communication atmosphere.

In 2025

the employee engagement score was **4.27**

the management engagement score reached **4.77**

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Training and Development

Employee Training Management

In compliance with the *Employee Handbook* and *Training Management Measures* of Sieyuan Electric and other relevant regulations, the Company carries out training demand identification, training plan formulation, training organization and implementation, and training effectiveness evaluation in light of job responsibilities, post qualification criteria and business development requirements, aiming to improve employees' professional competency, management capability and comprehensive literacy. The training management system covers various groups including new employees, professional and technical positions, front-line skilled positions and grassroots management positions. The Company focuses on conducting hierarchical and categorized training tailored to actual job scenarios.

In training management, the Company focuses on improving employees' practical operational proficiency, on-site management capability and business collaboration competence. Through multiple approaches including new employee integration, post skill enhancement, professional knowledge learning and management competency upgrading, the Company continuously consolidates the foundation of organizational capability, and provides solid talent support for the stable operation of production and business development.



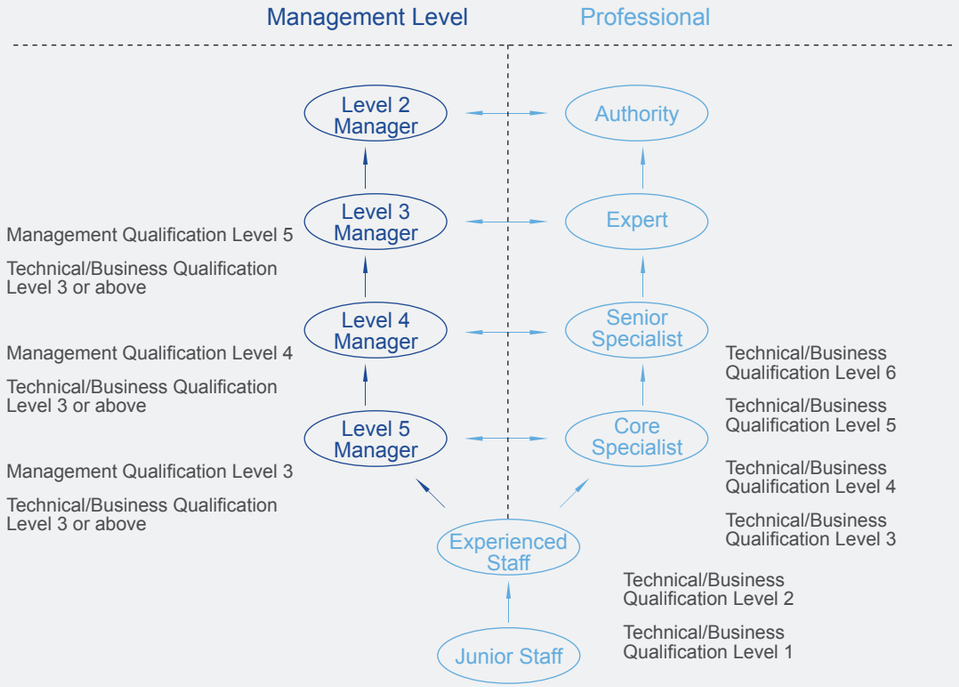
Skill Improvement Training

Career Development Planning

The Company evaluates employees' competencies across multiple dimensions, including management proficiency, professional expertise, execution capability and innovation, to provide a solid basis for talent selection, deployment and cultivation. To meet employees' developmental needs at different career stages and in diverse directions, the Company has established career development tracks covering management, technology and functional pathways, enabling employees to grow in line with their personal capabilities and career goals. Diversified development pathways support employees in achieving long-term progress within suitable positions and fields.

Meanwhile, in light of business development and job requirements, the Company prioritizes optimizing talent allocation through internal cultivation, internal selection and job deployment. By adopting management tools such as job-person matching, qualification assessment and job descriptions, the Company enables employees to deliver value in suitable positions. Focusing on employee growth, the Company integrates training improvement, on-the-job experience and career development paths, making employees' career pathways clearer and enabling more orderly development of the corporate talent echelon.

Career Development Track



Occupational Health and Safety

Rugao High Voltage always regards employees' occupational health and work safety as the cornerstone of high-quality corporate development. It firmly upholds the work safety policy of "Safety First, Prevention Foremost, and Comprehensive Governance", and commits to providing employees with a healthy, safe and comfortable working environment. Through systematic risk identification, management and control, the Company continuously reduces occupational health and safety risks, and effectively safeguards employees' physical, mental and life safety.

Occupational Health and Safety Management System

The Company strictly abides by the requirements of the ISO 45001 Occupational Health and Safety Management System standards, conducts occupational health and safety management in a systematic manner, and establishes and continuously optimizes an occupational health and safety management mechanism covering all employees, full processes and all operational scenarios. It integrates risk identification, hidden hazard governance, compliance management and control, and employee health protection into daily operations to steadily elevate the overall level of occupational health and safety management. The Company has formulated and improved a complete set of internal management systems, including the *Hazard Identification and Risk Assessment Control Procedure, Preparation of Safety Operation Regulations*, and *Employee Occupational Health Management Procedure*. In strict response

to updates of national and industrial laws, regulations, standards and specifications, the Company revises, upgrades and promotes institutional documents in a timely manner to ensure the compliant operation and effective implementation of the management system. As of the end of 2025, the Company has maintained the validity of its ISO 45001: 2018 Occupational Health and Safety Management System certification.


bsi.
Certificate of Registration
making excellence a habit.

ISO 45001: 2018 Occupational Health and Safety Management System Certificate

Adhering to the principle of “whoever manages business shall manage safety, and whoever takes charge shall be held responsible”, the Company fully implements the universal work safety responsibility system and advances standardized development of work safety. The principal person in charge serves as the primary responsible party for work safety and assumes overall accountability for work safety. Meanwhile, positive incentive mechanisms such as “Safety 5S Improvement Expert”, “Excellent Safety Management Team” and “Excellent 5S Management Team” are set up to encourage full staff participation in safety management and comprehensively upgrade the 5S management of the Company.

The *Accident Investigation and Reporting Procedure* has been formulated to standardize the entire workflow of incident management. A closed-loop management system covering incident classification, grading, reporting, notification, emergency rescue, investigation and disposal has been established to ensure all relevant work is conducted in a well-regulated and evidence-based manner.

Occupational Health

Rugao High Voltage attaches great importance to the occupational health of all employees and strictly implements the “Three Simultaneities” management requirements for occupational hygiene in construction projects, ensuring that occupational disease prevention facilities are designed, constructed and put into operation simultaneously with main engineering works. During project construction and daily production, the Company prioritizes new technologies, processes, equipment and materials conducive to employee health protection, so as to prevent, control and eliminate potential occupational hazards at the source and fully protect employees’ occupational health rights and interests.

The Company regularly entrusts qualified third-party occupational health service institutions to conduct testing on occupational disease hazard factors. It identifies the types and hazard levels of occupational disease hazards arising from production and business activities, as well as the effectiveness of occupational disease prevention facilities and occupational health management measures, providing a scientific basis for the daily management of occupational disease prevention and control.

The Company provides pre-job, on-the-job, post-separation/post-transfer and emergency occupational health examinations for employees exposed to occupational disease hazard factors. It establishes and improves occupational health surveillance files, dynamically tracks employees’ health conditions, and effectively prevents occupational health risks. In 2025, the Company achieved 100% coverage of occupational disease examinations (for positions with occupational hazards), with no detected occupational contraindications or occupational diseases.

Work Safety

Rugao High Voltage firmly adheres to the main development theme of work safety, and always regards safety as the prerequisite and guarantee for the high-quality development of the enterprise. Through systematic, standardized and regulated construction, the Company continuously improves its work safety governance capacity.

Dual Prevention Mechanism

The construction of the dual prevention mechanism of hierarchical safety risk control and hidden danger investigation and management, serves as a core measure to fulfill the corporate primary responsibility for work safety. A full cycle closed-loop safety management model featuring “pre-event prevention, in-process management and control and post-event improvement” has been established to effectively prevent all types of work-related accidents.

Hierarchical Safety Risk Control

The Company comprehensively identifies all types of hazard sources throughout the entire production and operation process, and adopts scientific and standardized risk assessment methods to determine corresponding risk levels, so as to provide scientific basis for hierarchical risk management. The Company prioritized the revision and formal compilation of the “one map and two lists” task: first, the four-color risk zoning map, which clearly delineates the risk scope of each zone and realizes visualized risk management; second, the risk identification list, detailing core information of all hazard sources including name, location, causes and potential hazards; third, the hierarchical risk management and control list, specifying the responsible departments, management and control measures, management and control frequency and key emergency disposal points for risks at all levels, ensuring clear allocation of responsibilities and full implementation of preventive measures. Meanwhile, the Company has specially formulated *Risk Notification Cards for Key Positions*, clarifying hazard sources, risk levels, prevention and control measures, as well as emergency response methods involved in key positions. The cards are posted in prominent workplace locations to ensure all staff fully understand post-specific risks and standardize operational procedures. The Company exercises strict management and control over major risk points and all types of hazardous operations, continuously optimizes prevention and control measures, improves intrinsic safety level, and prevents the occurrence of all kinds of safety accidents.

Hidden Danger Investigation and Management

The Company has established a hidden danger investigation checklist covering all positions and entire workflows to encourage full-staff participation in the identification and reporting of potential safety hazards. For all detected hidden dangers, the Company strictly implements the five implementations of responsibility, measures, funds, time limits and emergency plans, ensuring closed-loop management of all hidden dangers. The Company has set up a hidden danger “exposure platform”. Typical and recurring problems identified during investigations of each workshop are publicly notified at regular meetings, and workshops are urged to conduct performance assessment and accountability for relevant responsible personnel. In the formulation of the monthly EHS key work plan, a dedicated module for hidden danger investigation and management is arranged. Workshops sort out major hidden dangers identified through supervision and inspection, clarify management tasks and control requirements, and form systematic and implementable monthly work plans.

Safety Emergency Management

The Company has systematically compiled *Work Safety Accident Emergency Response Plan*, establishing an emergency management mechanism with clear rights and responsibilities, closed-loop procedures and efficient response capabilities, which provides solid institutional and operational support for the rapid disposal and scientific rescue of sudden safety incidents.

In 2025, all workshops of the Company strictly followed the annual emergency drill plan, and organized targeted emergency rescue drills for various injury accidents in light of workshop process characteristics, post risk points and actual production scenarios. After each drill, the Company strictly implemented the closed-loop management procedure of “drill–record–summary–rectification”: All workshops are re-

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quired to fully sort out the entire drill process and prepare detailed drill records, while completely retaining drill plans, on-site images, personnel division arrangements and disposal data. Summary meetings are held to conduct in-depth analysis of problems exposed in the drills. Targeted specialized training and competency enhancement are promptly arranged to correct deficiencies and realize continuous optimization.



Emergency Rescue Drill for Falling from Heights



Emergency Rescue Drill for Mechanical Injury



On-site Disposal Drill for In-factory Vehicle Injury Accidents



High-temperature Heatstroke Prevention Emergency Rescue Drill

Safety Culture Development

The Company steadily advances the development of safety culture. A dedicated safety training classroom has been established, together with a shared library of safety training materials. The Company has innovatively built a safety training system defined as “three diversifications, one full coverage and one circulation”, which features This refers to a full-coverage and cyclical safety learning and training model featuring diversified training content, diversified learning methods and diversified assessment approaches, comprehensively improving employees’ safety literacy and risk prevention capabilities.

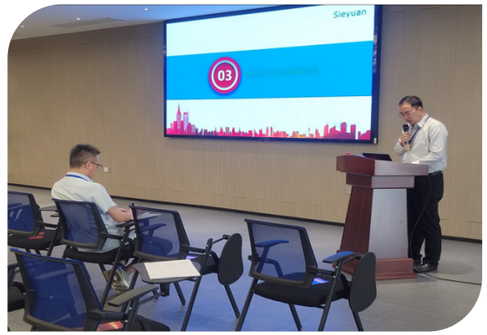


Safety Training

Taking key nodes such as the “Safe Production Month” as opportunities, the Company regularly carries out diversified and rich safety education and publicity activities. Through specialized training, emergency drills, knowledge contests, case warnings and other forms, the Company strengthens the safety awareness of all employees and improves their safe operation skills.

“Safe Production Month” Activities

- Series activities of “Seven Prioritizes”
- Watching thematic documentary on “safe production month” activities and accident warning videos
- Safety short video collection activity
- Safety consultation day activity
- The primary responsible person delivered a safety lecture
- Online knowledge quizzes via the LGB app
- The 2nd “Rugao Cup” Work Safety Knowledge Competition
- “Snap a Safety Hazard” activity, etc.









“Safe Production Month” Activities

Chemical Safety Management

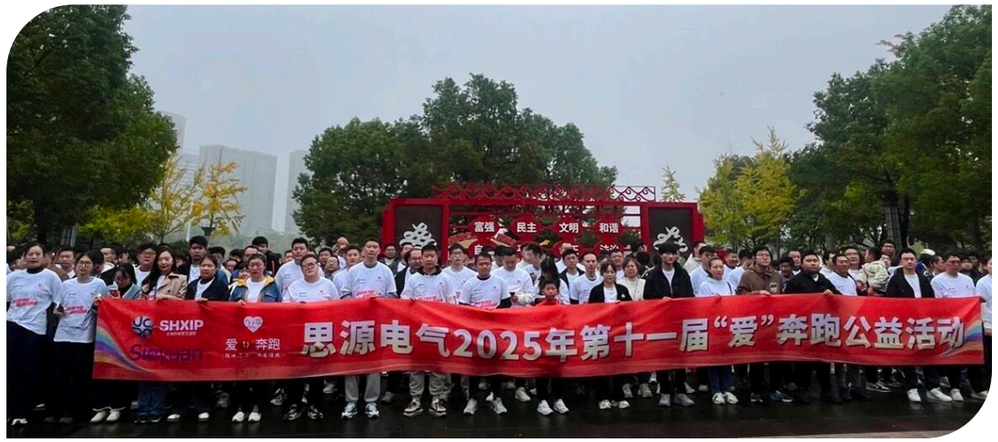
The Company has established and strictly implemented the Chemical Safety Management Policy, enforcing full-life cycle safety management covering procurement, transportation, inspection, loading and unloading, storage, and usage of chemicals. Clear management and control standards and accountability division are defined for each stage to proactively mitigate risks of leakage, fire, explosion, and occupational health hazards, thereby effectively ensuring personnel safety.

The Company provides safety skill and compliance training for chemical management personnel, while formulating chemical accident emergency response plans that define response processes, role responsibilities, and rescue measures. Regular drills are conducted to enhance rapid response and on-site disposal capabilities for emergencies.

Fulfilling Social Responsibility

Sieyuan Electric has remained true to our original aspiration for 11 years and acted for love over the past 11 years. On November 8, 2025, the 11th “Love·Run” public welfare activity was successfully held. Sieyuan Electric continues to develop the “Love·Run” public welfare brand, where converts employees’ running mileage into corresponding charitable funds, which are used to solve practical study and living difficulties for children in poverty-stricken areas and vulnerable groups, and encourages more people to pay attention to rural education and disadvantaged children. By the 11th “Love·Run” public welfare activity, the cumulative participation reached 37,153 person-times, with a total running distance of 178,939.73 kilometers and charitable funds raised exceeding RMB 2 million, continuously conveying the warmth of public welfare and the strength of corporate responsibility.

As a subsidiary of Sieyuan Electric, Rugao High Voltage actively responds to the Group’s public welfare initiatives and participates in the “Love·Run” public welfare activity. By integrating employees’ healthy lifestyles with public welfare practices, the Company supports rural education and child care efforts with concrete actions. By organizing extensive employee participation in public welfare running activities, the Company has further strengthened its employees’ sense of social responsibility and team cohesion, promoted the continuous dissemination of public welfare concepts within the enterprise, and demonstrates its positive image of giving back to society and fulfilling its social responsibilities.



“Love·Run” Public Welfare Activity

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Governance Performance

Indicator	Unit	2025	2024	2023
Economic Performance				
Operating Revenue	RMB 10,000	272,527.45	219,419.25	187,843.68
Net Profit	RMB 10,000	57,652.12	39,605.39	32,072.64
Total Tax Contribution	RMB 10,000	19,615.05	18,684.73	12,112.57
Anti-Corruption and Anti-Bribery				
Number of Anti-Corruption and Anti-Bribery Training Sessions	Time	1	0	1
Total Number of Management Personnel Covered by Anti-Commercial Bribery and Anti-Corruption Training	Person	21	0	21
Percentage of Management Personnel Covered by Anti-Commercial Bribery and Anti-Corruption Training	%	100	0	100
Total Number of Employees Covered by Anti-Commercial Bribery and Anti-Corruption Training	Person	733	0	637
Percentage of Employees Covered by Anti-Commercial Bribery and Anti-Corruption Training	%	100	0	100
Number of Internal Audits on Anti-Corruption and Anti-Bribery	Time	5	5	5
Percentage of All Workplaces/Departments Covered by Anti-Corruption and Anti-Bribery Internal Audits	%	100	100	100
Percentage of Trading Partners That Have Undergone Anti-Corruption and Anti-Bribery Due Diligence	%	100	100	100
Number of Confirmed Major Corruption Incidents	Case	0	0	0
Total Financial Losses Arising from Legal Litigation Related to Bribery and Corruption	RMB 10,000	0	0	0
Anti-Unfair Competition				
Number of Anti-Unfair Competition Training Sessions	Time	1	0	1
Total Number of Management Personnel Covered by Anti-Unfair Competition Training	Person	21	0	21
Percentage of Management Personnel Covered by Anti-Unfair Competition Training	%	100	0	100
Total Number of Employees Covered by Anti-Unfair Competition Training	Person	733	0	637
Percentage of Employees Covered by Anti-Unfair Competition Training	%	100	0	100
Number of Internal Audits on Anti-Unfair Competition	Time	5	5	5
Percentage of All Workplaces/Departments Covered by Anti-Unfair Competition Internal Audits	%	21	0	21
Total Financial Losses Caused by Legal Litigation Related to Unfair Competition Laws and Regulations	RMB 10,000	0	0	0

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Indicator	Unit	2025	2024	2023
Number of Appeals and Reports				
Total Number of Appeals and Reports	Time	0	0	0
– Reports from Employees	Time	0	0	0
– Reports from Suppliers and Contractors	Time	0	0	0
– Reports from Other Stakeholders	Time	0	0	0

Environmental Performance

Indicator	Unit	2025	2024	2023
Environmental Compliance				
Total Environmental Investment	RMB 10,000	25	19	15
Penalty Amount of Major Administrative Sanctions or Criminal Liabilities Imposed by Ecological and Environmental Authorities due to Environmental Incidents during the Reporting Period	RMB 10,000	0	0	0
Number of Operational Sites Certified with the ISO 14001 Environmental Management System	Number	1	1	1
Coverage Rate of Operational Sites Certified with the ISO 14001 Environmental Management System	%	100	100	100
Percentage of Employees That Have Undergone Training on Specific Environmental Issues	%	100	100	100
Number of Environmental Risk Assessments Conducted	Time	1	1	1
Percentage of Operational Sites Covered by Specific Environmental Risk Assessments	%	100	100	100
Accidental Environmental Pollution Incidents (such as Spills and Leakages)	Case	0	0	0
Pollutants				
Waste Gas Emission – Total Emission of Waste Gas Pollutants	Ton	0	0	0
Waste Gas Emission – Nitrogen Oxides (NO_X)	Ton	0	0	0
Waste Gas Emission – Volatile Organic Compounds (VOC_s)	Ton	0	0	0
Waste Gas Emission – Particulate Matter (PM)	Ton	0	0	0
Waste Gas Emission – Number of Waste Gas Emission Violation Incidents	Case	0	0	0

Indicator		Unit	2025	2024	2023
Wastewater Discharge	Total Volume of Wastewater Discharged	Ton	18,733	18,238	17,823
	Total Discharge of Water Pollutants	Ton	2.80	2.62	2.39
	Domestic Wastewater Discharge Volume	Ton	18,733	18,238	17,823
	Chemical Oxygen Demand (COD)	Ton	2.69	2.52	2.31
	Ammonia Nitrogen (NH3-N)	Ton	0.102	0.087	0.076
	Total Phosphorus (TP)	Ton	0.009	0.008	0.007
Waste					
Total Waste		Ton	2.80	3.20	0.31
Safe Disposal Rate of Industrial Solid Waste and Hazardous Waste		%	100	100	100
Hazardous Waste	Total Hazardous Waste Generated	Ton	2.80	3.20	0.31
	Hazardous Waste Transferred for Disposal	Ton	2.00	4.13	0.31
	Number of Hazardous Waste Leakage Incidents During the Reporting Period	Time	0	0	0
Greenhouse Gases[2]					
Total GHGs Emissions		tCO_2e	991.32	1,414.89	1,300.74
Direct GHGs Emissions (Scope 1)[3]		tCO_2e	49.77	20.90	27.29
Energy Indirect GHGs Emissions (Scope 2, Location-Based)[4]		tCO_2e	941.55	1,393.99	1,273.45
Energy					
Total Comprehensive Energy Consumption		GJ	11,348.90	13,641.53	9,468.50
Percentage of Renewable Energy in Total Energy Consumption		%	37.67	29.33	5.80
Proportion of Purchased Electricity in Total Energy Consumption		%	56.29	68.56	90.23
Direct Energy	Diesel	Liter	19,080.00	8,013.12	10,463.00
Indirect Energy	Purchased Electricity	MWh	1,774.50	2,597.82	2,373.19
	Photovoltaic Power Generation	MWh	1,187.52	1,111.51	152.51

[2]As of the present in 2025, greenhouse gas verification has not been carried out. The Scope 1 and Scope 2 emission data for 2025 are estimated based on the Company's energy consumption activity data.

[3]2Scope 1 greenhouse gas emissions mainly originate from the combustion of coal and natural gas by stationary sources, as well as diesel and gasoline by mobile sources during production and operation. For fossil fuel and fugitive emission factors, the values recommended in the IPCC Guidelines for National Greenhouse Gas Inventories are adopted on a priority basis.

[4]Location-based Scope 2 greenhouse gas emissions refer to: Indirect greenhouse gas emissions generated from the consumption of purchased electricity and purchased steam by the Company. For 2025, the calculation factor for purchased electricity emissions adopts the latest national grid average carbon dioxide emission factor of 0.5306 tCO_2/MWh jointly issued by the Ministry of Ecology and Environment and the National Bureau of Statistics. For 2024 and 2023, the national grid average carbon dioxide emission factor of 0.5366 tCO_2/MWh jointly issued by the same authorities is applied. The carbon emission factor for purchased steam is 0.11 tCO_2/GJ, selected from the Guidelines for Accounting and Reporting of Corporate Greenhouse Gas Emissions (Trial) issued by the National Development and Reform Commission (NDRC).

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Indicator		Unit	2025	2024	2023
Clean Energy	Total Clean Energy Consumption	MWh	1,187.52	1,111.51	152.51
	Photovoltaic Power Generation	MWh	1,187.52	1,111.51	152.51
	Proportion of Photovoltaic Power in Total Clean Energy	%	100	100	100
Water Resources					
Total Water Intake		Ton	64,620	51,160	49,190
Water Intake Intensity		Ton/Revenue (RMB 10,000)	0.24	0.24	0.25

Social Performance

Indicator	Unit	2025	2024	2023
Innovation and R&D				
Total R&D Investment	RMB 10,000	10,630.90	9,083.87	7,914.64
Proportion of Total R&D Investment in Operating Revenue	%	3.90	4.14	4.21
Number of R&D Personnel	Person	142	152	161
Proportion of R&D Personnel in Total Employees	%	14.78	16.70	18.25
Number of Employees Rewarded for Patents	Person	46	22	23
Total Bonus Granted to Employees for Patents	RMB 10,000	72,000	30,000	30,000
Number of Intellectual Property Training Sessions Conducted	Session	1	1	1
Number of Employees Participating in Intellectual Property Training	Headcount	100	100	100
Accumulated Title of National Intellectual Property Demonstration Enterprise	Enterprise	1	1	1
Newly Granted Patents	Item	27	15	12
Number of Newly Granted Invention Patents	Item	11	12	5
Number of Newly Filed Invention Patent Applications	Item	13	34	12
Cumulative Number of Valid Granted Patents	Item	137	117	108
Cumulative Number of Granted Invention Patents	Item	78	67	55
Number of Granted Invention Patents Applied to Core Business	Item	78	67	55

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Indicator	Unit	2025	2024	2023
Product Responsibility				
Total Output by Product Category	Unit	32,122	25,027	26,897
Category 1–Disconnector	Unit	24,091	18,607	20,760
Category 2–Circuit Breaker	Unit	7,819	6,178	6,014
Category 3–Combined Electric Apparatus	Unit	212	242	123
Number of Operational Sites Certified with ISO 9001 Quality Management System	Number	2	2	2
Number of Operational Sites with ASME Quality Certification	Number	1	1	1
Number of Product Recalls Arising from Quality, Safety and Health Issues	Time	0	0	0
Total Quantity of Recalled Products	Unit	0	0	0
Proportion of Product Recalls Due to Quality, Safety and Health Issues	%	0	0	0
Loss Amount Arising from Major Liability Accidents Related to Product and Service Safety & Quality During the Reporting Period	RMB 10,000	0	0	0
Total Monetary Losses from Legal Proceedings Related to Product Safety	RMB 10,000	0	0	0
Revenue-based Proportion of Products Containing IEC 62474 Declarable Substances	%	0	0	0
Revenue-based Proportion of Qualified Products Complying with and Obtained Energy Efficiency Certification	%	0	0	0
Revenue from Renewable Energy Products and Energy Efficiency Products	RMB 10,000	4,823	2,643	3,189
Customer Service				
Customer Satisfaction Rate	%	97.60	95.66	97.42
Survey Coverage Rate of Customer Satisfaction	%	100	100	100
Number of Complaints Received on Products and Services	Case	24	38	95
Customer Complaint and Feedback Resolution Rate	%	100	100	100
Information Security and Privacy Protection				
Number of Information Security Training Sessions	Time	5	5	4
Coverage Rate of Employees in Information Security Training	%	100	100	100
Number of Information Security Risk Assessments Conducted	Time	2	2	2
Number of Information Security Internal Audits	Time	2	2	2
Percentage of All Workplaces/Departments Covered by Information Security Risk Assessments	%	100	100	100

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Indicator		Unit	2025	2024	2023
Percentage of All Workplaces/Departments Covered by Information Security Internal Audits		%	100	100	100
Percentage of Trading Partners That Have Undergone Information Security Due Diligence		%	100	100	100
Number of Certifications Obtained for Data Security Management System (DSMM Certification) and Information Security Management System (ISO 27001 Certification)		Number	1	1	1
Number of Major Data Security Incidents		Case	0	0	0
Amount Involved in Data Security Incidents		RMB 10,000	0	0	0
Customer Privacy Breach Incidents		Case	0	0	0
Amount Involved in Customer Privacy Breach Incidents		RMB 10,000	0	0	0
Sustainable Procurement					
Total Number of Suppliers		Number	286	282	273
By Region	Chinese Mainland Suppliers	Number	285	281	272
	Hong Kong, Macao, Taiwan and Overseas Suppliers	Number	1	1	1
Percentage of Suppliers That Have Undergone Social Responsibility Questionnaires		%	100	100	100
Percentage of Suppliers That Have Undergone On-site Social Responsibility Audits		%	100	100	100
Percentage of Suppliers That Have Signed the Supplier Code of Conduct		%	100	100	100
Percentage of Suppliers That Have Signed Social Responsibility Framework Agreements		%	100	100	100
Number of Suppliers Identified with Actual and Potential Significant Adverse Social Impacts		Number	0	0	0
Number of Suppliers Identified with Actual and Potential Significant Adverse Environmental Impacts		Number	0	0	0
Number of Purchasers		Person	18	13	13
Number of Purchasers Trained in Sustainable Procurement		Person	18	13	13
Percentage of Purchasers Trained in Sustainable Procurement Across All Regions		%	100	100	100
Labor Management					
Number of New Employees		Person	182	199	238
Total Number of Employees		Person	961	910	882
Social Insurance Coverage Rate		%	100	100	100
Collective Agreement Coverage Rate		%	100	100	100
Number of Human Rights Protection Training Sessions		Time	1	1	1

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Indicator		Unit	2025	2024	2023
Coverage Rate of Employees in Human Rights Protection Training		%	100	100	100
Assessment Frequency and Site Coverage Rate of Human Rights Risks (Child Labor, Minors, Anti-discrimination and Anti-harassment)		%	100	100	100
Audit Frequency and Site Coverage Rate of Human Rights Risks (Child Labor, Minors, Anti-discrimination and Anti-harassment)		%	100	100	100
Number of Confirmed Child Labor/Forced Labor Employment Incidents		Case	0	0	0
Number of Confirmed Discrimination and Harassment Incidents		Case	0	0	0
Care for Vulnerable Teams	Total Number of Disabled Employees	Person	1	1	1
	Proportion of Disabled Employees	%	0.10	0.11	0.11
Gender Structure	Total Number of Male Employees	Person	716	671	653
	Total Number of Female Employees	Person	245	239	229
	Number of Senior Managers	Person	31	29	32
	Number of Female Senior Managers	Person	6	6	7
	Proportion of Male Employees in Total Workforce	%	74.51	73.74	74.04
	Proportion of Female Employees in Total Workforce	%	25.49	26.26	25.96
	Proportion of Senior Female Managers	%	19.35	20.69	21.88
Age Structure	Number of Employees Under 30 Years Old	Person	263	225	221
	Number of Employees Between 30 and 50 Years Old	Person	611	590	557
	Number of Employees Over 50 Years Old	Person	87	95	104
	Proportion of Employees Under 30 Years Old	%	27.37	24.73	25.06
	Proportion of Employees Between 30 and 50 Years Old	%	63.58	64.84	63.15
	Proportion of Employees Over 50 Years Old	%	9.05	10.44	11.79
Education Background Structure	Number of Employees with Doctorate & Postdoctoral Degrees	Person	1	1	0
	Proportion of Employees with Doctorate & Postdoctoral Degrees	%	0.10	0.11	0
	Number of Employees with Master's Degree	Person	24	21	23
	Proportion of Employees with Master's Degree	%	2.50	2.31	2.61
	Number of Employees with Bachelor's Degree	Person	359	345	368
	Proportion of Employees with Bachelor's Degree	%	37.36	37.91	41.72
	Number of Employees with Associate Degree	Person	228	211	187
	Proportion of Employees with Associate Degree	%	23.73	23.19	21.20

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Indicator	Unit	2025	2024	2023
Employee Training Development				
Total Training Investment	RMB 10,000	40.02	38.74	19.24
Number of Training Participants	Person-Times	3,049	2,955	2,702
Number of Training Sessions	Time	200	167	160
Total Training Hours	Hour	5,017	4,720	4,526
Average Training Hours per Employee	Hour	5.22	5.19	5.13
Percentage of Employees Under Performance Appraisal	%	100	100	100
Percentage of Employees Under Career Development Assessment	%	100	100	100
Occupational Health and Safety				
Number of Safety Committee Members	Person	15	31	27
Proportion of Safety Committee Members in Total Employees	%	1.86	0.33	0.34
Work Safety Investment	RMB 10,000	481	449.3	432.9
Number of Work Safety Training Sessions	Time	160	150	130
Occupational Health and Safety Training Coverage Rate for Employees	%	100	100	100
Cumulative Number of Employee Safety Training Participants	Time	2,281	2,090	1,900
Average Safety Training Hours per Employee	Hour	355	351.12	350
Number of Health and Safety Risk Assessments	Time	1	1	1
Percentage of Operating Sites Conducting Employee Health and Safety Risk Assessments	%	100	100	100
Percentage of Operating Sites with ISO 45001 Occupational Health and Safety Management System Certification	%	100	100	100
Amount of Employee Work-Related Injury Insurance Investment	RMB 10,000	69.08	64.59	57.27
Employee Work-Related Injury Insurance Coverage Rate	%	100	100	100
Number of Work-Related Fatalities Among Regular Employees	Person	0	0	0
Number of Lost-Time Injury Incidents	Time	2	3	0
Number of Work Days Lost Due to Work-Related Injuries	Day	186	294	0
Number of Employees Receiving Occupational Disease Examinations	Person	79	20	17
Number of Detected Occupational Disease Cases	Person	0	0	0
Number of Detected Occupational Contraindications	Person	0	0	0
Occupational Health Examination Coverage Rate (for Occupational Hazard Positions)	%	100	100	100
Employee Health Examination Coverage Rate	%	100	100	100

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SDGs Content Index

SDGs	Our Actions
3 GOOD HEALTH AND WELL-BEING	• The Company always regards employees' occupational health and work safety as the cornerstone of high-quality corporate development, and firmly upholds the work safety policy of "Safety First, Prevention Foremost, and Comprehensive Management". • In strict compliance with the requirements of the ISO 45001 Occupational Health and Safety Management System, the Company has established and continuously improved an occupational health and safety management mechanism covering all employees, entire processes and all scenarios. • By providing personal protective equipment, conducting occupational health and safety training, organizing emergency drills and managing occupational hazard factors, the Company steadily improves employees' health protection and safety prevention capabilities. • The Company pays close attention to employees' physical and mental health as well as work well-being through health examinations, high-temperature consolations, commercial insurance and other health protection measures.
4 QUALITY EDUCATION	• In accordance with the *Employee Handbook, Training Management Measures, Human Resource Management Procedures* and other internal policies, the Company conducts standardized training management based on job responsibilities, job qualification criteria and business development needs. • Training programs cover diverse Teams including new employees, professional and technical positions, front-line skilled positions and grassroots management positions, with emphasis on hierarchical and categorized talent cultivation. • The Company consolidates the foundation of organizational capability through multiple approaches such as new employee on-boarding, job skill enhancement, professional knowledge learning and management competency improvement. • It integrates training development, on-the-job experience and career development pathways to support the sustainable growth of employees.
5 GENDER EQUALITY	• The Company strictly prohibits all forms of gender discrimination and ensures female employees enjoy equal opportunities in recruitment, training, promotion, compensation and benefits. • It continuously improves the labor protection mechanism for female employees and implements special protection requirements during pregnancy, maternity and breastfeeding periods. • The Company legally safeguards the legitimate rights and interests of female employees in recruitment, labor protection and career development. No female employee shall be dismissed or unilaterally terminated from employment due to marriage, pregnancy, maternity leave or breastfeeding. • In light of employees' practical needs, the Company strengthens health care and work-life support for female employees, striving to build a more reassuring and employee-friendly working environment.
6 CLEAN WATER AND SANITATION	• Regarding sustainable development, the Company attaches great importance to water resource conservation and rational utilization. It conducts comprehensive analysis and evaluation on production and office water consumption to actively identify and tap water-saving potential. • Domestic sewage, drainage from cooling ponds and initial rainwater on the factory are centrally collected into the wastewater treatment system. Part of the treated water is recycled for cooling system replenishment and factory greening irrigation, realizing the cascaded utilization of water resources. • Water replenishment and ineffective water supply are reduced by installing solenoid valves at the inlet of water-cooled air conditioning circulating water systems and optimizing the circulation control of open cooling towers. • The Company fosters Company-wide water-saving awareness through posting water-saving reminders, organizing specialized training and conducting targeted publicity and education activities.
7 AFFORDABLE AND CLEAN ENERGY	• The Company adheres to the energy management policy of "Compliance with Laws and Regulations, Green and Low-Carbon, Continuous Improvement, Energy Conservation and Efficiency Enhancement", and has established and effectively operated an energy management system. • A smart energy management system has been built to realize automatic meter reading, centralized data collection, energy consumption analysis and abnormal early warning, so as to strengthen visualized and refined management and control of electricity, water, gas and other energy consumption. • The Company systematically promotes energy conservation and emission reduction projects including green lighting renovation, air compressor frequency conversion renovation, forklift upgrading, equipment upgrading and production line renovation, so as to steadily improve energy utilization efficiency. • The energy structure is optimized relying on rooftop photovoltaic power generation and green electricity procurement. The self-generated solar power consumption reached 1,187.524 MWh in 2025.
8 DECENT WORK AND ECONOMIC GROWT	• The Company practices compliant employment in accordance with the law, and strictly abides by laws and regulations concerning labor employment, labor contracts, salary payment, social security, working hours, rest and vacation. • It strictly enforces prohibitions on child labor and forced labor, as well as requirements of anti-discrimination and anti-harassment, and explicitly opposes all forms of discrimination, abuse, harassment and insult. • Through institutional arrangements such as collective contracts and specialized collective wage contracts, the Company lawfully protects employees' basic rights and interests including labor compensation, working hour management, rest and vacation, social insurance and housing fund. • A compensation and incentive mechanism matching job responsibilities, competency, performance and operating benefits has been established to balance employees' contributions with compensation returns.
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	• Focusing on the demands of the power transmission and distribution industry, the Company continuously conducts the R&D, manufacturing and application promotion of high-voltage switchgear, forming a relatively complete product system. • It promotes technological optimization and product upgrading for disconnectors, circuit breakers and other products, and comprehensively improves product performance in terms of safety, reliability, environmental adaptability and operation and maintenance convenience. • The Company advances the R&D of key projects such as 145kV vacuum circuit breakers, and carries out technological research in the fields of vacuum arc extinction, clean air insulation, low-temperature environmental adaptability and high-reliability spring mechanisms. • It further deepens cooperative innovation with universities, research institutions and industrial chain partners, and conducts collaborative R&D on key technologies, product iteration and application scenario expansion.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	• The Company integrates the requirements of environmental friendliness, resource conservation and compliance management into the whole procurement process, and gives priority to products and services that meet environmental protection, energy saving, low-carbon and recyclable standards. • It continuously advances the construction of a green supply chain management system, implements systematic management covering procurement, production, logistics and recycling, and has obtained green supply chain management system certification. • The Company strengthens the treatment of wastewater, waste gas, noise and solid waste, and promotes pollution prevention and control, resource recycling and standardized disposal. • The eco-design concept is embedded in product design. Recyclable raw materials are prioritized to boost green design, the application of circular materials and environmental optimization throughout the product life cycle.

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SDGs	Our Actions
	• The Company elevates climate change response to a strategic development priority, and systematically identifies physical risks, transition risks and development opportunities brought by climate change. • The Company has launched the construction of zero-carbon factories, with the core goal of fully completing zero-carbon factory development by 2045, and promotes low-carbon transition across all processes in a systematic manner. • Greenhouse gas inventory is compiled in accordance with the ISO 14064 international standard, providing data support for carbon target formulation, emission reduction performance evaluation and sustainable information disclosure. • Taking SF6 alternative technologies as a key R&D direction, the Company promotes the replacement of SF6 with vacuum interrupters and the application of SF6 recovery devices, so as to continuously reduce the adverse environmental impacts of products and operations.
	• The Company continuously strengthens wastewater treatment. Standardized treatment and partial reuse are implemented for initial rainwater, cooling pond drainage and domestic sewage, mitigating the impacts of production and operation on the water environment. • The Company strictly complies with standardized management requirements for solid waste, in particular hazardous waste, and prevents water pollution risks caused by improper disposal of waste oil, waste alcohol, waste cutting fluid and other hazardous materials. • Environmental impact assessments are conducted in accordance with laws during project construction and operation to systematically identify impacts on wastewater and ecology. Corresponding pollution prevention and control measures are implemented to reduce adverse impacts on the surrounding aquatic ecology at the source.
	• The Company strictly implements environmental protection regulations for construction projects. Environmental impact assessments are legally carried out for new, renovated and expanded projects to address waste gas, wastewater, solid waste, noise and ecological impacts, with tailored pollution prevention, control and ecological protection measures formulated accordingly. • The Company strengthens the identification and assessment of environmental emergency risks, and improves the *Comprehensive Emergency Plan for Environmental Incidents, Specialized Emergency Plans for Environmental Incidents* and *On-site Disposal Plans for Environmental Incidents*. Regular emergency drills are organized to minimize the ecological impact of environmental incidents. • The Company advances green design, green manufacturing and resource recycling. Recyclable materials are prioritized in product design to reduce resource consumption and waste generation, helping lower impacts on terrestrial ecosystems.
	• The Company continuously improves its compliance, internal control and risk management system. Adhering to the risk management principle of “Prevention First, Integrated Prevention and Control”, it integrates compliance requirements, internal control and risk prevention and control into all operational and management processes. • The Company strengthens business ethics management focusing on anti-corruption, anti-bribery, anti-fraud, fair competition, conflict of interest and compliant transactions, guiding employees to abide by laws, regulations, professional ethics and corporate management rules in daily work. • A complaint and reporting process covering acceptance, verification, feedback and rectification has been established, enabling employees, business partners and other stakeholders to raise concerns through real-name or anonymous channels. • Through training, promotion, case warnings and regular reminders, the Company improves employees’ understanding and recognition of business ethics requirements. The coverage rate of business ethics awareness training reached 100% during the reporting period.

SDGs	Our Actions
	• The Company establishes and continuously optimizes communication channels and collaborative mechanisms with key stakeholders, including employees, customers, suppliers/partners, government and regulatory authorities, communities and the media. • It further deepens collaborative innovation with universities, research institutions and industrial chain partners, and carries out joint R&D on key technology breakthroughs, product upgrading and iteration, and expansion of application scenarios. • The Company promotes the development of a sustainable supply chain, provides ESG training and empowerment for suppliers, and helps them improve safety management and environmental governance capabilities. • Through customer services, technical exchanges, supply chain collaboration and communication with stakeholders, the Company advances joint development and shared value creation with all partners.

About Rugao High Voltage
Strengthen Governance, Compliant Operation
Product Innovation, Quality Service
Low-carbon Environmental Protection, Green Production
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GRI Content Index

Statement of Use	Jiangsu Rugao High Voltage Electric Apparatus Co., Ltd. has reported the information cited in this GRI content index for the period from January 1, 2025, to December 31, 2025 with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021

GRI Standard		Disclosure	Chapters
GRI2 General Disclosures 2021	The organization and its reporting practices	2-1 Organizational details	About Rugao High Voltage
		2-2 Entities included in the organization's sustainability reporting	About the Report
		2-3 Reporting period, frequency and contact point	About the Report
	Activities and workers	2-6 Activities, value chain and other business relationships	About Rugao High Voltage
		2-7 Employees	Social Performance
	Governance	2-9 Governance structure and composition	Corporate Governance Structure
		2-10 Nomination and selection of the highest governance body	Corporate Governance Structure
		2-12 Role of the highest governance body in overseeing the management of impacts	ESG Governance
		2-13 Delegation of responsibility for managing impacts	ESG Governance
		2-14 Role of the highest governance body in sustainability reporting	ESG Governance
		2-15 Conflicts of interest	Business Ethics Development
		2-16 Communication of critical concerns	ESG Governance
		2-17 Collective knowledge of the highest governance body	ESG Governance
	Strategy, policies, and practices	2-22 Statement on sustainable development strategy	ESG Governance
		2-23 Policy commitments	ESG Governance
		2-24 Embedding policy commitments	ESG Governance
		2-25 Processes to remediate negative impacts	Business Ethics Development
		2-26 Mechanisms for seeking advice and raising concerns	ESG Governance
		2-27 Compliance with laws and regulations	See This Report for Details
	Stakeholder Engagement	2-29 Approach to stakeholder engagement	ESG Governance
		2-30 Collective bargaining agreements	Democratic Management and Employee Communication

GRI Standard	Disclosure	Chapters
GRI 3: Material Topics 2021	3-1 Process to determine material topics	ESG Governance
	3-2 List of material topics	ESG Governance
	3-3 Management of material topics	ESG Governance
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Business Ethics Development
	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics Development
	205-3 Confirmed incidents of corruption and actions taken	Business Ethics Development
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Performance
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Resource Management
	303-2 Management of water discharge-related impacts	Resource Management
	303-3 Water withdrawal	Resource Management
	303-4 Water discharge	Resource Management
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environmental Performance
	305-2 Energy indirect (Scope 2) GHG emissions	Environmental Performance
	305-3 Other indirect (Scope 3) GHG emissions	Environmental Performance
GRI 306: Waste 2020	306-1 Water generation and significant waste-related impacts	Pollution and Waste Treatment
	306-2 Management of significant waste-related impacts	Pollution and Waste Treatment
	306-3 Waste generated	Environmental Performance
	306-4 Waste diverted from disposal	Environmental Performance
	306-5 Waste directed to disposal	Environmental Performance
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Welfare and Care
	401-3 Parental leave	Welfare and Care

GRI Standard	Disclosure	Chapters
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 Promotion of worker health	Occupational Health and Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by 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 ill health	Occupational Health and Safety
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	Social Performance
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Rights and Interests Protection
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Rights and Interests Protection
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operation and supply chain points with significant risk related to freedom of association and collective bargaining	Rights and Interests Protection
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Rights and Interests Protection
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forces or compulsory labor	Rights and Interests Protection
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Product Quality and Safety
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Social Performance

SASB Content Index

Table 1. Sustainability Disclosure Topics & Metrics

Topic	Metric	Category	Unit of Measure	Code	Chapter
Energy Management	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	RT-EE-130a.1	Environmental Performance
Hazardous Waste Management	(1) Amount of hazardous waste generated, (2) percentage recycled	Quantitative	Metric tonnes (t), Percentage (%)	RT-EE-150a.1	Environmental Performance
	(1) Number and aggregate quantity of reportable spills, (2) quantity recovered	Quantitative	Number, Kilogrammes (kg)	RT-EE-150a.2	Environmental Performance
Product Safety	(1) Number of recalls issued, (2) total units recalled	Quantitative	Time/Number	RT-EE-250a.1	Social Performance
	Total amount of monetary losses as a result of legal proceedings associated with product safety	Quantitative	Currency	RT-EE-250a.2	Social Performance
Product Life Cycle Management	Percentage of products by revenue that contain IEC 62474 declarable substances	Quantitative	Percentage by revenue (%)	RT-EE-410a.1	Social Performance
	Percentage of eligible products, by revenue, certified to an energy efficiency certification	Quantitative	Percentage by revenue (%)	RT-EE-410a.2	Social Performance
	Revenue from renewable energy-related and energy efficiency-related products	Quantitative	Currency	RT-EE-410a.3	Social Performance
Materials Sourcing (Raw Material Source Management)	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	n/a	RT-EE-440a.1	Sustainable Supply Chain
Business Ethics	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behaviour	Discussion and Analysis	n/a	RT-EE-510a.1	Business Ethics Development
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Quantitative	Currency	RT-EE-510a.2	Governance Performance
	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	Quantitative	Currency	RT-EE-510a.3	Governance Performance

Table 2. Activity Metrics

Activity Metric	Category	Unit of Measure	Code	Chapter
Number of units produced by product category	Quantitative	Number	RT-EE-000.A	Social Performance
Number of employees	Quantitative	Number	RT-EE-000.B	Social Performance

Shenzhen Stock Exchange Guidelines Content Index

Dimension	S/N	Topics	Chapters
Environmental	1	Climate Change Response	Climate Change Response
	2	Pollutant Release	Pollution and Waste Treatment
	3	Waste Treatment	Pollution and Waste Treatment
	4	Ecosystem and Biodiversity Conservation	Biodiversity Conservation
	5	Environmental Compliance Management	Environmental Compliance Management
	6	Energy Utilization	Pollution and Waste Treatment Resource Management
	7	Water Resource Utilization	Resource Management
	8	Circular Economy	Resource Management
Social	9	Rural Revitalization	N/A
	10	Social Contribution	Fulfilling Social Responsibility
	11	Innovation-driven Development	Technological Innovation
	12	Science and Technology Ethics	N/A
	13	Supply Chain Security	Sustainable Procurement
	14	Equal Treatment to Small and Medium-sized Enterprises	N/A
	15	Safety and Quality of Product and Service	Product Quality Customer Service
	16	Data Security and Customer Privacy Protection	Information Security and Privacy Protection
	17	Employees	Employees
Governance Related to Sustainable Development	18	Due Diligence	Business Ethics Development Sustainable Supply Chain
	19	Communication with Stakeholders	ESG Governance
	20	Anti-Commercial Bribery and Anti-Corruption	Business Ethics Development
	21	Anti-Unfair Competition	Business Ethics Development

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