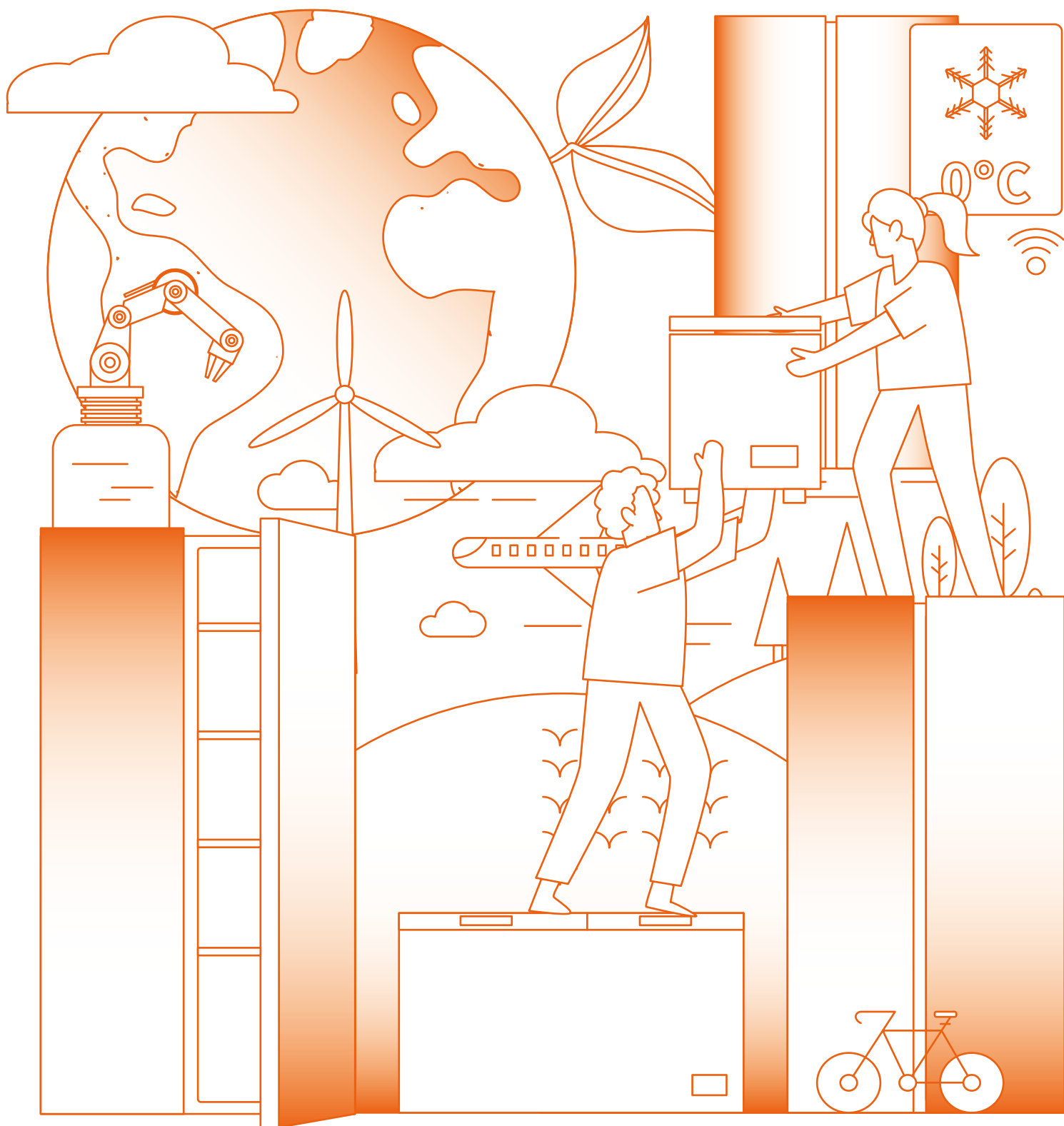


Homa Group
Environmental, Social
and Governance Report



About the Report

Reporting Period

This is an annual report covering the period from January 1, 2022, to December 31, 2022. To improve the completeness of the report, some of the data is beyond the above range.

Organizational Scope

The scope of this report encompasses Guangdong Homa Group Co., Ltd. For ease of presentation and perusal, unless otherwise specified, "Homa Group", "Homa", "the Company", "we" and "us" in this report refer to Guangdong Homa Group Co., Ltd. and its principal subsidiaries.

Report Data Description

All data and examples used in this report are derived from the Company's official documents, statistical reports as well as summaries and statistics on the performance of responsibilities.

Standards of Reference for Report

Global Reporting Initiative (GRI) Sustainability Reporting Standards

UN Sustainable Development Goals (SDGs)

"Ten Principles" of the United Nations Global Compact (UNGC)

"Guidelines for Corporate Social Responsibility of Shenzhen Stock Exchange Listed Companies" by the Shenzhen Stock Exchange

HKEX Environmental, Social and Governance Reporting Guide

Report Reliability Assurance

The Company guarantees that the content of this report does not contain any false records or misleading statements.

Revision of Information of Previous Reports

None.



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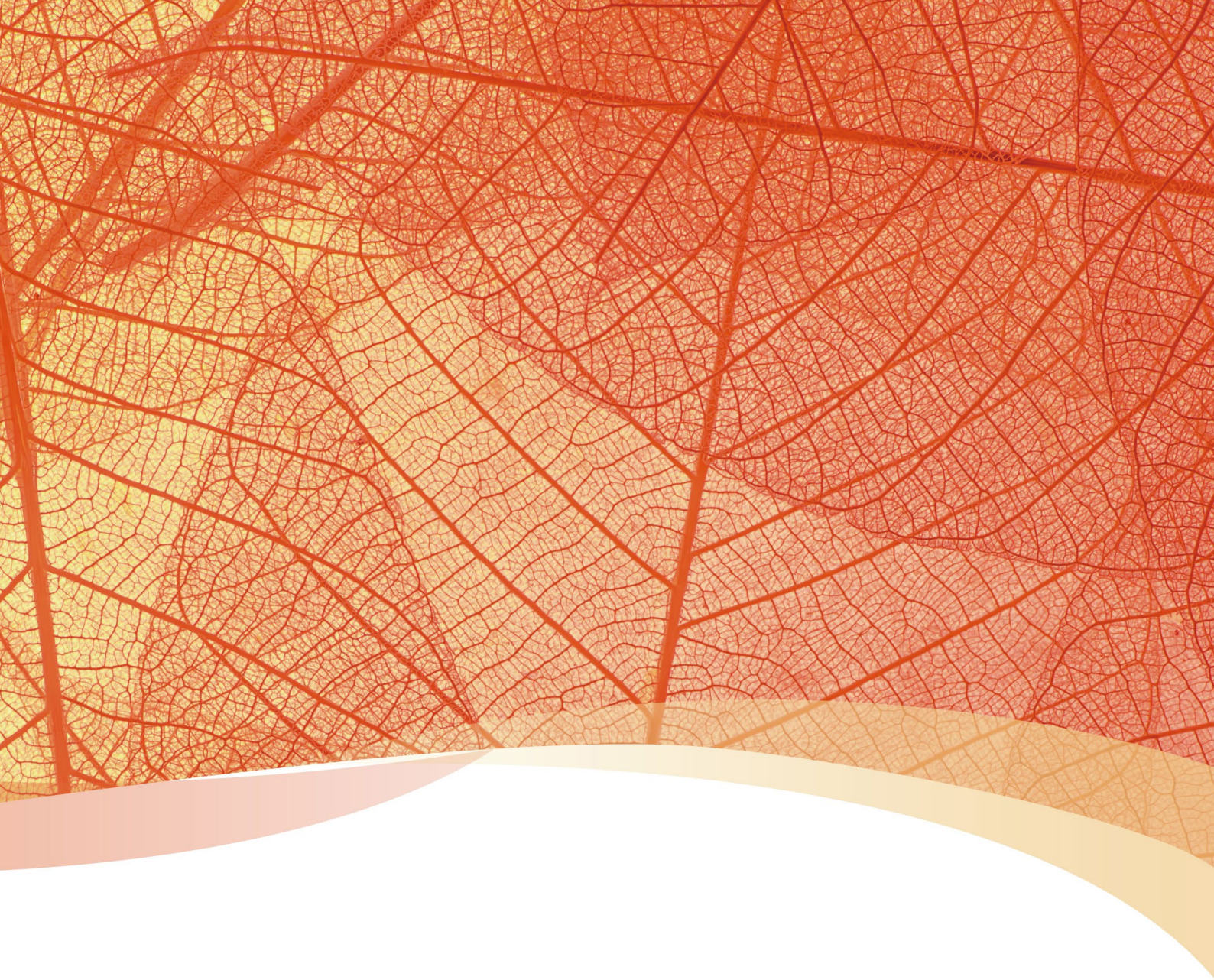
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Introduction

The year 2022 marked the 20th anniversary of the establishment of Homa. In 2022, we were faced with unprecedented opportunities and challenges. At the macro level, the complex and volatile economic and political situation and its resulting socio-economic impacts have continued to grow. At the micro level, consumer demand has become increasingly diversified and individualized, with increasingly fiercer competition in the industry. Despite such conditions, Homa remained China's top refrigerator exporter for 14 consecutive years and achieved its goal of selling more than 100 million units of refrigerators cumulatively worldwide in 2022. Focusing our resources on developing our main refrigerator business, we have continued to improve our operational efficiency, product quality and cost advantages, and made every effort to resolve all the operational risks and debt crises arising from our former fintech segment's business.

With 20 years of specialization in refrigeration, Homa has actively joined hands with value chain partners to take action in green development, intelligent manufacturing, product innovation and design, employee growth, customer service, and other aspects. We prioritize ESG strategically in the company. In 2022, our subsidiary Homa Appliances took the lead in releasing a green paper on sustainability and established an ESG committee to integrate various ESG issues into all aspects of production and operation.

We are committed to our environmental responsibility and sustainable management. In terms of green development, Homa has been dedicated to energy conservation and emission reduction to achieve the nation's "dual carbon" goals. During the production process, we have established a comprehensive energy management system to continuously improve the efficiency of resource utilization, strengthen emission management and reduce negative impacts on the environment. We have installed photovoltaic panels for green power generation and coexistence between humans and nature. During the R&D process, we continuously explore the design of energy-efficient products, further promote the use of green materials, green packaging and green logistics management, in order to reduce carbon emissions throughout the life cycle of refrigerators.



We strive to lead the transformation through innovation and creation. As a leading company in the global refrigeration industry, Homa adheres to the principle of "people-oriented innovative technology" and is committed to providing the most competitive products for our customers and users worldwide. In 2022, the Company continued to increase investment in R&D and achieved breakthroughs in the field of air-cooled refrigerators, developing a wide range of efficient, intelligent and stylish air-cooled refrigerators. In addition, the Company held the groundbreaking ceremony of Homa's all-new high-end air-cooled refrigerator manufacturing base in 2022, continuously progressing towards the vision of "making the best refrigerator in the world".

Homa observes the value of "Customer First, Team Oriented". The Company attaches importance to the internal training of talents and places emphasis on customer service externally. We provide our employees with a safe and comfortable working environment, a comprehensive occupational safety management system and a variety of employee activities that together build an inclusive, open, transparent and diversified working environment so as to enhance employees' happiness and sense of belonging. At the same time, we have also been reinforcing our product quality management and after-sales service system to create an industry-leading service experience to meet the needs of our customers and users worldwide through timely, effective and standardized professional customer services.

We work together with each other to succeed together and achieve shared value. Homa also takes a proactive approach to fulfilling its corporate responsibilities, promoting social progress by leveraging the Company's resources. Upon our 20th anniversary of founding, we actively engaged in exchanges and communication with industry peers to promote industrial development and standard upgrading and to achieve common growth and development with our partners.

With the mission of "making the best refrigerators in the world" and a relentless pursuit of quality, design, innovation, and flexibility, Homa has achieved a remarkable performance in 2022. In the future, Homa will focus on the development of energy-saving, safe and healthy refrigeration products through sustainable design, technology and service. We are committed to making every single Homa refrigerator an excellent one. Over the past 20 years, Homa has made impressive achievements thanks to our dedication and devotion, and for the next 2 decades, Homa will create a more sustainable and beautiful future.



Corporate Profile

Since its establishment in 2002, Guangdong Homa Group Co., Ltd. has been focusing on the R&D and manufacturing of household refrigerators and freezers. With our senior management team, the Company has maintained a leading position in R&D technology, process design, product quality, manufacturing cost and operational efficiency. Over the years, the Company has been upholding the core values of "Customer First, Team Oriented" and providing the most competitive and cost-effective products for customers worldwide. With the concept of utmost professionalism and expertise, we are committed to producing the best refrigerators in the world.

After 20 years of intensive development, Homa Appliances, a subsidiary of the Company, now has 9 manufacturing bases and 13 efficient production lines with an annual production capacity of 15 million units. Maintaining a steady growth in operation scale, the Company currently ranks seventh in the world in terms of production and sales volumes and has achieved the No.1 ranking in refrigerator export sales for 14 consecutive years.

In terms of technology, Homa Appliances adheres to the R&D concept of minimalism. It pursues the rational and practical technical value of products from the perspective of the market and users. Homa Appliances constantly carries out technical optimization and iteration with the spirit of excellence. The Company's products can be equipped with six functional sections of storage, -25°C deep cooling technology, AI voice control, LTC blue crystal odor purification, 0°C ultra-freshness smart control, intelligent moisture control technology, wide-range variable temperature technology, intelligent dual-inverter technology, 5th-generation air-cooled no-frost technology and other leading technologies. These technologies reduce the energy consumption of the entire refrigeration unit and noise while keeping food fresh and moist by preventing it from drying out. They also facilitate no-frost freezing, marking the start of the era of intelligent dual-inverter air-cooled refrigerators.

About Homa

In terms of quality and design, we strive to provide high-quality products for the global market, which meet the stringent European energy efficiency standards. The Company's products have passed the tests of independent laboratories established by many famous brands around the world as well as the tests of the China National Accreditation Service for Conformity Assessment (CNAS), SGS, CSA, TUV, ITS and the monitoring center authorized by DEKRA, which are internationally renowned test agencies. Our products have also been granted safety, environmental protection, and energy consumption certifications in more than 100 countries and regions around the world. In addition, in face of increasingly fiercer competition in the industry, Homa Appliances has made significant efforts to refine its internal strength, while improving the appearance and design of its products. In collaboration with the Italian design agency UP Design, Homa Appliances has made its product more diversified, functional and stylish to create a high-quality lifestyle experience for users.

In terms of business model, the Company has started information technology construction to progressively have the business executed in an online and real-time manner as well as mobile, intelligent, and digitalized management. The Company has been consistently boosting the operational efficiency of the enterprise to further strengthen its competitive edge. At the same time, the Company continues to focus on operational risk management and the main business of refrigerator and freezer manufacturing, and to resolve the risks of the fintech business in order to enhance the core competitiveness of the refrigerator manufacturing business and safeguard the Company's sustainable operational capacity in the long run. In the future, the Company's refrigerator business segment will continue to adhere to its unique business model of focusing on global operations with an emphasis on refrigerators and freezers, air-cooling technology and intelligent manufacturing. Staying true to our original aspiration, we deliver high-quality products to more than 2,000 partners in more than 130 countries and regions around the world.

History of Development

Milestones

2002

- Establishment of Guangdong Homa Group Co., Ltd.
- Operation of the Company's first factory

2003

- Launch of the first "Made by Homa" product

2005

- Sales volume exceeded 1 million units for the first time
- Operation of Homa's second factory

2008 - 2009

- Awarded No. 1 Chinese refrigerator exporter to Europe for the first time

2012

- Listed on the Shenzhen Stock Exchange
- Annual sales volume exceeded 5 million units for the first time
- Operation of Homa's third factory and accessories sub-factory

2013

- Development and launch of the very first all-new air-cooled side-by-side refrigerator FF2-66

Vision

To make the world's best refrigerators with all our hearts through industry-leading superior quality, innovative design and cost-effective solutions.

Values

To put customer first, to be team-oriented, and to be highly efficient and reliable.

Mission

To provide the most competitive products for users and customers worldwide.

2015

- First bespoke Homa Container shipped
- Establishment of the chest refrigerator factory and the launch of Homa's first chest refrigerator

2018

- The 10th consecutive year as the biggest Chinese refrigerator exporter to Europe

2019

- Homa Appliances invented the intelligent dual-inverter technology and single-system with multi-temperature control technology

2021

- Homa held the groundbreaking ceremony of the smart manufacturing base for high-end air-cooling refrigerator
- Annual revenue exceeded RMB 10 billion
- Full termination of the Fintech business and all related assets disposed

2020

- Annual sales exceeded 10 million units
- Homa operated in 9 manufacturing sites

2022

- 20th anniversary of the Company
- Homa Appliances sold over 100 million units globally
- Official start of construction of the new advanced air-cooling technology manufacturing base

Product Systems

All of Homa's refrigerators and freezers are developed and manufactured on its own. As the largest ODM refrigerator manufacturer in China, the quality of our products has been acknowledged by the market with recognition from a substantial number of customers worldwide. With outstanding independent product design and R&D capabilities, Homa's products are characterized by scientific production processes, structures and appearance design, thus enabling significant cost savings. Plus the air-cooling technology of Homa R&D team's micro-innovation, our products are designed to maximize both performance and aesthetic appeal. Meanwhile, Homa has been maintaining long-term cooperation with various renowned international and professional third-party



The Scuderia Ferrari Club Custom Refrigerator

The Scuderia Ferrari Club Custom Refrigerator has been refined to the standards of fine art collections. It is the first crossover product by Ferrari and its affiliated organizations in the refrigerator industry, which perfectly incorporates the features of supercars and refrigerators in the aesthetic design along with the fusion of the performance of both.

0°C Ultra-freshness Smart Control Series

Equipped with NTC thermistor technology, individual cooling ducts and isolated sealing space, the products of the 0°C Ultra-freshness Smart Control Series can keep food ultra-fresh for seven days.



partners to tailor the industrial design of some of our products to suit the lifestyle scenarios of various markets. Through the combination of practicality and user experience, the quality and professionalism of Homa Appliance are fully demonstrated.

As of December 31, 2022, the production base of Homa Appliances occupied an area of over 40 hectares in total, of which approximately 33.33 hectares are under its own ownership. The Company also boasts an annual production capacity of 15 million units, making itself a strong manufacturer and supplier with high resistance against risks.



Original Premium Export Series

The premium original models for export are inspired by the purity and enigmatic nature of Iceland. The gap-free full embedment creates a luxurious exterior with a built-in cooling system at the base of the integrated kitchen without the need for 10-mm cooling spaces reserved on both sides. The product contains a variable temperature chamber with smart control to meet the storage needs of the mother and baby care products of all stages.

Monet Impression Series

The refrigerators of the "Monet Impression Series" are inspired by the world-famous painting "Impression, Sunrise". Through nano vacuum gradient plating technology, a gradient-colored layer is formed on the glass surface, incorporating the element of "shifting between light and shadow". At the same time, the "Monet Impression Series" refrigerators are equipped with the all-new AG+ blue crystal anti-bacterial technology that uses active silver ions to effectively inhibit bacterial protein synthesis and prevent bacterial reproduction. This helps to achieve a 99.99% anti-bacterial rate.



Honors & Awards

January 2022

Award

OPERATIONAL EXCELLENCE AWARD

Issued by

JD

March 2022

Award

NO.1 CHINESE REFRIGERATOR EXPORTER BY GROSS
QUANTITY GLOBALLY

Issued by

Beijing Zhixindao Sci-Tech Corp., Ltd.

March 2022

Award

NO.1 CHINESE REFRIGERATOR EXPORTER TO EUROPE

Issued by

Beijing Zhixindao Sci-Tech Corp., Ltd.

May 2022

Award

OUTSTANDING AWARD OF ZHONGSHAN INDUSTRIAL
DESIGN COMPETITION 2021 (GENERAL PRODUCT DESIGN)

Issued by

Zhongshan Bureau of Industry and Information
Technology

July 2022



Award

FRESH STORAGE GUARANTEE PIONEER AWARD

Issued by

China Household Electric Appliance Research Institute,
National Household Electric Appliance Industry Information
Center, China National Quality Inspection and Testing Center
for Electronic Components

September 2022



Award

EXCELLENCE AWARD OF THE 11TH "GOVERNOR'S CUP"
INDUSTRIAL DESIGN COMPETITION OF GUANGDONG
PROVINCE (PAN-HOUSEHOLD CATEGORY)

Issued by

Organizing Committee of Guangdong Province "Governor's
Cup" Industrial Design Competition

December 2022



Award

SILVER AWARD OF THE NANTOU SMART HOME
APPLIANCES DESIGN SPECIAL CONTEST OF ZHONGSHAN
INDUSTRIAL DESIGN COMPETITION 2022

Issued by

Hosted by the Economic Development and Science &
Technology Statistics Bureau of Nantou Town, Zhongshan City,
and organized by Shenzhen Institute of Design and Innovation

December 2022



Award

OUTSTANDING PRODUCT INNOVATION OF THE YEAR

Issued by

China Household Electric Appliance Research Institute

ESG Governance

With a global perspective, Homa is committed to embracing the future together with our customers and users. From the very beginning, we have been dedicated to building each and every refrigerator with a strong commitment to sustainability. Based on the Company's long-term development strategy, Homa has incorporated the concept of corporate social responsibility into all aspects of the Company's strategies, production and operations, with continuous innovation to promote sustainable development.

ESG Management

Homa has been continuously drawing on experiences gained both domestically and internationally to improve the quantifiability and comparability of disclosures on key ESG issues, with a focus on business interdependencies as well as environmental and social impacts. In addition, the Company also plans to further improve the disclosure of information on key ESG risks and opportunities.

This year, Homa Appliances, a subsidiary of Guangdong Homa Group Co., Ltd., established its ESG committee to oversee and execute the ESG policy. Homa Appliances has also released a green paper that provides an in-depth explanation of the sustainability trends in the manufacturing industry.

In 2022, Homa identified 22 material issues that covered the Company's environmental, social, and governance areas, with a combination of national and international policies, regulatory agency requirements, and stakeholders' needs taken into account. The content comprises 6 environmental issues, 12 social issues and 4 governance issues, which clearly define the Company's environmental, social and governance scopes, relevant requirements, and management systems. Meanwhile, Homa upholds our corporate social responsibility and continuously contributes to the achievement of the United Nations 2030 Sustainable Development Goals (SDGs) through sustained efforts in safeguarding employee rights, occupational safety, green products, and other related issues.



Stakeholder Communication

Homa has been actively establishing effective communication systems with all stakeholders in the course of its operation and development, thus effectively fulfilling the concept of sustainability. With a high priority on communication with stakeholders, the Company has been constantly improving its communication mechanisms, listening to the opinions and requirements of stakeholders, understanding their demands, and responding positively with practical actions to achieve common development together with stakeholders.

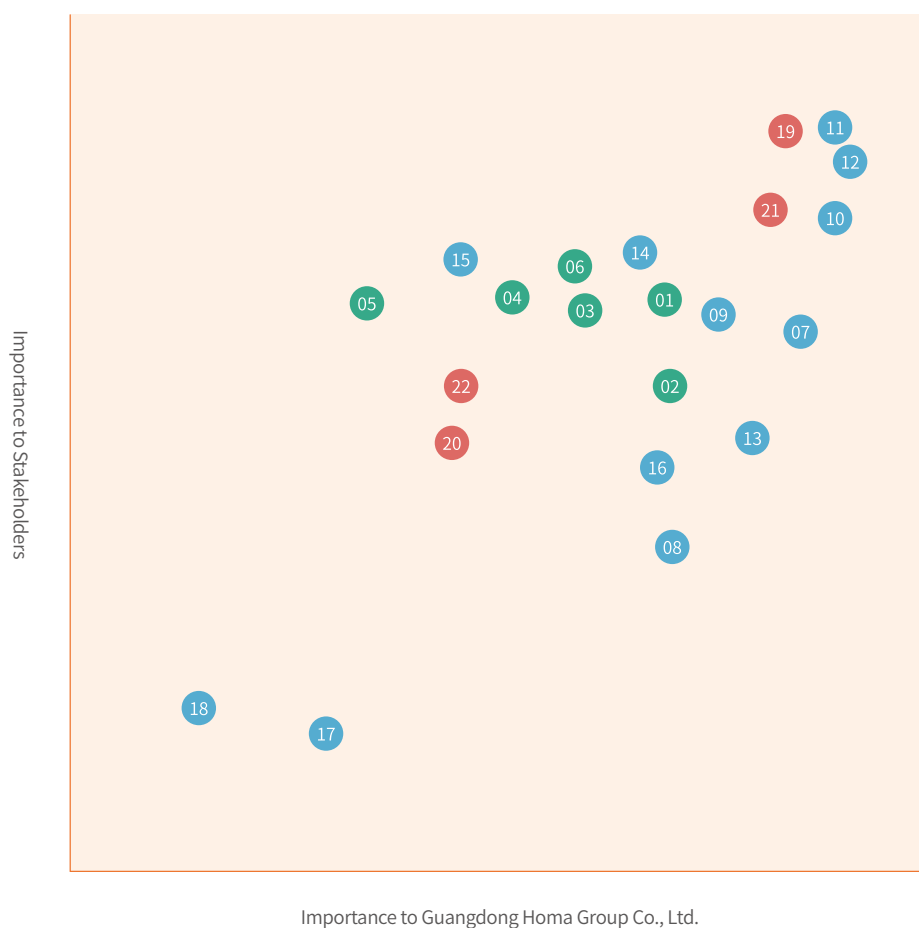
Stakeholders	Concerns	Method of Response
 Government and Regulatory Authorities	<ul style="list-style-type: none"> • Legal and compliance operations • Product quality • Product innovation and R&D • Leading the healthy development of the industry 	<ul style="list-style-type: none"> • Uphold integrity and operate in compliance with laws and regulations • Improve product quality management system • Carry out scientific research and innovation • Fully leverage the advantages of our corporate resources to actively fulfill our social responsibilities
 Shareholders & Investors	<ul style="list-style-type: none"> • Transparent information disclosure • Sustained value creation • Comprehensive risk management 	<ul style="list-style-type: none"> • Standardize company management and communicate closely with investors via multiple channels • Establish effective communication systems
 Customers	<ul style="list-style-type: none"> • Responsible marketing • Customer privacy protection • Product safety and reliability 	<ul style="list-style-type: none"> • Improve product quality and provide services for more customer groups • Conduct customer satisfaction surveys and research on customer needs to continuously improve customer service • Enhance customer privacy protection
 Suppliers	<ul style="list-style-type: none"> • Fair procurement • Common development • Mutually-beneficial and shared victory 	<ul style="list-style-type: none"> • Standardization of the procurement process • Supplier evaluation and audit • Driving industrial development
 Employees	<ul style="list-style-type: none"> • Employee rights and protection • Diversity and equality • Occupational health and safety • Talent training and development • Care for employees 	<ul style="list-style-type: none"> • Protection and guarantee of employee rights and interests • Respect diversity in workplace environment • Proactive implementation of measures to ensure occupational health and safety of employees • Construction of a clear career development channel
 Community and Environment	<ul style="list-style-type: none"> • Share benefit with community • Addressing climate change • Management of wastewater, waste gas and industrial residue • Efficient waste recycling 	<ul style="list-style-type: none"> • Rendering support for community development • Conduct volunteer activities • Development of green production • Launch energy-saving innovative products • Optimization of environmental management system

Materiality Analysis

Attempting to scientifically and accurately identify material topics related to the environment, society, and governance, Homa conducted a materiality analysis based on the guidance provided in the GRI Universal Standards 2021 issued by the Global Reporting Initiative to determine the distribution of material issues.

During the process of material analysis, Homa conducted an research based on international and domestic policies, combining local and foreign disclosure standards and guidelines, and benchmarking with peers with full reference to the opinions of industry experts and various stakeholders. Meanwhile, the Company has communicated with various stakeholders through questionnaires, interviews, and other forms to gain an in-depth understanding of their expectations for the sustainable development of Homa.

Based on the related feedback, the Company has sorted out 22 material environmental, social, and governance topics (6 at the environmental level, 12 at the social level, and 4 at the governance level), forming an important reference basis for Homa's ESG strategic planning, performance management, and information disclosure.



Environmental

- 01 Environmental Management System
- 02 Energy Management
- 03 Response to Climate Change
- 04 Waste Management
- 05 Water Resource Management
- 06 Green Products

Social

- 07 Protection of Employees' Rights and Interests
- 08 Diversity and Equal Opportunities
- 09 Employee Training and Development
- 10 Occupational Health and Safety
- 11 Product Quality and Safety
- 12 R&D and Innovation
- 13 Intellectual Property Rights
- 14 Customer Service
- 15 Protection of Consumer Rights and Interests
- 16 Supply Chain Management
- 17 Industry Development
- 18 Community Development

Governance

- 19 Corporate Governance Mechanisms
- 20 Anti-corruption and Business Ethics
- 21 Compliance and Risk Control
- 22 Information Security and Privacy Protection



ENVIRO

Environmental

Promoting Green Development

ONMENTAL

Green Production

With the basic policy of "environmental protection, legal compliance, and continuous improvement", Homa has developed a robust environmental management system. Starting from issues such as energy management, waste management, and green factory, we implement environmental protection measures to effectively reduce the impact of our production process on the environment while building Homa's green production system.

Environmental Management System

In line with the provisions of the *Environmental Protection Law of the People's Republic of China* as well as ISO 14001 and other standards, Homa has built a comprehensive environmental management system and integrated environmental management into the Company's production and operation process. We continuously optimize the implementation of the environmental management system based on business directions and national policies. To date, all branch factories of Homa have been certified with the ISO 14001 environmental management system standard.

Homa's environmental management system is under the leadership of the General Management Department, with the joint participation of multiple departments. The General Management Department is responsible for setting environmental management objectives and conducting performance reviews as well as holding regular meetings to track progress and enforce management responsibilities. In turn, each department regularly receives internal reviews and supervision based on the *Environmental Factors Identification and Evaluation Form*, and compiles the *Environmental, Occupational Health and Safety Management System Internal Audit Report*. Through systematic management as well as regular assessments and tracking systems, we supervise the day-to-day management of environmental protection, energy consumption, resource recycling, safe production, green products, and public health in each department as well as in each branch factory.

In addition, in order to respond to environmental risks in a timely and effective manner, Homa continuously improves the environmental emergency response plans. In accordance with the requirements of the *Emergency Response Plan for Environmental Emergencies*, Homa has made timely filings with local environmental protection departments and conducted emergency drills according to the details of the plan on a regular basis. The Company has also established an emergency coordination system with external government units to ensure the pre-management of environmental risks and enhance its emergency response capabilities.

0

Major violations of environmental regulations

0

Penalties incurred by the Company for violations of environment-related laws and regulations

0

Number of environment-related lawsuits resulting from violations of environment-related regulations

44 Activities

Environmental monitoring activities

100%

Test result compliance rate

100%

Pollution discharge qualification rate

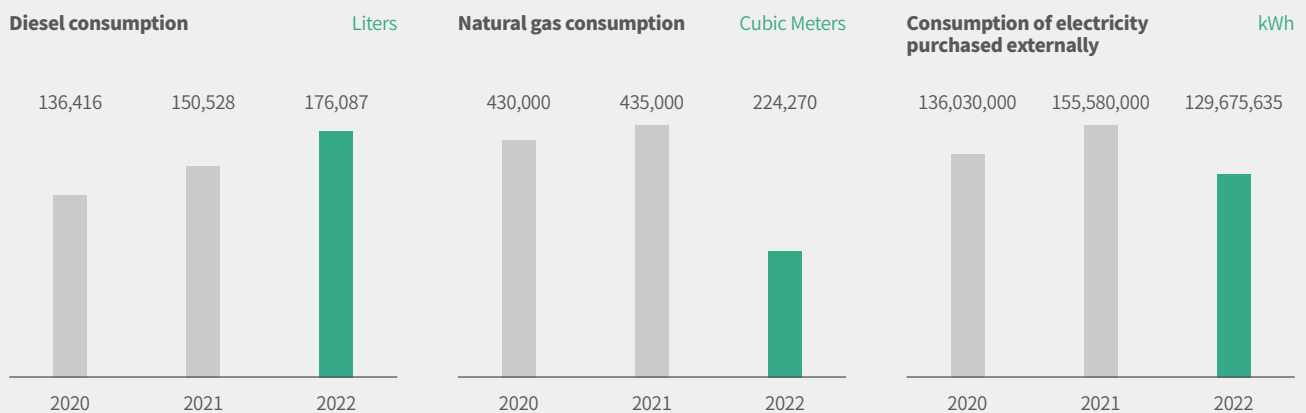


Energy Management

In order to address climate change and accelerate the transition to a low-carbon economy, Homa strictly abides by the *Energy Conservation Law of the People's Republic of China* and other laws, and has formulated internal systems such as the *Energy and Resource Management Measures* along with the establishment of a comprehensive energy management system. At present, the Company has passed the ISO 50001 certification. In addition, the Company constantly updates its emission reduction targets and actively carries out carbon reduction activities to contribute to the realization of China's dual carbon goals of "carbon peaking" and "carbon neutrality" while driving progress on the Group's green development path.

Based on the actual energy management situation of the Company, Homa has set an annual reduction target of 5%. By analyzing the total amount of water, electricity and energy used by each department, we have been able to summarize the know-how in energy and greenhouse gas emission management so as to effectively reduce the emission of greenhouse gases. In 2022, Homa invested a total of RMB 23 million in energy conservation technology improvement. Through measures such as cluster control of chillers, motor hibernation, low-pressure gas supply, and frequency conversion, we managed to achieve direct annual electricity reduction of 800 kWh and a 7% decrease in energy consumption per unit. Meanwhile, the completion rate of the energy-saving and reduction target for the RMB 8 million factory services for the year reached 95%, generally achieving the annual target.

On that basis, Homa has been actively addressing the challenges posed by climate change through promoting the adoption of clean energy and enhancing the regulation and utilization of water resources. Photovoltaic panels were installed in all of the Company's production parks, which have a total installed capacity of 8MW, and produced 6,794,291 kWh of electricity in 2022.



23 Million RMB

Annual Investment on energy conservation and technological improvements

7%

Decrease in energy consumption per unit

8%

The percentage of renewable energy in the total energy consumption of the organization

6,794,291 kWh

2022 solar power generation

Air Pollution Management

The effective management of air pollutants is an integral part of our green manufacturing efforts. In compliance with relevant laws and regulations such as the *Environmental Protection Law of the People's Republic of China*, the *Air Pollution Prevention and Control Law of the People's Republic of China*, the *Prevention and Control of Environmental Pollution by Solid Waste Law of the People's Republic of China*, the *Law of the People's Republic of China on Promotion of Cleaner Production* and the *National Circular on Further Promotion of Cleaner Production Audit in Key Industries*, Homa strictly manages all kinds of air pollutant emissions in the production process of the Company.

The Homa General Management Department has formulated the *Wastewater and Waste Gas Management Measures* (hereinafter as "*Management Measures*") to treat and monitor waste gas emissions. This ensures that the waste gases emitted during the manufacturing process comply with the relevant laws and regulations as well as the requirements of local environmental protection authorities. The General Management Department is required to formulate monitoring plans and programs at the beginning of each year, and to periodically commission qualified environmental testing agencies to monitor waste gases from production according to the plans and to issue relevant monitoring reports. On this basis, the *Management Measures* stipulate that each branch factory must prepare and maintain a "waste gases and pollution prevention map" that covers the scope and locations of waste gas management, so as to ensure targeted management of waste gas emissions and reduction of air pollution from the root.

The Company has built waste gas treatment systems in each branch factory to properly dispose of waste gas through activated carbon absorption, UV photolysis, water spray towers, off-line catalytic combustion, etc. There are also emission signs hung at each waste gas outlet to facilitate timely monitoring of waste gases. The exhaust gases emitted after treatment meet the environmental requirements of various places.

In order to further reduce the hazardous substances in the waste gases, Homa strictly prohibits the burning of toxic production wastes and bans the use of fluorinated refrigerators and air conditioners in all factories. As for the daily waste gases, the Company requires each branch factory to follow the *Emission Standards for Cooking Fumes* and install additional hoods and oil smoke purifiers to avoid direct emission of oil fumes into the atmosphere.



Waste Management

Homa strictly abides by the relevant national laws and regulations on waste management and has formulated various corporate management systems such as the *Waste Classification List* and *Waste Management Measures*. To minimize the impact of the Company's operational activities on the environment, the Company has improved the management of solid waste throughout the entire process of waste generation, collection, storage, transportation and disposal. At the same time, the Company also attaches great importance to the management of hazardous substances in its products. We have thus developed a hazardous substance management system with reference to the QC08000 standards and other relevant requirements from our customers.

On this basis, the Company regularly commissions professional agencies to conduct inspections and supervision of the workplace environment as well as the management of solid wastes and hazardous chemicals so as to ensure that the disposal of each type of waste meets the national and local standards.

General recyclable waste

Description	Responsible Department	Disposal Method
Waste metal, waste plastic, waste paper, waste wood, etc.	All related departments and the manufacturing department	Commission qualified units for disposal

General non-recyclable waste

Description	Responsible Department	Disposal Method
Domestic waste, construction waste, etc.	All related departments and the manufacturing department	Commission qualified units for disposal

Hazardous waste

Description	Responsible Department	Disposal Method
Electronic waste, used packaging drums, surface treatment sludge, etc.	General Management Department	Commission qualified hazardous waste disposal agencies for disposal

Water Resource Management

Homa actively responds to the government's environmental protection requirements and persistently adheres to the full life-cycle management of water resources. We also constantly explore new ways of recycling water and reusing wastewater to maximize water efficiency. Based on the principle of prioritizing water conservation, the Company actively seeks out methods to conserve and recycle water resources, with priority given to adopting water-saving equipment and water conservation devices, so as to increase the rate of water recycling and reuse, reduce ineffective water consumption, and maximize the recycling of water resources.

In addition, the Company strictly observes the laws, regulations, and relevant standards such as the *Law of the People's Republic of China on the Prevention and Control of Water Pollution* and the *Action Plan for the Prevention and Control of Water Pollution*. We have also formulated a series of internal management policies such as the *Wastewater and Waste Gas Management Measures* and the *Wastewater and Pollution Prevention Map*. The Company strictly monitors the operation and maintenance of wastewater treatment facilities to ensure that the quality of discharge meets the requirements of water pollution discharge limits for existing projects in the Pearl River Delta stipulated in Guangdong Province's *Electroplating Water Pollution Discharge Standard* (DB44/1597-2015). At the same time, the Company regularly commissions third-party agencies to monitor the Company's production wastewater and conduct follow-up operations with reference to the *Procedures for Corrective and Preventive Measures* for wastewater treatment cases that do not meet the testing standards.

In compliance with relevant internal and external regulations, Homa has also constructed wastewater treatment stations to pre-treat wastewater and manage wastewater separately according to their categories. In particular, domestic wastewater is discharged to municipal sewage treatment pipeline networks and sewage treatment plants after pre-treatment such as septic tanks to meet the standards. Production wastewater is discharged into the sewage station through a special pipeline for treatment to meet the standards before being released into the municipal sewage treatment network. The waste liquids from production are commissioned to qualified hazardous waste treatment agencies for disposal.

808,333 tons

Total water consumption of Homa in 2022

Intelligent IoT Water Meter System

In response to the Company's sustainable development concept, Homa has introduced an intelligent IoT water meter system to each factory. The system is able to analyze data in real-time while reducing the cost of meter readings and facilitating timely troubleshooting to reduce operating costs. At the same time, the Company has taken the approach of measuring water supply by sub-region and dividing the water supply network into sub-levels. The flow and pressure of each sub-region are monitored to further enhance the water management capacity and achieve the goal of green operation.



Noise Management

Homa attaches great importance to the impact of noise generated during production on the surrounding environment and employees. The Company carries out noise management in the factory through equipment protection, operational environment inspection, occupational health inspection and other measures. In 2022, the Company implemented acoustic insulation and anti-vibration processes for some workshops to minimize noise in the factory so as to prevent noise-related disturbances. At the same time, the Company provides hearing protection equipment for employees working in noisy environments, and conducts regular noise testing at factory boundaries along with noise testing at job stations. This enables us to mitigate the impact of noise on the occupational health of our employees.

Green Industry Chain

In response to the national promotion of green development and from a strategic standpoint of long-term corporate development, Homa propels environmental sustainability through innovation in all aspects of production and operations to ensure that the Company's products and business are adapted to future trends. The Company has integrated the green concept into R&D, manufacturing, warehousing, logistics and packaging, and continuously improved its informatization and digitalization capabilities in the value chain in order to continuously reduce unnecessary emissions and waste generated during operations.

We are committed to the development of energy-efficient products and the management of the energy efficiency of our products so as to improve the energy efficiency level of our product portfolio. Since its establishment, Homa has been utilizing the R600a refrigerant, thus reducing millions of tons of potential ozone-depleting substance emissions. At the same time, the Company firmly adheres to the use of mature and cutting-edge technologies. We are committed to delivering aesthetically-pleasing and energy-efficient products that feature a sophisticated design and are higher than the industry standards to consumers.

The Company has been focusing on achieving recyclability in all aspects of its operations in order to further expand its economic scope and competitive advantage. In terms of product material use, the Company refrains from using plastics and instead, adopts more recyclable metals to enhance product recyclability. We have also continued to promote the use of green packaging materials for our products. All instruction manuals use recycled paper printed with eco-friendly soy ink to further reduce the negative impact of our products on the environment.

A sustainable industry chain is the cornerstone of green operations. Homa has been promoting a sustainable operation model in the upstream and downstream of the industry chain to improve the level of environmental governance across the industry chain and to achieve green and low-carbon development through green procurement, green logistics and other measures. The Company has formulated a comprehensive green procurement management system, which requires that the procurement should be based on the *Vendor Environmental Safety Questionnaire* to investigate the ability of each manufacturer or relevant party in controlling environmental pollution factors as well as their environmental protection performance. We have formed a list of qualified suppliers accordingly and overseen as well as verified the implementation status of related parties. At the same time, Homa upholds the concept of sustainability in promoting green logistics and transportation, and effectively promotes the implementation of environment-friendly operations.

Green Culture

Homa has been actively advocating the concept of green development and continuously driving the building of green culture. Starting from the introduction of green office measures and enhancing green awareness, the Company has adopted a variety of energy conservation measures in office areas and carried out extensive environmental training and activities to promote green culture. This establishes a sound awareness foundation for the sustainable development of the Company.



Green Operations

Homa advocates the procurement and use of energy-efficient office devices. To reduce energy consumption in offices, we conduct scientific management of office equipment and electricity conservation, actively manage air conditioning, lighting and other electricity-using equipment, and adopt LED lights internally. At the same time, the Company facilitates paperless offices promotes the use of information systems and platforms for office work, and encourages double-sided printing to reduce paper consumption. In addition, we have been actively promoting the construction of a green office culture and enhancing the environmental awareness of our employees through a series of green office systems and implementation measures.

Raising Environmental Awareness

While focusing on green production, Homa also places great emphasis on the enhancement of employees' environmental awareness and constantly guides them to pay attention to the impact of their actions on the environment and climate. In order to foster a robust energy-saving and carbon reduction culture within the Company, we carry out training and environmental protection campaigns in various forms with diversified contents to promote and practice the values of ecological civilization.

Homa Training on Environmental Protection

In 2022, Homa conducted several training sessions on environmental topics, covering both management and front-line employees. These trainings covered a wide range of topics such as environmental protection, environment management, waste gas emissions, wastewater treatment, hazardous waste management, etc., which effectively enhanced employees' awareness of environmental protection.



Homa Publicity Event on Theme "June 5-World Environment Day - Building a Clean and Beautiful World"

In June 2022, Homa organized a World Environment Day campaign under the theme of "Building a Clean and Beautiful World", to further implement the concept of ecological civilization and increase awareness of ecological and environmental protection. We were committed to ecological civilization construction and building a beautiful China. During the event, Homa employees were encouraged to pursue a low-carbon green lifestyle by choosing green consumption and using green products, and to actively participate in environmental protection and promote environmental protection ideas by volunteering in environmental protection activities.





Social

Contributing to a Brighter Future

SOCIAL



R&D and Innovation

While excellent product quality is the cornerstone of Homa's business development, continuous technological innovation is the driving force behind Homa's global presence. Guided by the vision of "making the best refrigerator in the world", Homa consistently explores the synergy between beauty and technology. We create high-quality refrigerators with the most fashionable design, the most mature technology and the most creative ideas for our customers.

R&D Capability

R&D and innovation are crucial for achieving a competitive edge in products. Homa attaches great importance to enhancing its core competitiveness through R&D and innovation. Adhering to the innovation concept of "people-oriented innovative technology", the Company has 708 technical personnel, including 135 core R&D personnel, with an R&D investment of RMB 322 million in 2022. Apart from continuously enhancing product development, the Company has also been actively improving the technology and quality of its products in recent years through resources allocation, the hiring of overseas industry experts, the formation of Italian and Chinese design teams, as well as the introduction of advanced technology and techniques domestically and abroad. As a result, the Company's technology center has also developed into a professional and modernized provincial enterprise technology center, positioning the Company as a modern manufacturing enterprise at the forefront of technology and design.

In 2022, Homa continued to focus on the development of its air-cooled series products, initiating a total of nine new product development projects and seven technology pre-research projects. Among them, nine new products have been completed and launched, complementing the Company's product lineup of large refrigerators and further enriching the Company's product offerings. At the same time, the Company has also actively combined market changes and customer demands to gradually develop new products with Homa's own characteristics and market differentiations.

In terms of technological innovation, Homa focuses on the reduction of air duct noise and improvement of energy efficiency in air-cooled refrigerators, with the aim of better implementing the R&D philosophy of "sensible and practical". In 2022, the Company completed 1,104 projects for various types of modifications and cost reduction as well as obtained 20 patents, further strengthening its R&D capabilities. Looking ahead to future technological advancements, the Company will continue to prioritize R&D for improving energy efficiency, set up relevant project teams, and conduct in-depth research in order to boost the Company's sustainable development.



In 2022

322 Million RMB
R&D Investment

708 Persons
Technical Personnel

135 Persons
Core R&D Personnel

As of the end of 2022

1
Enterprise R&D Center

1
Provincial Industrial
Design Center

1
Laboratory
Accredited by CNAS

200+
Products

383
Licensed Patents

List of Honors in 2022

May 2022 **Outstanding Award of Zhongshan Industrial Design Competition 2021 (General Product Design)**
—— Zhongshan Industry and Information Technology Administration

September 2022 **Recognition Awards of the 11th Guangdong Governor's Cup Industrial Design Competition (Furniture)**
—— Organizing Committee of Guangdong Province Governor Cup Industrial Design Competition

December 2022 **Silver Award of the Nantou Smart Appliances Design Competition of Zhongshan Industrial Design Competition 2022**
—— Hosted by the Economic Development and Science & Technology Statistics Bureau of Nantou Town, Zhongshan, and organized by Shenzhen Institute of Innovative Design

December 2022 **Outstanding Product Innovation of the Year**
—— China Household Electric Appliance Research Institute

List of Patents in 2022

Type	Name of Patent	Patent Number	Date of Issuance
Utility Model	A type of water drainage structure in the refrigerator air duct	ZL202120708182.3	2022/01/07
Utility Model	A type of water storage structure of refrigerators	ZL202120708181.9	2022/01/07
Utility Model	A type of ice-making machine and refrigerator with improved water injection method	ZL202120636667.6	2022/01/07
Utility Model	A water storage device for refrigerators and a refrigerator with such a device	ZL202120636666.1	2022/01/07
Utility Model	A water dispenser for dispensing drinking water and making ice & a refrigerator that dispenses drinking water and makes ice	ZL202120636635.6	2022/01/07
Utility Model	A type of side-by-side refrigerator door	ZL202120636804.6	2022/01/07
Utility Model	A non-heating rotary sealing beam mechanism for double-door refrigerators	ZL202120640021.5	2022/01/07
Utility Model	A type of refrigerator air duct with an improved centrifugal fan installation	ZL202120612856.X	2022/01/07
Utility Model	A type of refrigerator air duct fixation structure	ZL202120612656.4	2022/01/07
Utility Model	A type of screw-free refrigeration air duct assembly structure	ZL202120612509.7	2022/01/07
Utility Model	A type of refrigerator air duct plate condensed water channeling structure	ZL202121671366.3	2022/01/18
Utility Model	A refrigerator air duct board installation structure	ZL202121671397.9	2022/02/01
Utility Model	A type of lid for fruit and vegetable refrigerator compartment	ZL202121671299.5	2022/02/01
Utility Model	A type of compressor base plate vibration reduction structure and refrigerator	ZL202122656049.0	2022/03/15
Utility Model	A type of compressor installation structure with vibration and noise reduction function	ZL202122656046.7	2022/03/15
Utility Model	A type of water collection tray for refrigerators with improved evaporation efficiency	ZL202220153888.2	2022/06/24
Exterior Design	Refrigerator Handle (FC2-455)	ZL202230221312.0	2022/09/02
Utility Model	A type of new compressor compartment of refrigeration equipment and refrigeration equipment	ZL202220985974.X	2022/09/02
Exterior Design	Refrigerator thermostat (oval-shaped side light)	ZL202230347817.1	2022/10/14
Utility Model	A type of mounting structure for the hinge base of freezers	ZL202221379363.7	2022/11/18



Meanwhile, Homa emphasizes cultivating R&D talents. In order to promote R&D and innovation as well as to stimulate the innovative potential of our R&D personnel, Homa has introduced several awards and incentives, including the technical innovation award, quarterly awards for cost savings and consumption reduction, as well as punctuality of design BOM to encourage employees to encourage employee innovation and creativity. In addition, the Company has established a comprehensive patent application system to fully safeguard the company's and our R&D staff's research results.



Expertise Training



Air-cooling Technology Innovation Research Team

Innovation of New Products

Homa maintains a constant focus on the development of mid-to-high-end products, such as air-cooled high-capacity refrigerators, air-cooled small-capacity refrigerators, computerized temperature-controlled refrigerators, Wi-Fi intelligent voice-enabled IoT refrigerators, automatic ice-making refrigerators, export-oriented large single-door air-cooled shelf and drawer refrigerators for export, and export-oriented full-refrigeration/full-freezer refrigerators to complete the air-cooled refrigerator product line. On the basis of the intensive development of air-cooled refrigerators, the Company will increase investment in the research and development of freezers so as to expand the market presence of Homa.

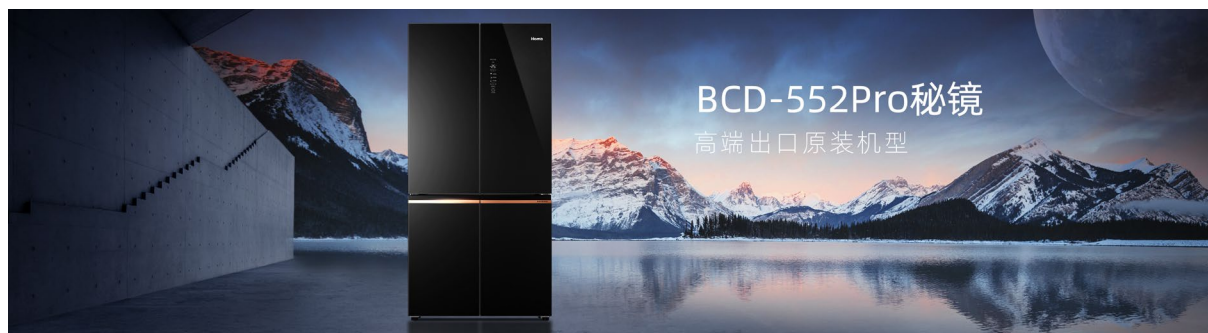
"Monet Impression" Series

The refrigerators of the "Monet Impression" Series are inspired by the world-famous painting "Impression, Sunrise". Through nano vacuum gradient plating technology, a gradient-colored layer is formed on the glass surface, incorporating the essence of "shifting between light and shadows". Additionally, the "Monet Impression" Series refrigerators are equipped with the all-new AG+ blue crystal anti-bacterial technology that uses active silver ions to effectively inhibit bacterial protein synthesis and prevent bacterial reproduction. This helps to achieve a 99.99% anti-bacterial rate.



Homa Premium Export Original Model: BCD-552Pro Secret Mirror

Homa's BCD-552Pro is manufactured with strict adherence to European standards, positioning itself as a high-end export model targeted at the global market. Homa takes pride in its "exquisite design, superior quality, and optimal performance" which further contributes to the international expansion of the Chinese household appliance industry.





High-efficiency Energy-saving Side-by-Side Door Refrigerator

Equipped with Homa's 5th-generation air-cooled no-frost technology, the energy-efficient side-by-side door refrigerator adopts the intelligent dual-inverter compressor control technology combined with an high-efficiency inverter compressor and PWM inverter fan. It specifically addresses the pain points of the conventional air-cooled technology to enable energy-saving and quiet operation of the entire unit. It also prevents food from drying out and ensures no frost during deep freezing, thereby extending the freshness of food ingredients.

Single System Multi-temperature 4-door Refrigerator/ Fresh Series

The 4-door refrigerator adopts the industry's first patented single-system multi-temperature zones technology, which enables precise temperature control in multiple temperature zones that can only be achieved through two or three sets of conventional refrigeration units by other industrial peers. It not only meets the product performance requirements, but also reduces the production cost with high cost-effectiveness, giving us a favorable competitive edge in the market.



Innovative Technologies

Homa Appliances has joined hands with the Italian design agency UP Design, AE Energy Consumption and Performance Research Center, Japanese and Korean refrigeration electric control technology research experts, and Studio Volpi Refrigerator Structure Research Center to achieve energy efficiency improvement as well as refrigerator freshness innovation technology that surpass the highest domestic standards. Thus, it means that each Homa refrigerator embodies the collective contribution from our partners around the world. In addition, Homa has continued to invest in R&D and innovation, thereby achieving new technological breakthroughs in 2022.

3D Nano Silver Ion Coating Technology

"Starry Galaxy" refrigerator features a panel that utilizes 3D nano silver ion spraying technology, which creates a mystical light refraction effect on the surface through a special texture design. The surface hardness is twice that of ordinary panels, providing superior wear resistance. Additionally, it exhibits excellent resistance to oil stains and corrosion, making it suitable for a wide range of refrigerator panel applications.

Air Duct Simulation Design Analysis Technology

Homa has applied air duct simulation design analysis technology to the packaging of refrigerators. By simulating and analyzing the transportation drop, collecting data on the stress points of raw packaging materials, and conducting modeling analysis, Homa studies the anti-collision capabilities of packaging design. Based on the research results, continuous improvements are made to the packaging design. This technology shortens the research and development cycle while enhancing the level of research and development processes and structural validation.

Low Boiling Point Foaming Process Technology

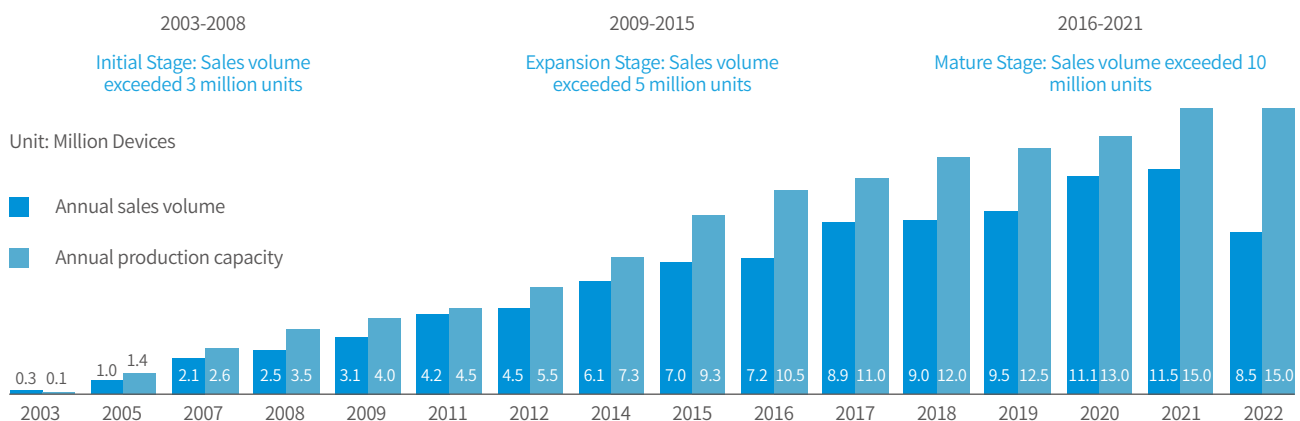
The Company has introduced a quaternary foaming system for the first time. Compared with industry peers, the cost of equipment transformation is reduced by large without changing the material for the inner containers of the refrigerator, and the method of material temperature control is also upgraded to adapt for low boiling point production. This innovation not only maintains consistent foam density, thermal conductivity, and demolding time, but also ensures the stability of product foaming quality by resolving the problems of leakage, separation and empty foam. It represents a historic breakthrough in the Company's foam technology.

Intelligent Manufacturing

Homa has been actively implementing intelligent manufacturing and continuously improving our refrigerator production capacity. With the goal of "automation driving lean production, digitization leading smart manufacturing, and continuous development of high-end intelligent factories", the Company is committed to upgrading the intelligent systems and improving manufacturing efficiency with productive and intelligent manufacturing as the core. Among them, the MES smart manufacturing system is applied to mass production. Based on the development of smart systems, Homa has also combined key technologies such as automation, mobile big data, and the Internet of Things (IoT) to continuously upgrade processes and quality. The Company has invested over RMB 100 million in automation equipment and production line efficiency improvements.

100 Million+ RMB

Investment in improving the efficiency of automation equipment and production lines



March 2022

The No.1 Chinese Refrigerator Exporter by Gross Quantity Globally
— Beijing Zhixindao Sci-Tech Corp., Ltd.

March 2022

No.1 Chinese Refrigerator Exporter to Europe
— Beijing Zhixindao Sci-Tech Corp., Ltd.

Product Quality & Safety

Homa has always placed product quality and safety as the first priority. With adherence to the quality policy of "Quality First, Customer First, Environmental Protection and Legal Compliance, and Continuous Improvement" as the basis, Homa constantly improves its quality management system in order to exercise efficient control over product quality. At the same time, through the vigorous development of smart manufacturing, we have continuously refined our production efficiency and quality. Homa has received 1,826 quality and safety-related certifications and 13 "National Quality and Integrity Benchmark Enterprise" awards among other related awards.



Quality Management System

As an industrial leader, Homa has been continuously strengthening quality management since its establishment, with strict compliance with the *Product Quality Law of the People's Republic of China* as well as various domestic and international quality management standards. We have also established internal quality management systems such as the *Quality Manual*, *New Product After-sales Quality Control Program*, *Product Recall Management* and the *Procedures for Corrective and Preventive Measures* in order to continuously refine the processes of quality control and product quality improvement while facilitating product quality and safety management. Through these measures, we strive to provide users with higher-quality products and continuously improve customer satisfaction.

In order to effectively execute Homa's quality policies, the Company has established a Quality Management Committee (QC) led by the Vice President in charge of Quality Systems, where the Management plans and sets annual quality targets. Each department will conduct quality training and equipment inspections, with regular reviews by the Management Committee on the achievement of targets. By analyzing the indicators and taking corresponding improvement measures, we continue to improve and enhance the effectiveness of the operation of our quality management system.

On the basis of ensuring product quality, Homa also launches major quality improvement projects and QCC improvement projects annually at both corporate and branch levels on the basis of market feedback, process production quality, product manufacturability, and management processes. We also carry out planning and analysis to set improvement targets, develop improvement plans and key milestones for projects, along with organizing regular reviews. This allows us to effectively advance the completion of high-quality projects as scheduled and validation of results, so as to further improve the quality and safety of our products.

ISO Standards	ISO9001:2015, ISO/IEC17025 etc.
National Standards	GB4343.1-2018, GB4706.1-2005, GB 4706.13-2014, GB 12021.2-2015, GB19606-2004, GBT 8059-2016 etc.;
EU Standards	EN 60335, EN 62552:2013, EU 2019/2016
US Standards	CAN/CSA-C22.2, CAN/CSA-C300-18, ANSI/AHAM HRF-1-2019

Air Duct Frosting Improvement Project

In 2022, based on the identification result of quality management processes and market feedback, Homa started the air duct frosting improvement project to address the long-standing issue of frost buildup in refrigerator air ducts. Through repetitive research on the problem, the Company developed an all-new air duct structure and improved the air duct to solve the problem of frost buildup. The technical innovation was included in the latest version of Homa's product quality standards.



Results of Air Duct Frosting Improvement Project

Controlling Product Safety

With strict control of product quality and safety, Homa has standardized its production according to relevant systems. We have also completed various quality and safety certifications such as the CCC certification, UL certification, TISI certification, TUV certification and VDE certification.

Homa exercises rigorous control over the entire production process to ensure product quality and safety. In the selection of raw materials, the Company systematically evaluates the suppliers' compatibility and performs annual supplier audits to ensure risk-free raw material traceability based on the *Safety and Environmental Management System for Related Parties*. The inspection room for inbound materials strictly follows the national GB/T 2828.1 standard, and conducts packaging, appearance, size and performance inspections for each batch of materials to ensure the quality and safety of raw materials.

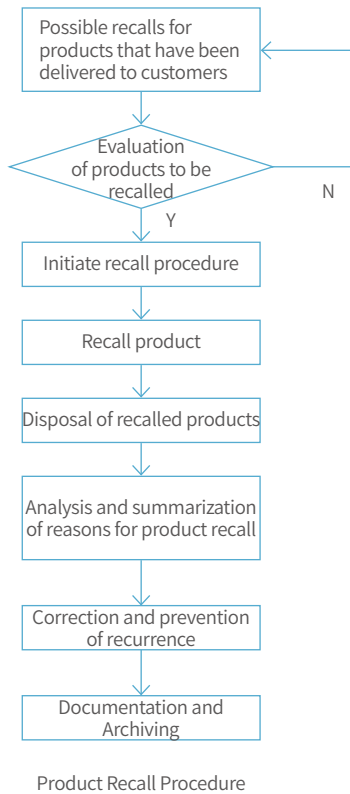
In terms of production inspections, the component processing department has executed a comprehensive inspection mechanism that follows the "first pre-production inspection, mold change, first product inspection", and has implemented quality and safety management for each product batch with reference to the Seal Sample Management Mechanism. On this basis, all batches of products are subject to a comprehensive production inspection. In addition, Homa requires each branch factory to perform quality inspection throughout the entire product assembly line, including inspection of semi-finished products and product appearance, refrigerant leak detection, refrigeration, safety performance, etc.

In terms of final product quality assessment, the Company and its branch factories have established a random inspection system for the quality of finished IPQC process products. It includes all-day random inspection of the structure of the finished product, conformity of safety certification, refrigeration line and other dimensions to ensure that the finished product components and functions meet the quality and safety management standards. At the same time, the Company conducts further random inspections before the finished products leave the factory to ensure that the quality of each batch of products to be delivered is in line with the three national standards and the EU standards, so that users around the world can enjoy high-quality products.

0

Complaints on product quality





98 sessions

Training on quality management and control

1,122 participants

Quality training coverage

10 sessions

Product safety training

255 participants

Product safety training coverage

Management of Disqualified Products

Homa has established a comprehensive product recall management process and system to protect the rights and interests of consumers as well as to control product quality and maximize safety. The Company's general manager or management representative is responsible for the potential recalled products. The recall team follows related policies such as the *Product Recall Management Measures*, *Corrective and Preventive Measures* and *Procedures for Output Control of Disqualified Products* to plan, notify, record and evaluate the products to be recalled, with timely analysis and summary of the reasons for product recalls and the formulation of effective corrective and preventive methods to optimize the final step of product delivery.

Quality Management Training

Homa has always adhered to the concept of "Quality First" in its quality management philosophy. Through various training sessions on product quality and product safety performance, we raise the awareness of quality management among employees and help them to carry out safe and high-quality production and testing of products. In 2022, the Company conducted 98 training sessions on various types of quality management and control, as well as 10 product safety-related training sessions.

Quality Management Training by Homa

In December 2022, Homa conducted a quality management training themed on raw material quality control, intending to improve employees' understanding of quality management to better implement the Company's "Quality First" quality culture in their work. A total of 12 employees participated in this training session, engaging in in-depth discussions on how to improve the efficiency of the company's quality management and exchanging quality-related viewpoints and experiences.



Product Safety Performance Training by Homa

In December 2022, Homa conducted a training program on product safety performance themed on the process control of product safety regulations in order to improve the factory employees' understanding of the safety performance of refrigerator products. A total of 10 employees participated in this training.



Customer Service

Adhering to the service concept of "serving customers wholeheartedly and determined to impress customers", Homa has established a comprehensive warranty policy and after-sales service system to ensure that all users of Homa products can enjoy a high-quality experience.

In terms of service, the Company has always maintained a proactive and enthusiastic service attitude along with a clear and patient communication style. At the same time, Homa also conforms strictly to the Company's quality management system, with a commitment to providing high-quality and prompt on-site service alongside a comprehensive warranty system. We hope our customers can appreciate Homa's dedication to our products and our determination to satisfy them, so as to continuously improve customer satisfaction and earn their recognition.

Hence, we persistently conduct customer satisfaction surveys to improve the quality of customer service. We plan to further improve the customer follow-up mechanism and strengthen the interactive communication with customers to optimize the service experience for our customers in 2023.



After-sales Service

Currently, Homa has basically established an intelligent after-sales service and set up a timely and effective user contact channel. The Company has assigned personnel to handle user requests on the Homa WeChat official account, 400-700-1770 customer service hotline, official website, e-commerce platform, etc. The scope of services includes repair, consultation, complaints and suggestions. All inquiries are recorded on the "call recording quality inspection platform" case by case. The customer service team is responsible for follow-up, handling and response.

In terms of after-sales policies, Homa continues to expand the scope of warranty to enhance consumer experience as far as possible. Within 7 days of the date of sales, customers can choose to refund, exchange or repair the product should the product be faulty. Within 15 days of the date of sales,





customers may opt for an exchange or repair. Homa products come with a one-year warranty for the entire unit and a three-year warranty for the main components. Air-cooled products can enjoy a six-year warranty for 13 major components after the VIP warranty extension is activated, the air-cooled inverter refrigerators provide a ten-year warranty for inverter compressors. These warranties make consumers reassured of product quality.

As an industry leader in refrigerator manufacturing, Homa has also developed a comprehensive maintenance system, which assures that customer service will be provided within 24 hours in central cities and 48 hours in rural areas, with appointment service provided for remote areas. On this basis, the Company has designed specific service requirements and explicit maintenance standards for service stations, prepared manuals like the *Product Parts Disassembly and Assembly Training and Product Maintenance Service Manual* for the reference of service personnel alongside making maintenance videos for service personnel. At the same time, the Company actively organizes maintenance technology training as well as product maintenance programs to enhance the maintenance skills of service personnel. From 2017 to 2022, Homa won the Outstanding Contribution to Electronic Appliance Maintenance Services Award several times.

Customer Privacy Protection

Acknowledging the importance of customer privacy protection, Homa has formulated strict customer privacy protection policies to ensure the security of customer information, with relevant protection mechanisms at various stages of acquiring, monitoring and distributing customer information. During the establishment of the customer file management system, the Company's system implements "permission minimization", so that only authorized personnel who have undergone approval processes are granted permission to access, export, or print customer information data. The system will be automatically deactivated for employees who have left the company or been transferred to another department.



Supply Chain Management

Adhering to the principles of "honesty and trustworthiness, fairness and equity, equality and mutual benefit", Homa is committed to collaborating with suppliers to demonstrate the Company's sustainability philosophy in each key link of the industry chain. At the same time, Homa drives its supply chain partners to actively fulfill their responsibilities in order to achieve a mutually beneficial situation.

Homa continuously improves its supply chain management system, formulates annual supplier audit plans, and effectively implements quality system audits for suppliers in order to continuously improve their product manufacturing quality levels. The Company also focuses on improving the environmental, social, and governance management of its suppliers so that its products and services can meet the requirements of sustainable development. Through stringent management and delegation of responsibility to suppliers, the Company has been able to introduce high-quality supplier resources and improve the production scale and the management level of existing suppliers. At the same time, we have reduced procurement costs and continuously improved the competitiveness of our supply chain.

In accordance with relevant laws and regulations, Homa has established the *Safety and Environmental Management System for Related Parties* to clarify the environmental and safety responsibilities of the relevant parties and to strictly regulate the social responsibility behavior of suppliers. Based on the relevant system, Homa has established a strict supplier access system to determine the legality of product or service vendors, as well as to review their ability to control environmental pollution factors and their environmental performance based on the *Vendor Environmental Safety Questionnaire*, which will be tabulated and collated by the Supply Department to form a list of qualified suppliers respectively.

The Company performs environmental behavior management for material procurement and suppliers, investigates the environmental behavior of related parties, and monitors and confirms the implementation status of the relevant parties. Suppliers are classified according to their dependence on the Company's business as key influential related parties, general influential related parties, and temporary non-influential related parties, and targeted management is carried out. When suppliers violate laws and regulations, Homa will require them to correct or rectify the situation. As for suppliers who fail to implement rectification measures, Homa will either cease cooperation with them or impose relevant penalties.

Key Influential Related Parties

- Inform them of our environmental policy and related environmental management regulations.
- Sign agreements to put forward Homa's requirements related to its conduct on environmental management, so that its environmental conduct is in line with the relevant environmental requirements of the company and the country.
- Verify and confirm the performance of all suppliers once a year or randomly, and the results will be recorded in the *Questionnaire for Key Influential Related Parties*.
- Those found to be out of line with the Company's requirements will be immediately required to propose corrective measures and their implementation will be monitored.

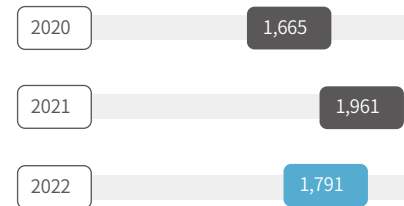
General Influence on Related Parties

- ☒ To understand their environmental status and obtain the corresponding information on its pollution generation and pollution control.
- Promote Homa's environmental policy and, if necessary, make requests or recommendations for environmental management.

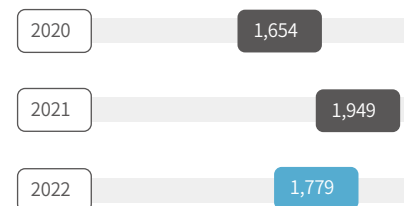
Related Parties Who Do Not Exert Influence For The Time Being

- Provide information of Homa's environmental policies, goals, and targets to interested parties upon request.

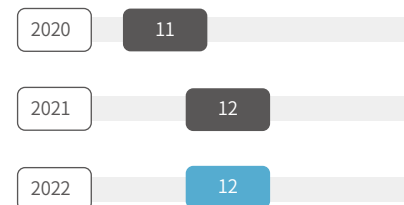
Total number of suppliers / No.



Number of suppliers in Chinese mainland / No.



Number of suppliers from Hong Kong, Macau, Taiwan and overseas regions / No.



At the same time, Homa conveys the company's business philosophy through supplier communication events and conducts supplier training to ensure that the Company resonates with its supply chain partners and develops synergistically. In 2022, Homa organized three supplier networking events and held two supplier training.

Talent Development

Talent is a valuable asset for Homa, and the growth and protection of employees' rights are the cornerstones of the company's sustainable development. In line with the "people-oriented" philosophy, Homa provides a safe working environment and a comfortable living space for its employees while fully safeguarding their basic rights. The Company is also committed to providing a comprehensive training system and a vast career development platform, pursuing a bright future together with our employees.

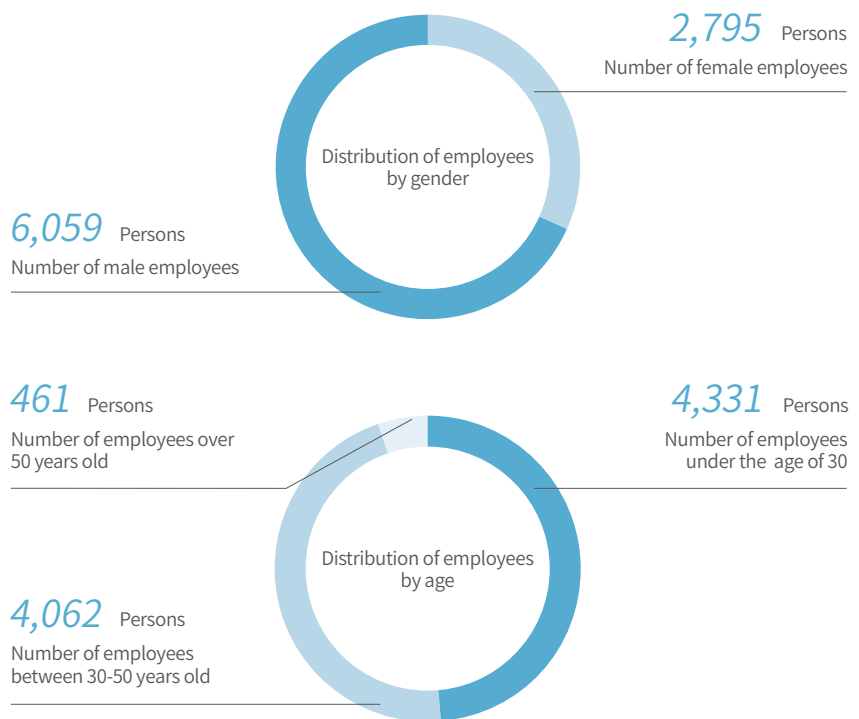
Rights & Protection

Maintaining strict compliance with the *Labor Contract Law of the People's Republic of China*, *Labor Law of the People's Republic of China* and other relevant laws and regulations, Homa proactively formulates internal rules and regulations, advocates for democratic communication, provides diversified benefits, and effectively protects the legitimate rights of employees.

Employee Rights

Homa strictly observes the employment law and prohibits forced labor and child labor. The Company stipulates that people under the age of 16 cannot be admitted to the employment system or get employed. As for employees under 18, the Company will sign internship agreements with them that clarifies basic information, remuneration and welfare, and exercise management and training for them in strict accordance with relevant laws and regulations.

In 2022, Homa had a labor contract signing rate of **100%**, and social insurance coverage of **100%**.



Democratic Communication

Homa attaches importance to humanitarian care. In order to safeguard employee rights to the greatest extent, the Company has established open communication channels and a fair handling process to encourage employees to freely express their opinions and actively give feedback.

The Company has set up a "Talk to Homa" WeChat official account to communicate company information to employees promptly and hear from employees. In addition, the Company also sets up a General Manager Mailbox, regularly conducts employee seminars, and organizes training on management and communication for junior supervisors to ensure that employees' opinions are respected and heard.

Employee Remuneration and Benefits

Homa provides employees with a competitive salary and benefits package that aligns with the market standards, and has established an employee performance management system which combines integrates compensation with performance outcomes based on the principle of higher risks, bigger responsibilities and higher earnings through performance evaluation. This helps to stimulate employees' vitality.

Through post-analysis and evaluation, coupled with the position hierarchy, the Company measures the relative value of each position accurately, objectively and comprehensively, before granting the corresponding

remuneration level. Additionally, based on factors such as employees' job value, work capabilities, and attitude, timely adjustments are made to the job levels and salary grades, which can inspire employees to enhance their capabilities and performance in a targeted manner and ensure that salaries are impartial.

In addition, the Company has set up various welfare policies such as overtime allowance, meal allowance, full duty bonus, hot weather allowance and fare allowance according to the needs of different employee groups to enhance the happiness of employees.

Diversity and Equal Opportunities

Homa upholds an equal and non-discriminatory employment policy with a pledge to not treat employees differently regardless of all legally protected characteristics such as gender, age, race, religious beliefs and disability, and to not disparage employees in terms of appointment, evaluation, promotion and salary criteria. The Company provides suitable

employment positions for people with disabilities and supports them with monthly allowances. In addition, the Company organizes monthly activities for ethnic minorities, respecting employees' faiths and ethnic cultures.

99 Persons

Number of employees with disabilities

1,859 Persons

Number of employees who are from ethnic minorities



Talent Training & Development

As high-quality talents are the primary source of productivity for enterprise development, Homa attaches great importance to the training and development of talents. The Company actively recruits outstanding talents at all levels and considers employees as partners of the Company, providing them with fair opportunities for work, learning, development and promotion through a reasonable and scientific assessment and incentive system. At the same time, Homa has built a training platform through an internal talent circulation mechanism and project incubation system to help employees showcase and improve themselves in different

fields.

Homa's corporate culture, which emphasizes human care, has created an open and progressive work atmosphere and fostered a mutually trusting employee relationship, thereby fully motivating employees' enthusiasm and creativity in their work. In 2022, Homa continued to press ahead with employee training and smooth career development paths to promote talent growth.

Employee Promotion and Development

With a strong focus on the career development of each employee, Homa has continuously optimized its internal talent system. The Company has established dual career development channels including a "management channel" and a "technical channel" to provide employees with a wide range of career development paths. To ensure the career development of employees from the institutional level, the Company has specified the career development channels and the corresponding qualifications through the *Management Measures of Homa Managers* and *Management Measures for the Evaluation of Technical Staff Titles*. Depending on the

nature of the employee's position, Homa conducts regular performance appraisals to review the employee's performance in safety, quality, and discipline, thus increasing employee motivation while promoting self-improvement and holistic development.

At the same time, Homa has adopted a combination of internal competition and external recruitment to help employees give full play to their potential and stimulate the vigor of the Company's talents.



Employee Training

On the basis of establishing clear career development channels for employees, Homa has developed a targeted talent training system for employees at different levels and ensured its efficient operation by formulating institutional documents such as *Training Management Measures and Instructor Management Measures*.

The Company provides a comprehensive range of holistic training for employees, including corporate culture values, product information, professional skills, and job qualifications in various fields to encourage employees to improve their ability and work competence through training and learning. The comprehensive training system has cultivated and improved the work competence and skill level of employees, optimized their knowledge structure, and strengthened the cohesion of employees through corporate culture training, thus maximizing the potential of each employee and achieving a mutually beneficial situation for employees and the Company.

36,396 Participants

Total number of male employees trained

14,850 Participants

Total number of female employees trained

41,722 Hours

Total hours of training for male employees

17,317 Hours

Total hours of training for female employees

The "Outstanding Talent Program" Trainee Program

Homa has set up the "Outstanding Talent Program" (Management Trainee Program) which aims to nurture outstanding fresh graduates and help these trainees to achieve rapid growth at work. The one-year program formulates a detailed training path and appoints one Homa's professional mentor for each trainee. In 2022, the Company recruited a total of 52 trainees.



Group photo of management trainees at the opening ceremony of the 2022 "Outstanding Talent Program"



Appointment of mentors at the opening ceremony of the 2022 "Outstanding Talent Program"

"Talent Development Program" Backup Team Leader Program

The "Talent Development Program" backup team leader program is designed to train a group of backup junior management talents who have a clear understanding of themselves with management and improvement skills, so as to develop backup front-line backbone employees for the Company. Homa has customized courses such as "Role Awareness and Execution", "JR - Interpersonal Leadership" and "30 Essential Skills for Team Leaders" for the participants of this program. At the same time, the program is combined with thematic practices, effectively improving the job skills of backup team leaders through case discussions, scenario cases, group sharing, simulation exercises, etc. In 2022, the Company successfully trained 60 backup front-line elites through the program.



Opening Ceremony of the 2022 "Talent Development Program" Backup Team Leader Boot Camp

"Elite Program" Training Camp for Managers

The "Elite Program" (Training Camp for Managers) aims at newly promoted junior managers. It is based on solving practical business problems and trains talents for enterprise development through centralized training, mentoring, forums, sharing sessions and on-the-job practices. In 2022, a total of 29 people in the "Elite Program" have completed the transformation of their roles and mastered basic leadership theories as well as management methods.



Presentation of the closing ceremony of the 2022 training camp for newly promoted junior managers

In addition to systematic training for employees at different levels, Homa also attaches great importance to cultivating employees' professional skills and provides corresponding training based on the company's business development. The training covers various aspects including, but not limited to, language training, international perspectives, and vocational skills training.

Sixth English Training Camp for Professionals and Technical Staff

In order to adapt to the Company's strategic business development overseas, to improve the business communication and service level of the engineering team and to create a good environment for learning English, the Company decided to hold a special English training camp for professional and technical staff in April 2022, with a total of 14 participants joining the special training camp. With the elaborate design of courses by 4 lecturers from the International Marketing Center, the trainees successfully completed the corresponding learning program.



The "Xiangshan Craftsman Cup" Technical Competition

In November 2022, the Labor Union of Homa Appliances hosted the 2022 "Xiangshan Craftsman Cup" Technical Competition for Employees under the guidance of the People's Government of Nantou Town and the Municipal Federation of Trade Unions in order to thoroughly implement Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era and the spirit of the 20th CPC National Congress. The competition included welding and inspection skills contests.



Additionally, Homa established Homa University (Homa Appliances online learning platform), which is aimed at creating a good atmosphere for active learning for all employees by integrating board learning resources so that every Homa person can learn anytime, anywhere and on demand. The Company relies on Homa University to deliver courses of different systems, providing comprehensive and systematic training for the employees.

7,896 persons

Number of learners online

1,038 sessions

Number of Homa Campus courses

Occupational and Health Safety

With strict compliance with national laws, regulations, standards and codes of conduct related to occupational health and safety, Homa has also obtained the ISO45001 Occupational Health and Safety Management Certificate. With the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*, the *Law of the People's Republic of China on Work Safety* and the *Law of the People's Republic of China on Fire Fighting* as the benchmark; *Regulations on Occupational Health Management in Workplaces*, *Regulations on Emergency Response to Production Accidents*, *Regulations on Work Injury Insurance*, and *Basic Standards for Standardization of Enterprise Safety Production* as the guidelines, Homa has formulated 36 production safety-related systems that are applicable to the Company as well as each factory to comprehensively ensure the occupational health and safety of employees.

Occupational Health Management

Homa arranges regularly organizes occupational health examinations for employees and conducts pre-employment examinations for new employees, provides end-of-service checkups for retired and departing employees, and implements comprehensive occupational disease monitoring and health management for on-duty employees. The Company has established occupational health files based on the results of employee medical checkups, followed up on the health status of employees promptly, and provided them with excellent occupational health protection. During the reporting period, Homa's employee medical checkup coverage rate reached 100%.

Safe Production

Homa has always prioritized the occupational health and safety of its employees. In 2022, the Company invested RMB 4.21 million in safety production to protect the occupational safety of employees through comprehensive safety risk identification and assessment as well as the systematic management of safety performance indicators. Homa strictly adheres to the RoHS Directive and REACH regulations, and has formulated instruction reports such as *No Use of Prohibited Substances Guarantee*, *Restricted Substances Guarantee*, and *Guarantee for Use of Substances of High Concern*, which are used to ensure product safety.

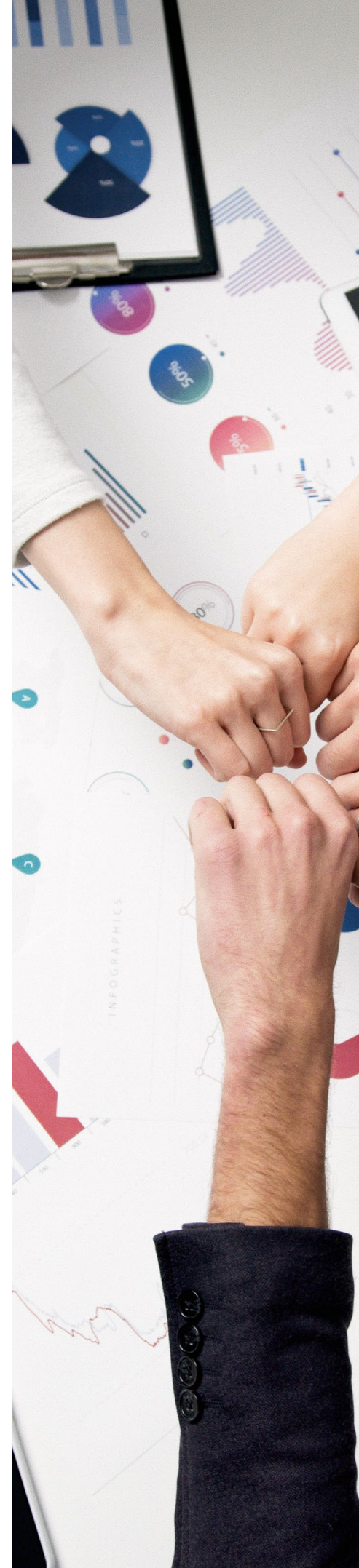
The Company provides sufficient personal protective equipment for employees working in hazardous workplaces that are exposed to noise, dust, etc. For employees at risk of occupational disease exposure, they are all required to receive training on industrial hygiene and occupational disease management, confined space management, ventilation facility management, personal protective equipment management and other issues, and to wear personal protective equipment such as ear plugs and dust masks while working.

4.21 Million RMB
Safety production investment

Safety Inspections

Homa actively conducts safety hierarchical and categorized safety inspections. In 2022, 1,950 safety inspections of various types were completed. The Company also performs detailed risk level evaluations for each production process and takes appropriate control measures for factors that pose significant negative occupational health and safety risks.

The Company conducts safety reviews and safety assessments before introducing new equipment, new processes and new materials so as to ensure the safe and smooth implementation of new technologies. At the same time, regular production safety inspections and comprehensive internal inspections are carried out in each factory park, which will reduce or eliminate the remaining risks of machines and equipment by increasing technical measures such as safety protection and interlocking for high-risk points. Equipment that requires temperature, pressure and liquid level protection is equipped with monitoring facilities such as safety valves, pressure gauges and liquid level meters, and sensors for alarms, interlocks and other control devices to ensure timely and effective monitoring and disposal of production risks. On the other hand, monthly temperature measurements are conducted on electrical equipment to avoid leakage and excessive temperatures. Lightning protection facilities, pressure vessels, and special equipment are also tested regularly to ensure the safety of production in each factory and to protect the occupational health and safety of employees.



Emergency Disposal

Well-practised emergency disposal and response capability serve as a vital backup for ensuring production safety. High-risk operations and fire-activated operations are strictly subject to approval and on-site control in accordance with the Company's system. On this basis, the Company has also installed smoke alarm systems, combustible gas alarms, float switches and other fire and chemical leakage alarm systems in each factory, along with automatic broadcasting systems, which help management personnel promptly and effectively detect disasters. At the same time, automatic fire extinguishing sprinkler systems and safety ventilation systems have been installed in each factory, while indoor and outdoor fire hydrants are also fully configured, rendering each factory capable of responding to dangerous situations. In order to guarantee the timely evacuation of the personnel involved, the Company has also improved various emergency lighting, emergency evacuation lights, no fireworks and other fire safety signs.

Large-scale Fire Fighting and Rescue Drill

In order to enhance the safety awareness of employees and the emergency response capability of each production line of the Company in response to fires, the Company conducted a large-scale fire-fighting and rescue drill under the theme of "People First and Life First" in 2022 to strengthen employees' proficiency in the use of fire-fighting equipment. The drill involved emergency preparedness, response route planning and the use of fire hydrants, fire trucks, etc. All employees of the seven branches participated in the drill, with more than 700 people involved.



Safety Culture

In terms of work safety training, Homa requires all new employees to complete the safety training on the three levels of factory, workshop and team. Middle-level managers are required to take part in safety knowledge assessment, and all employees are required to complete safety training and fire drills every year to update their safety knowledge promptly and enhance their safety responsibility and awareness.

In addition, the Company also actively carries out safety training for team leaders, fire safety knowledge, inspection and maintenance operations, standardized safety production, hazardous chemicals and certification training for safety production managers. Training re-evaluation and re-education are also provided for special equipment operators, special operation personnel, and key position staff. In 2022, 182 various occupational safety training sessions were conducted, covering a total of 37,101 participants.

Safety Month Knowledge Contest

In June 2022, the first safety knowledge contest was held jointly by the Equipment Department and the General Management Department in celebration of the 21st "National Safety Production Month" under the theme of "Observing Safety Production Law and Bearing the First Responsibility" in order to enhance awareness of safety. The competition was composed of Q&A sessions and safety skills presentations, which combined theories and practical exercises to comprehensively enhance the safety skills and responsibility awareness of Homa employees.



Care for Employees

Homa adheres to a "people-oriented" approach and is committed to providing employees with "warm care" and benefits from multiple dimensions such as health and life. In 2022, Homa continued to optimize and enhance employee care services to continuously improve employees' sense of achievement and belonging.

Cultural and Sports Activities

The Company has set up recreational facilities such as billiard rooms, dance halls, cinemas, gymnasiums, Internet cafes and libraries in the staff dormitory area. At the same time, the Company also actively organizes badminton matches, basketball matches and fun sports activities every year in order to enrich employees' leisure activities and create a harmonious and healthy working environment.



Library in Living Areas for Employees



Cinema in Living Areas for Employees

Welfare and Care

In 2022, Homa organized a diverse range of employee welfare and care activities that delivered holiday wishes, health protection and other care to employees on the basis of fully protecting their basic rights. In addition, Homa also initiated a company-wide donation campaign to help workers with financial difficulties.

Free Screening for Common Women's Diseases

In order to safeguard the reproductive health of female workers, improve their physical health and enhance their awareness of health and self-protection, Homa conducts free screening for common women's diseases for female workers. Meanwhile, treatment and support are provided for female workers who are diagnosed with diseases, so as to provide healthcare and relief for female workers in difficulties. During the course of the screening, the Company registered a total of 257 free health record cards for female employees and completed screening for common women's diseases.



Sending Care to Female Workers on International Women's Day

As International Women's Day, March 8, was around the corner, Homa's Secretary of the Youth League Committee and representatives of the trade union and women's homes came to each branch factory and held meetings to send gifts of appreciation and holiday wishes to single mothers. While demonstrating the Company's humanistic care, the visits also brought the warmth of Homa to every employee.



Care for Homa Interns

Homa often visits interns' dormitories to strengthen the dynamic management of Homa's interns while improving their sense of belonging in a new environment. These visits not only deliver Homa's care, but also enable the Company to have a deeper understanding of the interns' working and living conditions so as to address the students' practical needs more effectively.



Rewarding Society

Homa actively fulfills its corporate social responsibilities by promoting the development of the industry and encouraging all employees to participate in various community service activities. Together with our partners, we will build a better future.

Industry Development

Homa persistently works with industry partners to build a mutually beneficial and profitable industrial environment. The Company actively participates in industry forums and conferences to continuously learn excellent practices and experiences from leading enterprises and demonstrate its own scientific and technological achievements and industry practices. We thereby promote industry exchanges and present new ideas for industrial upgrading.

In 2022, Homa participated in various industry conferences such as the China Household Electrical Appliance Technical Conference, China Refrigerator Industry Symposium, Appliance & Electronics World Expo, Polyurethane Industry Exhibition and Plastic Modification Technology Exchange Conference with the aim of learning and promoting the advanced practices of the industry while actively driving the collaborative development of industry partners.

China Household Electrical Appliance Technical Conference

As an important and authoritative technology communication platform in China's home appliance industry, the 2022 China Household Electrical Appliance Technical Conference took the current technological development trend of the household appliance industry into consideration, and was themed on "wisdom, health, low-carbon, materials". Industry experts and academicians from household appliance-related fields were invited to deliver speeches based on the conference theme. They shared their research results as well as insights and perspectives on the development of the industry technology with fellow industry members. In October 2022, Homa participated in the 2022 China Household Electrical Appliance Technical Conference and shared its development achievements with industry partners.

Community Welfare

With the mission and vision of "rewarding society with a passion for public welfare", Homa is committed to promoting the concept of corporate public welfare, and actively fulfills its corporate social responsibilities to support social welfare. Meanwhile, the Company attaches great significance to the cultivation of the concept of public welfare among employees, encouraging them to pay attention to social issues and urging them to actively participate in various charity activities, so that more social groups in need of charity assistance can receive adequate care and help.

Zhongshan Charity Parade

Homa participated in the Zhongshan Charity Parade in January 2022, which was dedicated to supporting the development of public schools and other educational causes. The Company donated a total of RMB 800,000.

Community Activities for the Chongyang Festival

In order to execute the rural revitalization strategy, Homa organized activities to celebrate the Chongyang Festival and brought companionship and warmth to the elderly in the community in addition to donating RMB 60,000 for the Community Chongyang Festival activity.



Employee Volunteer Services

Employee Volunteer Cleaning Activity

In December 2022, the Homa volunteer team created a clean and comfortable working environment for the Company's employees by clearing leaves and other debris from the Company's entrance, sidewalks and sanitary corners, benefiting employees with practical deeds. Volunteers actively carried forward the spirit of dedication, and further enhanced their awareness of the big picture and service consciousness, which was recognized by the employees of the Company.





GOV

Governance

Pursuing Excellence in Governance

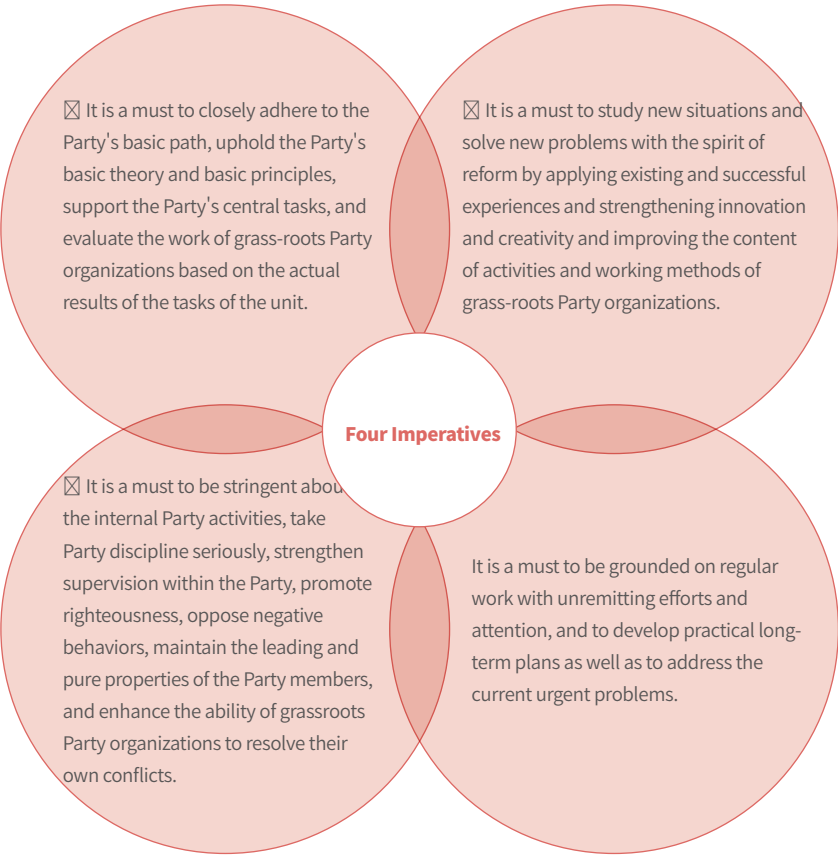
VERNANCE

Party Building Leadership

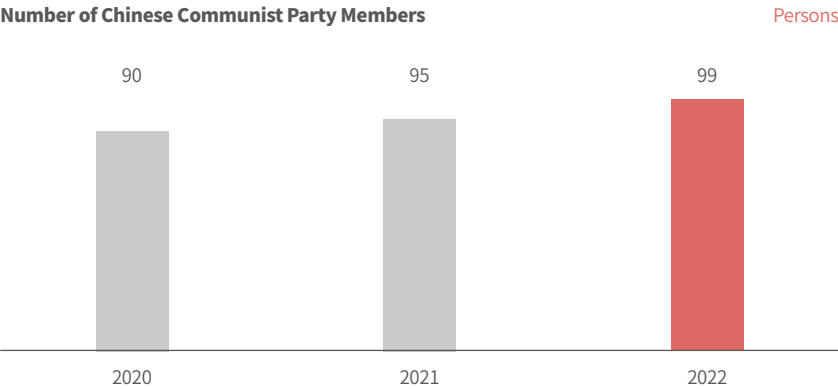
The Party Branch of Homa was established in November 2004, with a total of 99 CPC members as of the end of 2022. Guided by Xi Jinping Thoughts on Socialism with Chinese Characteristics for a New Era as well as the spirit of the 20th National Congress, the Party Branch of Homa actively carries out various party-building activities in accordance with the "four imperatives" party building guidelines.

In 2022, Homa carried out 8 party-building activities in various forms, including theoretical studies and on-site visits. The diversified activities have united Party members, managers and workers, and enhanced their awareness of responsibility and development. The party building has thus been strengthened in an all-rounded manner.

Homa Implements Party Building Guidelines



Number of Chinese Communist Party Members

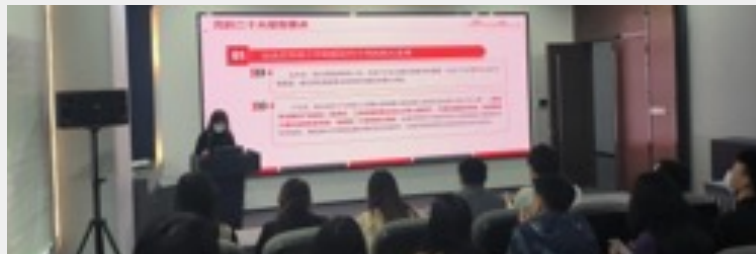


Strengthen Theoretical Study and Improve Political Capability

2022 is an important year for China as it embarks on a new journey toward the second centenary goal of fully building a modern socialist country. With the successful conclusion of the 20th National CPC Congress in 2022 and amidst the nationwide climax to study and promote the spirit of the meeting, Homa required all Party members to strengthen their theoretical studies and improve their political capabilities. By associating theories with practical work, we promote thinking, thought and action, and integrate knowledge with action.

Homa Invited Experts to Illustrate Theories of the 20th National CPC Congress

In order to carry out an in-depth study of the spirit of the 20th CPC National Congress and to improve the theoretical and political awareness of Party members, Homa invited experts to explain the important contents and directions given by General Secretary Xi Jinping in the report of the 20th CPC National Congress to Party members and employees. Through these lectures, the Company facilitated Party members to combine centralized learning with self-learning, and political learning with business and management. Party members and workers actively wrote down study notes with their ideological, theoretical and work competence improved, thus laying a sound business and political theory foundation for the Party work.



Homa carried out Party Day activities on July 1

On July 1, 2022, the Party Branch of Homa visited a red education center, watched "red" films and studied the spirit of Ganzhutan to let Party members review the history of revolution and inherent the "red gene". These activities inspired all Party members to fulfill new responsibilities and make new contributions in the new era, and motivated them to better play the role of the Party organization as a combat bastion and leverage their influence as leading examples.



Visit the Longjiang History and Culture Exhibition Center organized by Homa



Group photo of Homa employees participating in Party Day activities

Strengthening Services, Embodying Humanistic Care

The Party Branch of Homa attaches importance to humanistic care and insists on "people-oriented" operations. It continuously reinforces the logistics service, carries out activities such as the upgrading of activity areas, maintenance of stability during festivals and Party building activities, which enrich the cultural life of Homa's employees and improve their working and living conditions. Through strengthening services, the Party Branch embodies the company's "people-oriented" philosophy.

Upgrading of Party Members' Activity Room and Logistics Management Room

In May 2022, the Party Branch of Homa upgraded the Party members' activity room and logistics management room to provide a more comfortable working and living environment for Homa employees.



Cooperative Party Building with Party Branches of Partners

In February 2022, in order to further deepen the concept of innovation-driven and integrated development, the Party Branch of Homa and the Party Branch of Guangji Hospital and the GaJum company carried out Party-building collaboration and established a platform for communication and learning.

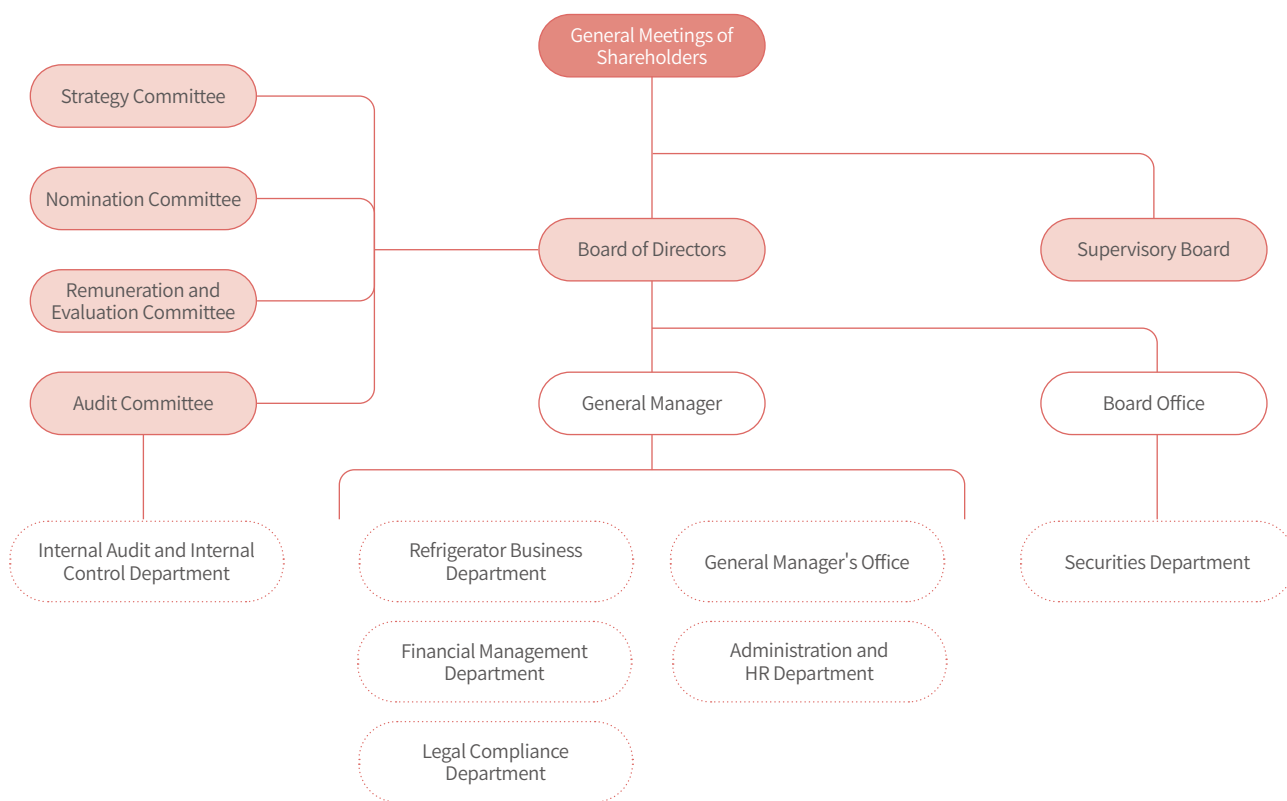


Governance Structure

Homa has established a sophisticated governance structure, with a "three committees and one level" corporate governance structure consisting of the General Meetings of Shareholders, the Board of Directors, the Supervisory Board and the management, with a clear division of powers and responsibilities for each part. This has resulted in a scientific and effective division of responsibilities and a controlled system of checks and balances.

In order to standardize the corporate governance structure, Homa has formulated rules and regulations such as the *Rules of Procedure for the Board of Directors*, *Work System for Independent Directors* and *Rules of Procedure for the Supervisory Board* to ensure the orderly operation of the Company. The Board of Directors has set up four special committees, including the Strategy Committee, the Nomination Committee, the Audit Committee as well as the Remuneration and Evaluation Committee, all of which supervise, cooperate, and restrict each other to effectively control the company's daily production and operations. The Company's Board of Directors currently comprises seven directors, including three independent directors. Meanwhile, the Supervisory Board currently has one employee representative.

In 2022, Homa held one General Meeting of Shareholders, five Board of Directors meetings, four Audit Committee meetings, one Remuneration and Evaluation Committee meeting, one Nomination Committee meeting, and one ESG report initiation meeting. All meetings and voting procedures were executed in accordance with relevant laws and regulations and the Company's *Articles of Associations*.



Protection of Investors' Rights and Interests

The Company convenes and holds shareholders' general meetings in strict accordance with the requirements of the relevant laws and regulations, ensuring proper voting procedures and legal compliance through the presence of lawyers as witnesses. The Company treats all shareholders equally and actively ensures that shareholders, especially small and medium-sized ones, can fully exercise their legal rights by way of online voting and cumulative voting.

Regulation of Information Disclosure

Homa has continuously enhanced information disclosure and actively carried out investor relations management to safeguard the interests of the Company and its shareholders. To ensure compliance and transparency of information disclosure and to protect the legitimate rights and interests of investors, the Company has established an information disclosure system in strict accordance with the relevant laws and regulations as well as the Company's *Articles of Associations*. This allows us to conduct fair, timely, accurate, truthful, and complete information disclosure through channels like e-mail, the Company's website, investor helpline and the interactive platform for investor relations.

Legal Compliance and Risk Control

Homa strictly adheres to the laws and regulations such as the *Company Law*, the *Securities Law*, the *Code of Governance for Listed Companies*, the *Rules for the Listing of Stocks on the Shenzhen Stock Exchange*, and the *Guidelines for the Standardized Operation of Listed Companies on the Shenzhen Stock Exchange*. At the same time, we take into account the Company's circumstances to continuously optimize the corporate governance structure, establish and improve rules and systems of corporate governance as well as internal control in order to ensure the Company's compliance and healthy development.

Risk Control and Supervision

Homa has established and improved the internal control system in accordance with the requirements of the regulatory authorities and the actual circumstances of the Company. We regularly release the Internal Control Self-Evaluation Report and seek to reflect the actual situation of the Company's internal control in a comprehensive, true and accurate manner.



Business Ethics

Homa has always adhered to the principles of equality, mutual benefit, and win-win cooperation. It continuously strengthens internal integrity management and has formulated the *Integrity Management Code* to regulate business operations and eliminate violations of business ethics such as commercial bribery, unfair competition, and so on.

Homa has always maintained "zero tolerance" attitude towards corruption. The Company strictly abides by the national laws and regulations related to anti-corruption and complies with the *United Nations Convention against Corruption*, while consistently improving its anti-corruption system to prevent the occurrence of corruption. The Company has also established an internal anti-corruption reporting system, which provides various feedback channels such as the telephone hotline and e-mail. At the same time, we have strengthened our integrity culture and training across the board to create an honest and clean atmosphere in the Company. The Company was not involved in any corruption litigation cases in 2022.

We are committed to creating an open, equal and fair competitive environment. In response to the call for a policy to resolutely combat monopoly and unfair competition, we have continuously strengthened our antitrust and unfair competition management. The Company has regulated unfair competition in its compliance management system and reached a consensus on the relevant terms in the agreement with the partner.

Information Security

Amid the growing concern for data privacy and security in society and the country, Homa has continuously improved its internal information security management system to protect the data privacy of employees and customers in all aspects.

Homa has developed a comprehensive information security management system in accordance with relevant laws and regulations. In 2022, the Company released a total of 7 various information security management policies and put in place weekly security inspection reports in addition to the security audit system so as to improve the Company's information security management capability in all aspects. At the same time, the Company has established an information security team and appointed an information security commissioner who is responsible for information security coordination, planning, auditing and specific implementation of information security measures to ensure the effective implementation of relevant systems. The Company also sets annual targets for information security and carries out holistic enhancements around three major areas including network security, server security, and terminal security through systematic gap-filling and special information security checks with the help of external companies.

Homa places emphasis on the construction of information security culture. In 2022, the Company successfully conducted three information security training sessions attended by 151 people. We plan to continuously expand the scope and boundary of information security awareness enhancement programs in order to comprehensively enhance the awareness of information security protection among our employees.

Network Security

- Auditing and optimization of server extranet permissions and extranet ports
- VPN account auditing and port-based authorization
- Auditing of server networks, wireless networks and port-based authorization
- Auditing of production network security and high-availability network drill

Server Security

- Data backup audit and data recovery drill
- Server baseline inspection, vulnerability inspection and fixation
- Establishment of inspection mechanism for security equipment

Terminal Security

- Improvement of terminal antivirus mechanism
- Regular auditing of file uploading, copying and downloading by the desktop management system to effectively prevent data loss or leakage

Outlook for the Future

Despite being confronted with the relatively weak demand and unfavorable market situation in the global refrigerator and freezer industry in 2022, Homa took active measures to cope with the situation, strengthen our foundation, forge ahead and achieve significant progress and breakthroughs. In the future, the Company will follow the development trends of the industry and maintain our competitive advantage in exports, supplemented by the continuous development of our own brand. At the same time, we will continue to optimize our product portfolio and increase the market share of mid-to-high end products, in order to bring our development from a quantitative growth in scale to a new stage of sustainable development with simultaneous expansion in scale as well as quality and efficiency. Moreover, in order to achieve high-quality development and secure a foothold in the long term, we will continue to promote the construction of our sustainability management system and implement institutionalized measures to standardize relevant management in order to fulfill longer-term development goals.

Green development is an important element in the pursuit of ecological civilization, high-quality development, and Chinese modernization. While actively responding to the national "dual carbon" strategic goals, Homa is leading the way in low-carbon development with green production and green products. In the future, we will further improve our production processes and further advance the progress of green development by building green factories, refining our manufacturing operations, increasing the use of clean energy, and implementing energy-saving improvements. Meanwhile, Homa is also actively promoting smart manufacturing. Through the introduction of more intelligent production equipment and processes, Homa further accelerates the construction of information, intelligence and digital transformation and upgrading in order to improve production efficiency and quality. Homa will be able to produce 3 million air-cooled refrigerators per year with the smart manufacturing base we are currently building. With this, the company will develop into one of the the fastest-growing and the most competitive specialized refrigeration equipment suppliers.

In terms of product design, Homa will always strive to deliver more energy-efficient, environmentally friendly and healthy products to consumers. We will improve the degree of intelligence of our products through digital technology to provide consumers

with a more convenient and intelligent experience. Meanwhile, we will continue to encourage technological innovation and new material applications, incorporate environmental health and market development into our strategy, and upgrade energy efficiency. Aside from exploring the pain points associated with promoting new products, Homa will intensify its research on the practicality and adaptability of new products, and provide a diversified product selection catalogue to customers in order to increase the proportion of products with large capacities.

In the future, Homa will continuously enhance the rights and interests of employees, ensure a diverse and equal workplace, and provide various training programs along with a clear corporate ladder. In this regard, the Company will place a greater focus on the health of employees and strengthen safety production and management in order to ensure their well-being. As part of its commitment to public welfare, Homa will enhance its social responsibility and give back to the community through intensifying public welfare activities. We will actively participate in charitable initiatives, express our concerns for the disadvantaged and make more contributions towards society.

In terms of governance, Homa will continue to regulate the General Meeting, the Board of Directors, and the Supervisory Committee on a day-to-day basis in accordance with the relevant laws and regulations. As part of this, the Company is continuously improving its corporate governance structure, its internal management system, its internal controls, and its governance level. To ensure sustainable, healthy, and stable growth, we will further improve our management system, implement a collective control system, and further standardize and normalize corporate management.

With our collective efforts, we will rise and advance, gather momentum to become stronger, and propel ourselves to greater heights. In the future, the Company will continue to uphold the mission of "providing the most competitive products for global customers and clients" while keeping refrigerator products at the forefront of our development strategy. Therefore, we will continue to focus on green operations, R&D innovation, smart manufacturing, employee care, social welfare, and corporate governance in order to ensure every Homa refrigerator is well-built with a sustainable mindset.



Key Performance Tables

Environmental Performance			
	Key Performance Indicators	Unit	2022 Data
Environment Management	Investment on Environment Protection	10,000 RMB	100.19
	Diesel consumption	Liter	176,087
	Natural gas consumption	Cubic meter	224,270
	Consumption of electricity purchased externally	kWh	129,675,635
	Percentage of renewable energy	%	8
	Electricity generated by solar power	kWh	6,794,291
	Amount of packaging materials used	Ton	8,572,701
Water Usage	Amount of water clear	Ton	808,333
Greenhouse Gases Emissions Management	Total greenhouse gas emissions	Tons of carbon dioxide equivalent	14,690
	Hazardous waste emissions	Ton	119.204
	Non-hazardous waste emissions	Ton	6,905.459
	Waste liquid from paint	Ton	0
	Waste paint residue	Ton	2.52
	Oily wastewater	Ton	12.884
	Empty drums	Ton	9.541
Waste Management	Other hazardous wastes	Ton	94.259
	Waste paper cartons	Ton	608
	Plastic wastes	Ton	1,380
	Waste plastic foam (EPS)	Ton	0

Social Performance			
	Performance Indicators	Unit	2022 Data
Economic Performance	Operating revenue	RMB	7,842,731,367.72
	Total assets	RMB	6,591,388,505.83
Care for Employees	Total number of employees	Person	8,854
	Number of male employees	Person	6,059
	Number of female employees	Person	2,759
	Percentage of female senior managers	%	19
	Labor contract signing rate	%	100
	Social insurance coverage rate	%	100
	Number of days of paid annual leave	Day	10
	Number of employees from ethnic minorities	Person	1,859
	Number of employees with disabilities	Person	99
	Total number of employees participated in training	Person	51,246
	Total employee training hours	Hour	59,039
	Number of work-related deaths	Person	0
	Number of work-related injuries	Person	78
Occupational Health and Safety	Total number of days lost due to work-related injuries	Day	425
	Investment in safe production	10,000 RMB	421
	Number of safety inspections	Times	1,950
	Number of occupational health and safety training sessions conducted	Times	182
	Number of persons covered by occupational health and safety training	Person	37,101
	Investment in R&D	RMB	321,847,619.48
R&D and Innovation	Number of innovative research projects	No.	16
	Number of R&D personnel	Person	708
	Number of patents granted	No.	20
Customer Service	Customer satisfaction rate	%	94.12
Suppliers	Number of suppliers in Chinese mainland	No.	1,779
	Number of suppliers in other regions	No.	12
Social Public Welfare	Monetary donation	RMB	89
	Number of volunteers	Person	50
	Volunteer hours	Hour	100

Reporting Index

Global Reporting Initiative (GRI) Standards

Homa has reported the information referenced in this GRI internal index with reference to the GRI standards for the period January 1, 2022 to December 31, 2022.

GRI Standards	Disclosure	Listed Segment
GRI 2: General Disclosures 2021	2-1 Organizational details	About Homa
	2-2 Entities included in the organization's sustainability reporting	About the Report
	2-3 Reporting period, frequency, and contact point	About the Report
	2-4 Restatements of information	About the Report
	2-6 Activities, value chain and other business relationships	Talent Development, Key Performance Tables
	2-7 Employees	Governance Structure
	2-9 Governance structure and composition	Governance Structure
	2-11 Chair of the highest governance body	Governance Structure
	2-12 Role of the highest governance body in overseeing the management of impacts	ESG Management
	2-13 Delegation of responsibility for managing impacts	ESG Management
	2-14 Role of the highest governance body in sustainability reporting	ESG Management, Governance Framework
	2-16 Communication of critical concerns	Stakeholder communication, Talent Development
	2-17 Collective knowledge of the highest governance body	ESG Management, Legal Compliance and Risk Control
	2-19 Remuneration policies	Talent Development, Governance Structure, Key Performance Tables
	2-20 Process to determine remuneration	Talent Development, Governance Structure, Key Performance Tables
	2-23 Policy commitments	Talent Development, Governance Structure
	2-24 Embedding policy commitments	ESG Management
	2-25 Processes to remediate negative impacts	Product Quality and Safety
	2-26 Mechanisms for seeking advice and raising concerns	Stakeholder communication, Talent Development, Governance Framework
	2-27 Compliance with laws and regulations	Green Production, Product Quality and Safety, R&D and Innovation, Talent Development, Governance Structure, Compliance and Risk Control, Business Ethics, Information Security
GRI 3: Material Topics 2021	2-29 Approach to stakeholder engagement	Stakeholder communication
	2-30 Collective bargaining agreements	Talent Development
	3-1 Process to determine material topics	Materiality Analysis
GRI 201: Economic Performance 2016	3-2 List of material topics	Materiality Analysis
	3-3 Management of material topics	Materiality Analysis
	201-1 Direct economic value generated and distributed	Key Performance Tables
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Rewarding Society
GRI 204: Procurement Practices 2016	204-1 Proportion of expenditure on local suppliers	Product Quality and Safety, Key Performance Tables
GRI 205: Anti-corruption 2016	205-1 Operation offices assessed for risks related to corruption	Business Ethics
	205-2 Operation offices assessed for risks related to corruption	Business Ethics
	205-3 Confirmed incidents of corruption and actions taken	Business Ethics

GRI Standards	Disclosure	Listed Segment
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices.	Business Ethics
	301-1 Materials used by weight or volume.	Key Performance Tables
GRI 301: Materials 2016	301-2 Recycled input materials used	Green Industry Chain
	301-3 Reclaimed products and their packaging materials	Green Industry Chain
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Green Production, Green Culture
	302-4 Reduction of energy consumption	Green Production, Green Culture
	302-5 Reductions in energy requirements of products and services	Green Production, Green Culture
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	Green Production
	303-3 Total water withdrawal	Green Production, Green Culture
	303-5 Water consumption	Green Production
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Key Performance Tables
	305-2 Energy indirect (Scope 2) GHG emissions	Key Performance Tables
	305-4 GHG Emissions Intensity	Key Performance Tables
	305-5 Reduction of GHG Emissions	Green production, Key Performance Tables
GRI 306: Waste 2020	306-1 Waste production and its significant impacts	Green Production
	306-2 Management of waste-related significant impacts	Green Production
	306-3 Wastes produced	Green production, Key Performance Tables
	306-4 Wastes transported from disposal	Green Production
	306-5 Wastes in disposal	Green Production
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Green Production, Green Industry Chain
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees (excluding temporary or part-time employees)	Talent Development
	403-1 Occupational health and safety management system	Talent Development
	403-2 Hazard identification, risk assessment, and incident investigation	Talent Development
	403-3 Occupational health services	Talent Development
GRI 403: Occupational Health and Safety 2018	403-4 Occupational health and safety affairs	Talent Development
	403-5 Worker training on occupational health and safety	Talent Development
	403-6 Promotion of worker health	Talent Development
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Talent Development
	403-8 Workers covered by an occupational health and safety management system	Talent Development
	403-9 Work-related injuries	Talent Development, Key Performance Tables
	403-10 Work-related health issues	Talent Development
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Talent Development, Key Performance Tables
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent Development
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Talent Development
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Green Industry Chain, Product Quality and Safety
	414-2 Negative social impacts in the supply chain and actions taken	Green Industry Chain, Product Quality and Safety

HKEX Environmental, Social and Governance Reporting Guide

A. Environmental		Chapter
Aspect A1: Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. Note: -Air emissions include NO _x , SO _x , and other pollutants regulated under national laws and regulations. -Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride. Hazardous wastes are those defined by national regulations.	Green production, Key Performance Tables
A1.1	The types of emissions and respective emissions data	Green production, Key Performance Tables
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production Volume, per facility)	Green production, Key Performance Tables
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate intensity (e.g. per unit of production volume, per facility).	Green production, Key Performance Tables
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Green production, Key Performance Tables
A1.5	Description of emissions target(s) set and steps taken to achieve them.	Green Production
A1.6	Description of how hazardous and non-hazardous wastes are handled, and description of reduction target(s) set and steps taken to achieve them	Green Production
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials. Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.	Green production
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Green production, Key Performance Tables
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Green production, Key Performance Tables
A2.3	Description of energy use efficiency initiatives and results achieved.	Key Performance Tables
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	Green production
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Key Performance Tables
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	Green Production
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Green Production
B. Social		Chapter
Employment and Labor Practices		
Aspect B1: Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Talent Development
B1.1	Total workforce by gender, employment type (e.g. full-time or part-time), age group and geographical region.	Talent Development, Key Performance Tables
Aspect B2: Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. Recommended Disclosures	Talent Development
B2.1	Number and rate of work-related fatalities in the last three years (including reporting year)	Key Performance Tables

B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Talent Development
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for performing duties at work. Description of training activities. Note: Training refers to vocational training. It may include internal and external courses paid by the employer.	Talent Development
B3.2	The average training hours completed per employee by gender and employee category.	Talent Development
Aspect B4: Labor Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.	Talent Development
B4.1	Description of measures to review employment practices to avoid child and forced labor	Talent Development
B4.2	Description of steps taken to eliminate such practices when discovered.	Talent Development
Operating Practices		
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Product Quality and Safety
B5.1	Number of suppliers by geographical region.	Product Quality and Safety, Key Performance Tables
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Product Quality and Safety
B5.3	Description of practices used to identify environmental and social risks on every link of the supply chain, and how they are implemented and monitored.	Green Industry Chain, Product Quality and Safety
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Green Industry Chain, Product Quality and Safety
B. Social		Chapter
Aspect B6: Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Product Quality and Safety
B6.2	Number of complaints of products and service received and how they are dealt with.	Product Quality and Safety
B6.3	Description of practices relating to observing and protecting intellectual property rights.	R&D and Innovation
B6.4	Description of quality assurance process and recall procedures.	Product Quality and Safety
B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Product Quality and Safety, Information Security
Aspect B7: Anti- corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Compliance and Risk Control, Business Ethics
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Business Ethics, Key Performance Tables
B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Business Ethics
B7.3	Description of anti-corruption training provided to directors and staff.	Party Building Leadership
Community		
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Rewarding society
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	Rewarding society
B8.2	Resources contributed (e.g. money or time) to the focus area.	Rewarding society, Key Performance Tables



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