

Stock code: 838402



ANNUAL REPORT ON ENVIRONMENTAL, SOCIAL, AND CORPORATE GOVERNANCE Henan Silane Technology Development Co., Ltd.





Henan Silane Technology Development Co., Ltd.

- & Company Phone: 0374-8510022
- 🖾 Company e-mail: hnsilanezg@163.com
- S Address: Xiangcheng County, Xuchang City, Henan Province, coal coking recycling economy industrial park
- Company website: www.hnsilane.com







CONTENT

About This Report	03
Chairman' s Address	s 05
Introduction of Silan Technology	e 07
Company Profile	07
Corporate Culture	07
Development History	08
Business Layout	09
Major Products	09
Corporate Honors	11
Key Figures 2024	13

15 Corporate Governance Chapter

Practicing Sustainable Development	17
Commitment to Corporate Governance	23
Compliance with Business Ethics	27

Z9 Environmental Compliance Chapter

Climate Actions	31
Practicing Environmental Protection	34
Improving Resource Utilization	42



Industry Value Chapter

Focusing on R&D Innovation	49
Ensuring Product Quality	54
Protecting Customer Rights	57
Sustainable Supply Chain	59
Protecting Information Security	63

65 Better Living Chapter

Legal and Compliant Employment	67
Employee Training and Development	73
Occupational Health and Safety	76
Engaging in Public Welfare Activities	83





Appendix

85

Index table	85
Feedback Form	87

About This Report

This is the maiden Environmental, Social, and Governance (ESG) report issued by Henan Silane Technology Development Co., Ltd. (hereinafter referred to as "Silane Technology," "the Company," or "we"). Committed to the principles of objectivity, standardization, transparency, and comprehensiveness, this report offers a comprehensive disclosure of our practices and achievements in environmental sustainability, social responsibility, and corporate governance throughout the year 2024.



This report centers on "Henan Silane Technology Development Co., Ltd." as the primary subject. Unless otherwise noted, the scope of this report mirrors that of our annual report.

Time Frame

January 1, 2024 to December 31, 2024 (the "Reporting Period"). In order to enhance the comparability and forward-looking nature of this report, some of the contents are backdated or forward-looking as appropriate. This report is issued on an annual basis, in line with the financial year.

Compilation Basis

- Guidelines for the Preparation of Sustainability Reports of Listed Companies on the Beijing Stock Exchange issued by the Beijing Stock Exchange
- Guidelines for Continuous Supervision of Listed Companies on the Beijing Stock Exchange No. 11 Sustainable Development Report (Trial) issued by the Beijing Stock Exchange
- Global Reporting Initiative (GRI) Sustainability Reporting Standards (GRI Standards)
- The 2030 Agenda for Sustainable Development Goals (SDGs) adopted by the United Nations
- Climate-related Financial Disclosure (TCFD) Framework
- Guiding Opinions of the State-owned Assets Supervision and Administration Commission of the State Council on the High Standards of Central Enterprises in Fulfilling Social Responsibility in the New Era

Data Description

The sources of data used in the report include the original data of the company's actual operation, public data from government departments, annual financial data, relevant internal statistical reports, third-party questionnaires and third-party evaluation interviews. The financial data in this report is in RMB, and if there is any inconsistency with the financial report, the financial report shall prevail.

Interpretation Notes



Report Access

The electronic version of the report can be downloaded from the Beijing Stock Exchange (https://www.bse.cn/) and the website of Henan Silane Science and Technology Development Co., Ltd. (www.hnsilane.com), and obtain more information about the company. The report is published in Chinese and English. When there is any ambiguity or conflict between the two language texts, please refer to the Chinese version.

Confirmation of Approval

This report was approved by the Board of Directors of the Company on April 29, 2025. The Board of Directors undertake monitor the contents of the report and ensure that it does not contain any false information or misleading statements an responsible for the truthfulness, accuracy and completeness of its contents.

Feedback

If you have any comments or suggestions on the sustainable development of our company, please feel free to give us feedback through the following contact information to help us continuously improve our report.

Company Phone: 0374-8510022

Company Fax: 0374-8512902

Company website: www.hnsilane.com

Company e-mail: hnsilanezg@163.com

Address: Xiangcheng County Coal Coking Circular Economy Industrial Park, Xuchang City, Henan Province

Annual Report on Environmental, Social, and Corporate Governance 03/04

Content of Interpretation

Henan Silane Technology Development Co., Ltd.

Beijing Stock Exchange

China Pingmei Shenma Holding Group Co., Ltd.



Chairman's Address





With the rapid development of global economy, the concept of sustainable development is becoming more and more popular. Henan Silane Technology Development Co., LTD (hereinafter referred to as "Silane Technology") has always been adhering to the original intention, and is committed to realizing the long-term development of the enterprise, contributing our wisdom and strength to the prosperous development of the fine chemical industry, and contributing to the construction of a better future.

In terms of Corporate Governance, we insist on the standardization and strengthening the cornerstone of governance. The Company always adheres to the principle of "orderly governance, solid enterprise", constantly improves the corporate governance structure, ensures the transparency and compliance of the company's operation, actively fulfills the obligation of information disclosure, and discloses the company's operation and financial status to the shareholders and the public in a timely manner to enhance the credibility of the Company and social recognition.

In Terms of Environmental Protection. Silane Technology upholds green principles and promotes low-carbon production. Adhering to the path of "Green Leadership, Sustainable Development," we strictly comply with national environmental regulations, increases environmental protection investments, and introduces advanced environmental technologies and equipment to reduce pollution emissions during production. Meanwhile, the Company actively advocates for eco-friendly concepts such as green office practices and sustainable commuting, encouraging employees to participate in environmental initiatives to collectively contribute to environmental protection.

In Terms of Industrial Development. With innovation as its core, Silane Technology shares the fruits of value creation. Recognizing innovation as the primary driver of development, the Company implements the strategy of "Revitalizing Enterprise through Technology, Serving the Nation through Industry," focusing on technological R&D and product innovation to continuously enhance product quality and service standards. It provides customers with safer and more efficient gas products and services while actively collaborating with upstream and downstream partners to promote industrial synergy, achieving resource sharing and mutual benefits.

In Terms of Employee Management. Silane Technology adopts a people-oriented approach to build a talent hub. Guided by the philosophy of "Safeguarding Rights, Uniting Hearts," the Company integrates "providing the best platform for employee development" into its corporate mission, respecting employees' rights and dignity while supporting their growth. The Company remains committed to improving welfare benefits, refining training mechanisms, and offering broader career development opportunities, fostering a positive work environment that enhances employee engagement and cohesion.

In Terms of Social Contribution. With gratitude, Silane Technology actively fulfills its social responsibilities. Understanding the symbiotic relationship between enterprises and society, the Company embeds the principle of "Public Welfare with Shared Commitment, Harmony through Joint Progress" into its actions. It participates in social welfare initiatives, including environmental projects and charitable donations, to give back to society.

Moving forward, Silane Technology will continue to pursue sustainable development as its core strategy, further advancing green initiatives, strengthening innovation capabilities, optimizing employee benefits, and fulfilling social responsibilities. With an open mindset, the Company will collaborate with all stakeholders to jointly shape a brighter future for the gas industry.

Annual Report on Environmenta, Social, and Corporate Governance 05/06

Chairman of Henan Silane Technology Development Co., Ltd.

Introduction of Silane Technology

Company Profile

Henan Silane Technology Development Co., Ltd. (Stock Code: 838402), a subsidiary under China Pingmei Shenma Group, was established in May 2012 and is headquartered in Xiangcheng County, Xuchang City, Henan Province. As of 2024, the company has over 700 employees.

Specializing in the R&D and production of new energy and advanced materials, Silane Technology focuses on the development, manufacturing, sales, and technical services of hydrogen-silicon material products. Recognized as a pilot enterprise for mixed-ownership reform in Henan Province, it serves as a core player in building the province's billion-yuan high-purity silicon materials industrial cluster. In 2020, the company initiated its listing process on the Beijing Stock Exchange (BSE) and successfully went public on September 28, 2022.



To build a domestically leading and internationally first-class silicon-hydrogen materials industrial cluster

Enterprise Development, Employee Prosperity _____

The Silicon-Hydrogen "Thousand, Ten thousand, Hundred million" Initiative: Zone-refined silicon at "thousand-ton" scale, silane gas at "ten-thousand-ton" scale, and high-purity hydrogen at "hundred-million-cubic-meter" scale.



(fb)

0

Ø

2024 Annual Report on Environmental, Social, and Corporate Governance

Business Layout

As a professional silicon-hydrogen materials company, Silane Technology's current main products encompass hydrogen (including industrial hydrogen and high-purity hydrogen) and electronic-grade silane gas. In accordance with the company's strategic development plan, Silane Technology has established two core strategic lines focusing on silicon and hydrogen respectively, gradually building a business framework based on industrial gases and led by electronic-grade silane gas, while actively expanding into the specialty gases industry. Through the extension and complementation of silicon and hydrogen industrial chains, the Company is committed to strengthening and developing new materials and new energy businesses. While maintaining stable development in existing business sectors such as photovoltaic, LCD panel, and semiconductor industries, the Company is actively exploring cutting-edge markets including silicon-carbon anode materials and hydrogen energy.

Major Products

Electronic-Grade Silane Gas

With an annual production capacity of 6,100 tons, Silane Technology operates three production facilities that can all maintain stable, safe and uninterrupted silane gas production. The Company possesses over 160 torpedo tube trailers for packaging, ensuring sufficient transportation capacity. Third-party testing confirms that the electronic-grade silane gas produced achieves purity levels of 7N or higher, with all product indicators surpassing the national standard Gas for Electronic Industry - Silane (GB/T 15909-2017).



Electronic-Grade (Zone-Melting Grade) Polysilicon

The Company has made significant investments in constructing a 500-ton/year semiconductor silicon materials project. Currently, the Phase I project with an annual production capacity of 250 tons has been completed and put into operation, including 100 tons/year of electronic-grade polysilicon and 150 tons/year of zone-refined grade polysilicon. Electronic-grade polysilicon serves as a key fundamental material for integrated circuit manufacturing, primarily used in electronic devices and chips. Zone-refined grade polysilicon represents the high-end product category of electronic-grade polysilicon and serves as the core raw material for zone-refined monocrystalline silicon wafers, characterized by low oxygen content, high minority carrier lifetime, and high resistivity. It is mainly used in electronic chips, high-power rectifier devices, high-power transistors and other applications.



High-Purity Hydrogen

Currently, our company possesses a high-purity hydrogen production capacity of 16 million cubic meters/year. The downstream applications of the Company's high-purity hydrogen have expanded to multiple industries including hydrogen fuel, power generation (for generator set cooling), pharmaceuticals, semiconductors and others.



Industrial Hydrogen

The company possesses an industrial hydrogen production capacity of 376 million cubic meters/year. Utilizing coke oven gas to produce hydrogen, the company enjoys advantages including low cost and large supply volume, demonstrating strong regional resource and customer advantages.



Annual Report on Environmental, Social, and Corporate Governance 09/10

Corporate Honors





河南硅烷科技发展股份有限公司 博士后创新实践基地

Base for Postdoctoral Innovation and Practice

河南省人力资源和社会保障厅 制发河南省博士后管理委员会 二〇二二年七月



2024 11/12 Annual Report on Environmental, Social, and Corporate Governance



授予:二〇二一年度 科技工作先进单位 中国平煤神马能源化工 集团有限责任公司 二〇二二年五月





Key Figures 2024



Operating Revenue

Governance Performance

Ę

705.4325 million yuan

Number of Shareholders' Meetings Held

6

Total Profit

84.4353 million yuan

Percentage of Independent Directors

37.50%

Percentage of Female Directors

25.00%



Total Employees

704 people

Performance

Research and Development Personnel

85_{people}

Research and Development Investment

24.6343 million yuan

Environmental

Comprehensive Energy Consumption Intensity

Performance

0.33 tons of standard coal equivalent per 10,000 yuan revenue

Pollutant Compliance Rate

100%



Annual Report on Environmental, Social, and Corporate Governance 13/14

Work Safety Investment

7.6660 million yuan

Employee Training Coverage Rate

100%

Greenhouse Gas Emission Intensity (Scope 1 and Scope 2)





Corporate Governance Chapter

Facing the new requirements of development in the new era, Silane Technology continues to improve its corporate governance system, effectively strengthens risk monitoring and prevention, comprehensively safeguards shareholder rights, actively practices business conduct standards, enhances integrity culture construction, and collaborates with stakeholders to consolidate foundations and accumulate momentum.

- **O** Practicing Sustainable Development
- O Commitment to Corporate Governance
- O Compliance with Business Ethics



Annual Report on Environmental, Social, and Corporate Governance 15/16

Practicing Sustainable Development

Governance

To ensure the efficient advancement of ESG initiatives, Silane Technology has established a top-down ESG governance framework comprising the "Decision-Making Level - Management Level - Implementation Level." The Board of Directors, as the highest decision-making body, oversees, reviews, and makes decisions on economic, environmental, and social issues, ensuring ESG principles are deeply integrated into the company's development strategy and daily operations. This enhances the company's overall performance in the field of sustainable development.



Stakeholder Engagement

Silane Technology places high importance on communication with stakeholders, actively identifying and thoroughly understanding their expectations and demands. By establishing regular communication mechanisms, the company maintains two-way dialogue with stakeholders and provides timely and effective responses.



Annual Report on Environmental, Social, and Corporate Governance

ds	Communication & Response
gulations opment	 Adherence to legal requirements Timely tax payments Social responsibility initiatives
jement	 Optimized governance framework Enhanced risk management Improved investor communication channels
s	 Strengthened quality assurance Improved service standards Enhance technological innovation Sustainable supply chain development
benefits g	 Compliance with labor standards Refined compensation policies Robust OHS management Clear promotion pathways Comprehensive training programs
	 Energy conservation & emission reduction Public benefit activities
	 Participation in industry conferences Contribution to standard-setting
	Timely disclosuresMedia interviews and exchanges

Materiality Assessment Management

Silane Technology refers to the evaluation methodologies outlined in domestic and international disclosure standards, including the Guidelines for Preparing Sustainability Reports by Beijing Stock Exchange Listed Companies, GRI 3: Material Topics, European Sustainabili ty Reporting Standards (ESRS), and IFRS S1 General Requirements for Disclosure of Sustain-ability-related Financial Information. By incorporating the analytical perspectives of impact materiality and financial materiality, the company identifies and assesses material topics t hrough the following implementation steps:

Materiality Assessment Process	Analytical Methods
Step 1: Understand Company Contex	 Macro-environment analysis based on global megatrends and China's industrial development trends Industry benchmarking analysis Business model evaluation Identification of stakeholders and associated impacts, risks, and opportunities
	·
Step 2: Preliminary Topic Screening	The company establishes a sustainability topic library by referencing frameworks including Global Reporting Initiative (GRI), UN Sustainable Development Goals (SDGs), Sustainability Accounting Standards Board (SASB), MSCI ESG Research, and comparing with material topics of domestic and international peers.
\checkmark	J
Step 3: Materiality Evaluation	 3-1 Impact Materiality Assessment The company analyzes the potential or actual positive or negative impacts of various topics on the external environment, society and economy through stakeholder questionnaires, with 312 valid responses collected. 3-2 Financial Materiality Assessment Through analysis of influencing factors, dependencies and other elements, combined with expert judgment and departmental questionnaires (22 responses in total) assessing the likelihood of topics occurring and their potential financial impact, the company identifies and evaluates risks and opportunities related to relevant topics, thereby assessing topics with financial materiality.
Step 4: Topic Validation	The company develops impact materiality and financial materiality topic lists to ensure transparent, balanced and comprehensive disclosure of relevant topics in the report.

Based on collected questionnaires, the company analyzes from both impact materiality and financial r a materiality matrix.



2024 10 Annual Report on Environmental, Social, and Corporate Governance

Indicators, Targets and Achievements

As a leading silicon-hydrogen materials producer in China, Silane Technology recognizes its responsibilities in environmental protection, social responsibility and sustainable development while advancing industry progress. The Company is committed to establishing and implementing comprehensive sustainability management targets, driving the industry toward greener, more efficient and harmonious development through technological innovation and green transformation.

SDGs	Sustainable Development Goals	Corresponding Section	Company Initiatives
ND Poverty Ř¥ŘŘŘŤ	End poverty in all its forms everywhere	Better Living Chapter	Strengthen social responsibility, provide employment opportunities, and enhance community governance effectiveness
GOOD HEALTH AND WELL-BEING	Ensure healthy lives and promote well-being for all at all ages	Better Living Chapter	Maintain safe operations, conduct safety training and occupational disease prevention to provide safe and healthy working environments
QUALITY EDUCATION	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	Better Living Chapter	Establish training bases to provide accessible, flexible and efficient learning resources for all employees
GENDER EQUALITY	Achieve gender equality and empower all women and girls	Better Living Chapter	Eliminate workplace gender discrimination, guarantee maternity and breastfeeding leave rights to protect female employees' interests
CLEAN WATER AND SANITATION	Ensure availability and sustainable management of water and sanitation for all	Environmental Compliance Chapter	Promote water conservation, improve wastewater treatment and enhance water resource utilization
AFFORDABLE AND CLEAN ENERGY	Ensure access to affordable, reliable, sustainable and modern energy for all	Environmental Compliance Chapter	Practice green office initiatives, advance photovoltaic wall projects and increase clean energy usage
DECENT WORK AND ECONOMIC GROWTH	Promote sustained, inclusive and sustainable economic growth, full employment and decent work for all	Better Living Chapter	Prohibit forced labor, adopt diversified recruitment channels to safeguard employee rights





Strengthen global partnerships for sustainable development

build effective institutions

Industry Value

2024 21/22 Annual Report on Environmental, Social, and Corporate Governance

Section	Company Initiatives
Chapter	Enhance innovation systems, establish R&D platforms, encourage innovation and strengthen IP protection
hapter	Advocate equal and diverse workplace environments ensuring fair treatment in recruitment, compensation, training and promotion
Chapter	Strengthen product quality management, optimize customer service and protect consumer rights
mpliance	Respond to dual-carbon goals, promote energy conservation and reduce greenhouse gas emissions
mpliance	Undertake biodiversity protection responsibilities and monitor project impacts on biodiversity
ice Chapter	Ensure compliant operations, standardize governance procedures, improve internal controls and strengthen investor relations
Chapter	Strengthen the introduction, development, audit, evaluation and classification management of suppliers, continuously optimize the daily control of suppliers, and promote the sustainable development of the supply chain.

porate Governance

nd normative documents including the Company Law, Securities Law, d comprehensive governance documents such as the Articles of Ass enhance corporate governance standards.

nd management rights through its modern governance structure irectors (with specialized committees), Supervisory Board, and rly defined responsibilities and authorities to ensure standardized d interests of both the company and all shareholders.



Shareholders' Meetings

Silane Technology strictly adheres to the provisions and requirements of the Articles of Association and the Rules of Procedure for Shareholders' Meetings in convening and organizing shareholders' meetings. The Company conducts proposal notifications, resolutions, and announcements in accordance with the rules of procedure to ensure that all shareholders, particularly minority shareholders, can exercise their voting rights equally and effectively. During the reporting period, the Company held 6 shareholders' meetings via a combination of on-site and online voting, deliberating on 21 proposals.

Board of Directors

To fully leverage the decision-making role of the Board of Directors, Silane Technology has formulated the Rules of Procedure for the Board of Directors. The Board strictly follows these rules in its operations, convening regular meetings to deliberate and decide on major matters related to the Company's management, thereby fulfilling its role as the central decision-making body.

The Board has established four specialized committees: the Strategy Committee, the Audit Committee, the Nomination Committee, and the Remuneration and Performance Evaluation Committee. Committee members diligently perform their duties in accordance with the Articles of Association and the Board's mandates. Leveraging their profound expertise and rigorous professionalism, they provide scientifically sound recommendations to the Board, ensuring the Company's compliant operations.

Diversity and Independence of the Board

Silane Tech rigorously follows the director election procedures stipulated in the Articles of Association and places high importance on the diversity of the Board's composition. Factors such as gender, age, cultural background, education, professional experience, and skills are comprehensively considered. The Board members possess extensive expertise in fields such as chemical engineering and accounting, providing a solid foundation for the Company's decision-making. During the reporting period, the Board comprised 8 directors, including 2 female directors, accounting for 25.00% of the total.

The Company has established the Independent Director Working Rules, which clearly define the responsibilities of independent directors to ensure they can effectively exercise their authority. The Nomination Committee, Remuneration and Performance Evaluation Committee, and Audit Committee are all chaired by independent directors, who provide independent and professional advice on significant matters, safeguarding the legitimate rights and interests of shareholders. During the reporting period, the Company had 3 independent directors, representing 37.50% of the Board.

^oR^o Key Performance

1 Strategy Committee meeting, passing 1 proposal; held 4 Audit Committee meetings, approving 10 proposals; conducted 3 Nomination Committee meetings, adopting 6 proposals; and organized 1 Remuneration and Performance Evaluation Committee meeting, ratifying 1 proposal

Annual Report on Environmental, Social, and Corporate Governance 23/24



Supervisory Committee

As the supervisory body of the Company, the Supervisory Committee oversees the Company's compliance with regulations and monitors the performance of duties by directors and senior management. Silane Tech has established the Rules of Procedure for the Supervisory Committee, which define the procedures for convening meetings and voting, ensuring standardized operations of the Supervisory Committee. During the reporting period, the Company held 7 Supervisory Committee meetings, deliberating and approving 16 proposals.

Compensation Management for Directors, Supervisors, and Senior Management

To establish a scientific and effective incentive and restraint mechanism that fully motivates directors, supervisors, and senior management, Silane Tech has formulated the Compensation Management System for Directors, Supervisors, and Senior Management, designating the Remuneration and Performance Evaluation Committee as the compensation regulatory body. In accordance with this system, the Company has developed a compensation plan for directors, supervisors, and senior management, taking into account operational scale and industry benchmarks, with detailed provisions on compensation standards.

Risk Management and Internal Control

Risk Management

To comprehensively enhance risk prevention and control capabilities, Silane Technology has established the Risk Management and Control Procedures, designating the General Manager as fully responsible for risk management. The procedures specify detailed regulations on risk identification, assessment, updates, and continuous improvement, constructing a comprehensive risk prevention and control system to provide a solid foundation for the Company's stable operations.

Internal Control

Silane Technology has implemented comprehensive internal control and supervision mechanisms, spanning from the corporate level to various business processes, by formulating management measures such as the Internal Audit System and Internal Control Framework. These measures provide strong safeguards for the security of corporate assets, the authenticity and completeness of financial reports, and related information. Additionally, the Company has further clarified the scope of responsibilities and collaboration mechanisms for each department while standardizing internal information transfer processes to ensure improvements in both operational efficiency and risk control.

To strengthen oversight and management functions, the Company has established an Audit Department responsible for developing audit plans, preparing audit reports, and conducting audit supervision over the implementation of internal control systems, along with proposing corrective measures for identified issues. Furthermore, the Company engages third-party professional audit firms annually to conduct internal control reviews and issue annual audit reports, ensuring the continuous effectiveness and compliance of its internal control mechanisms with relevant regulatory requirements.

Related-Party Transactions

To standardize transactions between the Company and its related parties, Silane Technology adheres to the principles of fairness, transparency, and impartiality and has formulated the Related-Party Transaction Decision-Making Policy. This policy defines the scope of related parties and relationships, as well as the decision-making procedures for related-party transactions. The Company strictly enforces the recusal system for related-party transactions, requiring affiliated directors and shareholders to abstain from voting when deliberating on related-party matters, thereby ensuring the standardization and transparency of corporate operations.

Investor Relations Management

Information Disclosure

Silane Tech strictly complies with laws and regulations including the Securities Law and the Administrative Measures for Information Disclosure of Listed Companies, and has established the Information Disclosure Management Measures, These measures clearly designate the Securities Legal Department as fully responsible for information disclosure activities. The Company's Chairman serves as the primary responsible party for implementing the information disclosure management system, ensuring the authenticity, accuracy, and timeliness of external information disclosure to effectively safeguard the legitimate rights and interests of the Company, shareholders, creditors, and other stakeholders.

During the reporting period, the Company disclosed **4** periodic reports with zero Ο instances of penalties due to non-compliant information disclosure.

Investor Relations Management

To enhance corporate governance standards and improve operational transparency, Silane Tech has formulated the Investor Relations Management Policy, which clearly defines the objectives, principles, and methods of investor relations management. The Company continuously carries out investor relations activities, actively engaging with investors through multiple channels including investor hotlines, dedicated email addresses, roadshows, and on-site visits. These efforts strengthen information communication between the Company and both existing and potential investors, fully safeguarding investors' legitimate rights and interests such as the right to information and voting rights.





On-site Investor Research Activities

During the reporting period, the Company conducted nearly **30** offline investor briefings, roadshows, reverse roadshows (Open House Days) and analyst meetings, participated in over 10 strategy conferences organized by securities firms, hosted more than 10 on-site research visits and exchange activities for investors, held 2 earnings briefings, and received over 60 investor inquiry calls.

Annual Report on Environmental, Social, and Corporate Governance 25/26

Shareholder Returns

To further improve the Company's profit distribution policy and enhance the transparency and operability of profit distribution decisions, Silane Tech has formulated the Shareholder Return Plan for the Next Three Years (2023-2025). This plan clearly defines the principles of shareholder dividend distribution, specific policies, deliberation procedures for shareholder dividends, and the implementation of dividend distribution plans.

	Key Performance	Unit	2024
Dividend/Distribution	Total cash dividends (pre-tax)	10,000 yuan	6,000.07
	Cash dividend per 10 shares	RMB	18.481

Note: The above data reflects the 2023 annual equity distribution.

Compliance with Business Ethics

Governance

To further strengthen internal governance and foster an integrity-driven ethical climate, Silane Technology has formulated the Anti-Malpractice Management Regulations, standardizing commercial ethical conduct for all employees. These regulations ensure strict compliance with national laws and regulations, industry standards, corporate policies, and professional ethics, establishing a corporate culture of integrity, diligence, and professionalism while preventing acts detrimental to corporate and shareholder interests. During the reporting period, the Company maintained a clean record with zero corruption-related litigation cases.

The Company has continuously strengthened business process auditing, regularly conducting fraud risk identification at corporate, departmental, and key account levels. Through comprehensive evaluation of risk significance and probability, it thoroughly examines the accuracy of financial reporting, asset integrity, and regulatory compliance of revenue and expenditure activities, thereby effectively preventing and promptly addressing malpractice incidents.

Indicators

Key Performance	Unit	2024
Number of anti-corruption and anti-fraud training sessions conducted	Times	6
Total number of employees participating in anti-corruption and anti-fraud training	Persons	133
Total duration of employee participation in anti-corruption and anti-fraud training	Hours	266

Anti-Fraud Management Training

To propel the effective advancement of anti-malpractice governance. Silane Technology has prioritized the cultivation of an integrity-based corporate culture, implementing multifaceted initiatives to holistically elevate employees' legal consciousness and professional ethical literacy. During the reporting period, the Company has actively organized specialized anti-malpractice training programs featuring in-depth analysis of malpractice hazards and representative case studies, empowering employees to identify risk scenarios and strengthen preventive awareness. Furthermore, intensified legal compliance and integrity education campaigns have been conducted to disseminate jurisprudential knowledge while reinforcing staff's regulatory adherence consciousness and moral boundaries.

Reporting Channels and Whistleblower Protection

Silane Technology maintains a zero-tolerance stance towards corruption and fraud, and has clearly defined the reporting process and whistleblower protection in the Anti-Fraud Management System. The Company has established various reporting channels such as hotlines, emails, and complaint boxes, accepts anonymous reports, and encourages all employees and other relevant parties to participate in the building of business ethics. In addition, after receiving reports through letters and visits, the Company's audit department keeps all relevant materials and information of the parties involved confidential, prohibits the disclosure of the whistleblower's privacy, and strictly protects both anonymous and real-name whistleblowers.



Anti-Unfair Competition

Silane Technology strictly adheres to laws and regulations such as the Anti-Monopoly Law and the Anti-Unfair Competition Law, and is committed to maintaining a healthy competition mechanism with competitors. The Company participates in market competition in compliance with laws and regulations, resolutely opposes any form of unfair competition, and contributes to creating a fair, transparent, and orderly market competition environment.

Annual Report on Environmental, Social, and Corporate Governance

Environmental Compliance Chapter

"Compliance with Regulations and Clean Development" constitute the environmental management tenets of Silane Technology. Upholding the green development philosophy, we actively respond to the national call for green and low-carbon development, consistently regard environmental protection as the lifeline of corporate growth, and strictly enforce environmental regulations. Through continuous optimization of our environmental management system and advancement of environmentally friendly production processes, we contribute to the realization of sustainable development goals.

- C Climate Actions
- O Practicing Environmental Protection
- O Improving Resource Utilization



Annual Report on Environmental, Social, and Corporate Governance 29/30



Climate Actions

Against the backdrop of increasingly severe global climate change challenges. Silane Technology deeply recognizes the systemic impact of climate change on human society, economic development, and the ecological environment. The Company strictly follows the Task Force on Climate-related Financial Disclosures (TCFD) framework, comprehensively assesses and actively responds to the physical and transition risks brought by climate change, actively responds to the national "Carbon Peak and Carbon Neutrality" goals, earnestly fulfills social responsibilities, and comprehensively promotes the Company's sustainable development.

Governance

Silane Technology pays high attention to climate change-related matters, strives to improve the climate change management system, enhances the comprehensive ability to respond to climate change, and deeply integrates it into the Company's daily operations and risk management. In addition, the Company includes climate change issues in the important ESG topics, ensuring that while pursuing economic benefits, it actively fulfills environmental protection responsibilities, effectively performs social obligations, and achieves harmonious coexistence between Company development and the environment and society.

Strategy

Risk/ Oppor- tunity	- Туре	Risk/Opportunity Description	Financial Impact	Impact Period	lmpact Level			Response Measures
Physical Risk	Acute Risk	The increase in extreme weather such as high temperatures, heavy rain, and typhoons affects the Company's production facilities and supply chain.	Increased operating costs, decreased operating income	Short-term	Medium	Medium	Upstream Operations Downstream	Consider regional climate risks in project selection and planning.
	Chronic Risk	Global warming and other factors increase the operational costs of Company infrastructure and the health risks of employees due to rising workplace temperatures.	Decreased production capacity, increased operational costs	Long-term	Low	Medium	Operations	Develop emergency plans and conduct regular emergency drills to enhance the risk resilience of infrastructure.
Transi- tion risk	Policy and regulatory risk	Domestic and international policies and regulations on climate change are becoming increasingly stringent, leading companies to incur more costs to ensure compliance.	Increased compliance costs for the Company	Medium- term	Medium	Medium	Upstream Operations	Closely monitor changes in climate-related regulatory policies and proactively adjust related work in a timely manner based on policy changes.
	Technol- ogy risk	The updating and iteration of green and low-carbon technologies lead to increased costs for companies in research and development.	Increased operational costs	Long-term	Medium	Medium	Operations	Actively research and develop green and low-carbon technologies to improve the environmental performance of products.

Note: The short-term, medium-term, and long-term impact cycles are defined as 1-3 years, 3-5 years, and over 5 years, respectively; the high, medium, and low impact levels are defined as severe, moderate, and slight impacts on the Company' s production and operations, respectively; the high, medium, and low likelihoods of occurrence are defined as highly likely, moderately likely, and unlikely to occur, respectively.

Risk/ Oppor tunity	r- Type	Risk/Opportunity Description	Financial Impact	lmpact Period	Impact Level	hood c		Response Measures
Transi-	Market Risk	With the increasing environmental awareness of consumers, there will be a greater emphasis on low-carbon, eco-friendly, and green attributes in product selection.	Decrease in product demand and reduction in income	Long-term	Low	Low	Upstream Operations	Practice green principles and provide eco-friendly products to meet market and consumer demands.
tion risk	Reputation Risk	As stakeholders' concern about climate change increases, failure to respond promptly may lead to dissatisfaction and damage the Company's reputation.	Reputation damage leads to product stagnation and income decline	Medium- term	Low	Low	Downstr eam	Gradually improve climate change information disclosure and incorporate climate change into Company operations management.
Oppor- tunity	Resource Efficiency	The demand for high-performance silane materials in the new energy sector continues to grow, providing the Company with a broad market space.	Reduction in operating costs	Medium- term	Medium	Medium	Upstream Operations	Strengthen the upgrading and transformation of production equipment, and promote the application of energy-saving and emission-reduction technologies.
	Products and services	Developing green and low-carbon products and services can enhance the Company's market competitiveness.	Increase in operating income	Long-term	Medium	Medium	Operations Downstream	Increase the research and development of green products, and prioritize the use of recyclable and degradable green packaging materials.

Impact, Risk, and Opportunity Management

Silane Technology actively identifies and assesses the risks and opportunities brought by climate change, formulates emergency plans, and regularly conducts emergency drills to ensure rapid and effective measures can be taken in the event of extreme weather, minimizing losses to the greatest extent. While addressing the challenges of climate change, the Company is also committed to effectively seizing various development opportunities arising from it.



2024 31 Annual Report on Environmental, Social, and Corporate Governance

132

Indicators and Targets

In response to the challenges of climate change, Silane Technology has formulated climate targets. Concurrently, the Company conducts annual identification and accounting of greenhouse gases (GHG) generated during production and operations to monitor the effectiveness of emission reduction initiatives, supporting the achievement of its 2030 carbon peak target. Looking ahead, the Company strives to attain carbon neutrality by 2060.

During the reporting period, the Company's direct greenhouse gas emissions (Scope 1) mainly came from fossil fuel combustion during production; indirect greenhouse gas emissions (Scope 2) mainly came from purchased electricity.

Key Performance	Unit	2024
Direct (Scope 1) greenhouse gas emissions	tCO2e	85.44
Indirect (Scope 2) greenhouse gas emissions	tCO2e	100,541.73
Total greenhouse gas emissions (Scope 1 and Scope 2)	tCO2e	100,627.17
Greenhouse gas emission intensity (Scope 1 and Scope 2)	tCO2e /10,000 yuan revenue	1.43

Emission Reduction Actions

Silane Technology has implemented a multi-pronged approach to advance emission reduction initiatives and mitigate greenhouse gas (GHG) emissions. Through continuously optimizing production processes, enhancing energy efficiency, and promoting clean energy adoption, the Company has effectively reduced its carbon footprint. During the reporting period, the Company actively pursued its photovoltaic wall project, generating 600,432.80 kWh of electricity-equivalent to saving approximately 73.79 tons of standard coal and reducing CO2 emissions by approximately 492.96 tons.



Photovoltaic Wall Project

Practicing Environmental Protection

Environmental protection constitutes both an embodiment of corporate social responsibility and a pivotal force driving sustainable development. Fully cognizant of the criticality of environmental stewardship, Silane Technology has proactively aligned with national green development policies while systematically advancing ecological conservation initiatives. Through scientifically formulated environmental plans, rigorous implementation of protective measures, and sustained capital investments, the enterprise has comprehensively established pollution prevention and control systems, earnestly fulfilling its ecological preservation obligations to contribute corporate strength towards building a Beautiful China.

Governance

Silane Technology adheres to the environmental policy of "complying with laws and regulations, preventing and controlling pollution, conserving energy and reducing consumption, and promoting green development". It has established management measures such as the Environmental Protection Management System and the Hazardous Waste Management System to comprehensively standardize the disposal processes of wastewater. Waste gas, and waste, and continuously improve the environmental management system. By continuously optimizing environmental protection facilities, strengthening process control, and strictly monitoring and evaluating, the Company has achieved significant results in environmental management and successfully passed the ISO 14001 Environmental Management System certification. During the reporting period, the Company did not experience any major environmental accidents or violations of laws and regulations in the environmental field.



Environmental Management System Certification

The Company established a Safety and Protection Committee to oversee environmental protection work, with an office responsible for daily environmental management. Each plant has set up an Environmental Protection Leadership Group, clarifying the responsibilities of plant managers, section chiefs, and plant environmental officers to ensure the effective execution of environmental management. In addition, the Company has formulated the Environmental Protection Assessment and Reward and Penalty System to evaluate the environmental behavior of each department and implement reward and penalty measures, continuously improving the Company's environmental management level.

Annual Report on Environmental, Social, and Corporate Governance 33/34

Risk/ Oppor- tunity	- Туре	Risk/Opportunity Description	Financial Impact	Impact Period	Impact Level		Affected Value Chain Links	Response Measures
Risk	Policy and regulatory risk	The stringency and changes in environmental protection policies and regulations may bring compliance and operational risks to the Company.	Increased compliance costs	Medium- term	Medium	Medium	Operations Community	Strengthen policy research and compliance management, and improve environmental technology and management levels.
	Reputation Risk	Improper handling of wastewater, Waste gas, and waste being exposed by the media and criticized by the public may affect consumers' trust in the Company's products, reduce brand reputation, and impact market share and long-term development.	Decrease in operating revenue	Long-term	Low	Low	Operations	Commission third-party professional institutions to conduct environmental monitoring and strengthen environmental information disclosure.
Oppor- tunity	Policy opportu- nities	Seizing national support policies for the environmental protection industry, such as energy-saving and emission reduction subsidies and environmental tax incentives, can help the Company develop and innovate in environmental protection.	Increase in operating income	Medium- term	Medium	Medium	Operations	Actively pay attention to environmental policy developments.
	Techno- logical innovation opportuni- ties	Develop more efficient pollution control technologies, energy-saving and emission reduction technologies, etc., to seize the growing market demand for green and environmentally friendly products, and enhance the Company's competitiveness and market share.	Increase in operating income	Long-term	Medium	High	Operations	Increase investment in environmental technology research and development, and develop new products and technologies that meet environmental standards.

Impact, Risk, and Opportunity Management

Environmental Risk Control

Silane Technology has formulated the Environmental Risk Assessment and Control Management System and the Self-Monitoring Management System, establishing mechanisms for environmental risk identification, assessment, and control. By identifying environmental risk sources and conducting hidden hazard inspections, potential environmental risks are promptly detected and corresponding measures are taken for effective management, comprehensively improving environmental risk management levels and ensuring environmental safety in production and operational activities.

Emergency Management

To standardize the response to sudden environmental incidents, Silane Technology has formulated the Emergency Plan for Sudden Environmental Incidents, clarifying the operational procedures and measures for handling such incidents. Meanwhile, the Company regularly reviews and rectifies the response plans, continuously improving emergency measures to ensure the effectiveness and adaptability of the plans.

The Company regularly organizes emergency drills, simulating real-life scenarios to test emergency response capabilities and enhance employees' quick reaction and coordinated response abilities to sudden environmental incidents. During the reporting period, the Company conducted emergency drills for chemical leaks such as silane, chlorosilane, trichlorosilane, silicon tetrachloride, ethane, ethylene, alkali solution, and mixed acids, ensuring that employees can guickly and effectively control and mitigate the impact of environmental incidents.



In November 2024, the Company organized an emergency drill for a silane leak accident at the disproportionation unit of Silane NO.3 Plant. During the drill, the Company quickly took action, evacuating personnel from the contaminated area to the upwind side. At the same time, employees who took part in the drill, wearing fire-resistant suits, went to the scene to shut off the silane gas source as much as possible and operated remote control valves to cut off the leak source, effectively controlling the environmental impact of the silane leak.



Emergency Drill

Environmental Impact Assessment

Silane Technology strictly adheres to laws and regulations such as the Environmental Impact Assessment Law, formulating management measures such as the "Three Simultaneities" System for Environmental Protection in Building Projects and the Environmental Impact Assessment Management System for New, Renovated, and Expanded Projects. This ensures that environmental protection facilities are designed, constructed, and put into operation simultaneously with the main project during building, and that environmental impact assessments are conducted as required, effectively preventing and controlling the potential environmental impacts of building projects. During the reporting period, the Company completed the preparation of the environmental protection acceptance report for the 3.500-ton silane project.

Indicators and Targets

Silane Technology deeply understands the importance of environmental management in enterprise development. Therefore, the Company has established environmental management goals to provide continuous and clear direction for environmental management work. The Company attaches great importance to environmental protection, allocating special funds annually for environmental protection building, continuously improving environmental performance levels.

1	
2024	
Number of environmental protection trainings	Number of participants in environmental protection train
2 _{Times}	704Person-times

Annual Report on Environmental, Social, and Corporate Governance 35/36



	Key Performan	ce	Unit	2024
	Wastewater Dis	scharges	Tons	19,535.91
	Wastewater dis	scharge intensity	Tons/10,000 yuan revenue	0.28
	Wastewater Re	cycling Volume	Tons	19,535.91
	Wastewater Re	using Rate	%	100
Wastewater	Types of Waste	ewater Pollutants Chemical Oxygen Demand (COD)	Tons	0.07
	Waste Gas Emi	ssions	Tons	47,981.79
	Waste Gas Emi	ssion Intensity	Tons/10,000 yuan revenue	0.68
	Types of Waste Gas Pollutants	Nitrogen Oxides (NOX)	Tons	0.39
Ű		Sulfur Dioxide	Tons	0.09
Waste Gas		Volatile Organic Compounds (VOC)	Tons	318.31
		Particulate Matter (PM)	Tons	0.61
	Non-hazardous	Waste Generation	Tons	504.2
	Non-hazardous	Waste Generation Intensity	Tons/10,000 yuan revenue	0.01
	Non-hazardous	Waste Disposal	Tons	504.2
	Hazardous Waste Generation		Tons	219.33
Waste	Hazardous Was	ste Generation Intensity	Tons/10,000 yuan revenue	0.003
	Hazardous Was	ste Disposal	Tons	219.33

Environmental Management Goals

Objective	2024 Achievement Status
100% Compliance Rate for Pollutant Emissions	\checkmark
100% Compliance for Wastewater, Waste Gas, and Noise Emissions	\checkmark
100% Compliance for Solid Waste Disposal	\checkmark

Green Operations

Clean Production

Silane Technology actively complies with laws and regulations such as the Cleaner Production Promotion Law, vigorously promoting cleaner production to reduce the negative environmental impact during the production process. During the reporting period, the Company invited third-party professional institutions to conduct cleaner production audits and assisted the Company in issuing cleaner production audit reports, supporting the Company's sustainable development.

Green Logistics

Silane Technology actively promotes green logistics. In the large-capacity transportation of silane, the Company introduced tube trailers, leveraging their high loading capacity to effectively reduce transportation frequency and lower energy consumption and carbon emissions during transportation. Additionally, the Company has adopted long-distance pipeline technology, providing a stable and low-energy solution for hydrogen supply, effectively avoiding the environmental pollution and losses associated with traditional transportation methods.

Green Office

Silane Technology actively responds to the call for green environmental protection, striving to create a low-carbon and efficient office environment. The Company vigorously promotes green office practices, introducing intelligent office systems, fully utilizing information technology to streamline processes and accelerate information transfer, effectively improving office efficiency. At the same time, the Company advocates for double-sided printing to reduce paper waste and encourages employees to prioritize new energy vehicles for commuting, reducing pollution emissions from private vehicles, contributing to environmental protection efforts.

Furthermore, the Company focuses on details, implementing refined management by posting energy-saving and environmental protection reminders at faucets, power switches, and other locations, encouraging employees to integrate green lifestyles into their daily routines, responding to the national low-carbon development strategy with practical actions, and jointly contributing to sustainable development.



Logo

Annual Report on Environmental, Social, and Corporate Governance 37/38

Environmental Activities

Silane Technology practices the concept of green development, actively promoting ecological building in the plant area and continuously engaging in green environmental practices. The Company has carried out greening renovations in the plant area, planting various adaptable native plants to create multi-layered green landscape belts, not only beautifying the plant environment but also effectively enhancing the ecological benefits of the area, demonstrating the Company's commitment to sustainable development and environmental responsibility.



Plant Greening

Environmental Protection Training

Silane Technology attaches great importance to environmental protection training and education, actively disseminates green concepts, enhances employees' environmental awareness through organizing various forms of specialized environmental training, guides the public to jointly practice green lifestyles, and truly internalizes green concepts in the heart and externalizes them in actions.

Hazardous Waste Training

In May 2024, the Company conducted training on hazardous waste, environmental protection, and related legal knowledge, deeply explaining the definition standards and classification details of hazardous waste, while focusing on cutting-edge environmental concepts, interpreting current environmental and supporting laws and regulations, and strengthening employees' legal awareness of environmental protection.



Environmental Knowledge Training

Recycling

Silane Technology adheres to the principles of "reduce, reuse, recycle", builds multiple circular economy chains, explores new ways of comprehensive resource utilization, promotes industrial circular development, and achieves efficient resource regeneration. The Company improves resource utilization in all aspects of production and operation, builds a green, clean, and low-carbon production system, and promotes the development of a green circular economy.

Pollutant Management

Three Wastes Treatment

Nastewate

laste Ga

Silane Technology always adheres to the green development concept, treating the management of three wastes as the top priority of environmental protection work. The Company constructs comprehensive environmental protection facilities, adopts a series of scientific and efficient measures to strictly treat pollutants, ensuring that wastewater and Waste gases meet discharge standards and waste is disposed of in compliance.

- Types: Industrial wastewater, domestic sewage.
- (COD), and ammonia nitrogen, etc.
- issue test reports.

Treatment Measures:

Implement the principle of separate drainage for rainwater and sewage, set up separate sewage drainage pipelines, clean water drainage pipelines, and rainwater drainage pipelines;

Industrial wastewater is treated by the main process of "sand settling, neutralization, flocculation sedimentation, and triple-effect evaporation concentration crystallization at the wastewater treatment station", and all wastewater is recycled for use in the tail gas absorption tower.

- Result: Discharge meets standards.
- Pollutants: Nitrogen, hydrogen, hydrogen chloride, etc.
- Treatment Measures:

Install facilities such as tail gas absorption towers, incinerators, bag filters, and flares.

- Result: Discharge meets standards.
- Type: General waste, hazardous waste.
- tower, silicon powder drying and dust removal residue, etc.
- Treatment Measures:

General waste: Handled by general solid waste treatment agencies, domestic sludge used as compost for nearby farmland;

- professional organization.
- Result: Compliant disposal.

Annual Report on Environmental, Social, and Corporate Governance 39/40

• Pollutants: Suspended solids (SS), silicon dioxide, pH abnormal substances, chemical oxygen demand

• Testing: Entrust third-party professional institutions to conduct wastewater and groundwater testing and

• Type: Off-gas from the light-end removal tower and non-condensable gas from the top of each distillation tower.

Testing: Entrust a third-party professional organization to conduct Waste gas testing and issue a test report.

· Pollutants: Sludge from the wastewater treatment station, waste catalyst from the disproportionation reaction

Hazardous waste: Stored in a hazardous waste temporary storage room and handled by a third-party



Wastewater treatment station

Incinerator

Hazardous waste temporary storage room

Noise Management

Silane Technology strictly adheres to the Noise Pollution Prevention and Control Law and other relevant laws and regulations and took a series of measures to strictly control noise. The Company prioritizes the purchase of low-noise equipment, reasonably plans the layout of the plant area, and ensures that high-noise equipment is concentrated indoors, away from the plant boundary area. Control measures such as sound insulation, noise prevention, and noise reduction are implemented for high-noise equipment, effectively reducing noise pollution to the surrounding environment. At the same time, green belts are planted around the plant boundary to enhance noise absorption and further reduce the impact of noise on the environment. During the reporting period, the Company entrusted a third-party professional organization to conduct noise testing and issue a test report, with results meeting national standards.

Biodiversity Protection

Biodiversity is an important component of the Earth's ecosystem, maintaining the balance and harmony of nature, and providing humans with abundant natural resources and ecological services. Silane Technology has established the Ecological Environmental Protection Archive Management System and the Ecological Environmental Protection and Pollution Control Inspection System, incorporating biodiversity protection into the entire project process, continuously monitoring the potential impact of projects on biodiversity to ensure ecological stability and biodiversity in the operational area. During the reporting period, no significant impact on biodiversity and endangered species was found in the Company's projects under building and operation.



Improving Resource Utilization

Amidst the growing constraints on global resources, Chinese enterprises are undertaking the significant responsibility to promote green development and achieve sustainable growth. Silane Technology has formulated a series of resource management systems to comprehensively strengthen the management of electricity, water, steam, and other critical resources. By establishing full-process efficiency control mechanisms, enhancing digital monitoring platforms, and promoting energy-saving technological upgrades, the Company has significantly improved resource utilization efficiency. These efforts exemplify industry-wide best practices in ecological conservation and low-carbon operations, thereby contributing to China's national goals of carbon peaking and carbon neutrality.

Governance

Silane Technology complies with laws and regulations such as the Energy Conservation Law and the Henan Province Water Conservation Regulations, and has established management measures such as the Steam Management System, Gas Management System, Electricity Management System, Energy Statistics Ledger System, Energy Statistics Post System, Energy Supervision and Inspection Regulations, and Water Conservation Management System to strengthen the management of resource usage links such as electricity, water, steam, and compressed air, improve resource usage efficiency, and promote the Company's green and sustainable development.

The Company's deputy general manager serves as the head of the water conservation leading group and the energy conservation and emission reduction management leading group, comprehensively responsible for the coordination of water resource management and energy conservation and consumption reduction work. The energy conservation and emission reduction management leading group has established an energy conservation office, which is responsible for energy conservation planning, auditing, education and training, establishing and improving the energy management system, assessing and supervising the implementation of energy conservation target management work, and comprehensively promoting energy conservation measures.

To strengthen the efficiency of internal resource usage and ensure the sustainability of production operations, the Company has strengthened the management of resource usage links such as electricity, water, steam, and compressed air, strictly monitored waste phenomena, and imposed fines as punishment when violations are discovered.

2024 Annual Report on Environmental, Social, and Corporate Governance $\Delta 1/\Delta 2$



Strategy

Risk/ Oppor- tunity	• Туре	Risk/Opportunity Description	Financial Impact	Impact Period	Impact Level			Response Measures
	Extreme Tempera- ture Events	Extreme high or low temperature events may lead to reduced energy utilization efficiency.	Increased Operating Costs	Short-term	Low	Low	Upstream Operations	Regularly monitor extreme temperature risks and optimize energy utilization processes
Physical Risk	Extreme Storms	May cause damage to energy-related facilities, leading to energy supply interruptions.	Increased Operating Costs	Short-term	High	Low	Operations	Develop emergency plans for extreme weather disasters, regularly inspect and reinforce buildings and equipment.
Transition Risk	Technical Risk	Investment in new energy technologies may encounter investment failures and high R&D costs; energy utilization equipment may malfunction, leading to increased energy consumption or production stagnation.	Increased Operating Costs	Medium-term	Medium	Medium	Operations	Establish and improve a technical risk warning mechanism; regularly inspect, maintain, and repair energy utilization equipment.
	Market Risk	Changes in the energy market supply structure may lead to drastic fluctuations in energy prices, affecting the Company's production costs and profits.	Increased Energy Costs	Short-term	High	High	Operations	Adopt flexible energy procurement strategies and adjust production plans.
Oppor-	Policy incentives and subsidies	The government has introduced subsidies, incentive measures, and preferential loans to encourage enterprises to adopt clean energy or improve energy efficiency.	Increase in operating revenue	Short-term	Medium	Medium	Upstream Operations	Study policy content and optimize industrial layout.
tunity	Techno- logical Opportu- nity	New energy conversion technologies and energy recycling technologies can improve the overall energy utilization efficiency of the Company.	Reduction in energy costs	Long-term	Medium	Medium	Operations	Actively introduce advanced energy technologies from both domestic and international sources.

Impact, Risk, and Opportunity Management

To ensure the efficiency and stability of the Company's operations, Silane Technology monitors resource consumption, comprehensively analyzes usage efficiency, and assesses resource risks. The Company has formulated the Emergency Plan for Water and Gas Supply Interruptions to ensure that in the event of sudden water or gas supply interruptions, the emergency mechanism can be quickly activated, effective measures can be taken to minimize accident risks, protect employee safety, and maintain the balance of stable production and the ecological environment.

Indicators and Goals

To enhance the Company's environmental performance and promote sustainable development, Silane Technology sets resource management goals to ensure the rational use and conservation of resources in production and operation activities, thereby building a more environmentally friendly and efficient production system and promoting a win-win situation for environmental protection and economic benefits.



2024 Annual Report on Environmental, Social, and Corporate Governance



Resource Conservation

In response to the national call for energy conservation and emission reduction, Silane Technology is always committed to optimizing production processes and continuously improving resource utilization efficiency. The Company actively builds a water-saving enterprise, achieving efficient recycling of water resources through technological innovation and management improvement. Meanwhile, the Company carries out energy and water conservation campaigns, guiding all employees to start from daily small actions, cherish every kilowatt-hour of electricity, save every drop of water, continuously cultivate employees' awareness of energy conservation and emission reduction, and practice the concept of green and low-carbon with practical actions.

Resource Type	Measures
Helium	O The filling section has added replacement panels, and the replacement tube bundle vehicle is installed after the panels.
Cooling capacity	O The cold hydrogenation system has undergone technical transformation, adding the E-1107 heat exchanger to reduce cold energy consumption.
Industrial salt	O The high-purity water station has replaced the filter material of the sodium ion filter to reduce the number of salt washes.
Steam	O The cold hydrogenation technical transformation project has been carried out, and the steam system has been equipped with a steam ejector device.
Water resources	 Production water: Carry out water-saving technical transformation and reclaimed water reuse transformation, reasonably allocate circulating water devices, and establish a real-time monitoring and control system for water use. Domestic water: Post water-saving signs and use water-saving facilities such as sensor faucets.

Energy Conservation Awareness Month Activity

In May 2024, the Company carried out the Energy Conservation Awareness Month activity with the theme of "Green Transformati Energy Conservation Challenge", and all branches and departments actively participated. The Company disseminated knowled about energy conservation and carbon reduction through document transmission, WeChat dissemination, hanging banners, setting up exhibition boards, both online and offline, to enhance employees' awareness of energy conservation and carbon reduc



Energy Conservation Awareness Month Activity

 $\bullet \bullet \bullet$



Annual Report on Environmental, Social, and Corporate Governance 45/46

Industry Value Chapter

Silane Technology adheres to the concept of win-win cooperation, closely connects with various partners, and jointly promotes the development and innovation of the industry. We take quality as the foundation, service as the link, and innovation as the driving force, continuously enhancing our market competitiveness and influence. Looking to the future, we will continue to adhere to the principle of quality first, tirelessly improve product quality and service quality, and move forward hand in hand with customers and suppliers to create a more brilliant tomorrow.

- C Focusing on R&D Innovation
- C Ensuring Product Quality
- C Protecting Customer Rights
- C Sustainable Supply Chain
- C Protecting Information Security

Annual Report on Environmental, Social, and Corporate Governance 47/48



Innovation 5



pment with technological innovation and continuously improves the level of ilated a series of regulations such as the *Science and Technology Management and gement of "Five Small" Innovations,* and the *Intellectual Property Management System* i innovation platforms, transforming innovation achievements, and protecting for the Company's long-term sustainable development.

the Company has established a science and technology management leading chnical center, with the director of the technical center concurrently serving verall management of science and technology. In addition, the Company mbining cultivation and recruitment, and adopting a hierarchical personnel s + R&D personnel" to build a reasonably structured and professionally al support for the Company's R&D innovation.

I continuously strengthens technological breakthroughs. The Company has Henan Province Innovative Small and Medium Enterprise, Henan Province enan Province Manufacturing Key Cultivation Leading Enterprise. It has byince Postdoctoral Innovation Practice Base, Henan Province High-Purity Center, Henan Province High-Purity Silane to Silicon-Based New Materials byince Enterprise Technology Center, and Xuchang City High-Purity Silicon



nan Province High-Purity con-based New Materials jineering Research Center Henan Province Enterprise Technology Center

Indicators and Goals

Silane Technology, based on long-term development, sets annual technological innovation goals, continuously strengthens technical reserves and R&D investment, providing strong technical support and innovation guarantees for the Company's sustainable development.



ental, Social, and Corporate Governance

R&D Objective	2024 Achievement Status
Undertaking and Promoting Provincial Major Scientific Research Projects	Promoting the research and industrialization of key technologies for the preparation of zone-melting grade polysilicon by high-purity silane CVD method.
The proportion of scientific and technical personnel reaches more than 10%.	The total number of R&D team members is 85, accounting for 12.07% of the total number of employees.
Creating National and Provincial R&D Platforms	Continuing to maintain the qualifications of Henan Province High-Purity Silicon-based New Materials Engineering Research Center, Henan Province High-Purity Silane to Silicon-based New Materials Engineering Technology Research Center, and Henan Province Enterprise Technology Center.
Strengthen the cultivation of science and technology innovation entities	Recognized as a leading enterprise in Henan Province.
Increase efforts in patent applications and promote the transformation and application of patent achievements	The cumulative number of authorized patents is 51, including 5 authorized invention patents and 46 authorized utility model patents.



R&D Innovation Measures

R&D Incentives

Combining its actual situation, Silane Technology has formulated a series of incentive systems such as the Science and Technology Management and Reward Measures and the Implementation Measures for the Management of "Five Small" Innovations to standardize R&D innovation management work. By clarifying reward conditions, standards, distribution, and issuance principles, the Company ensures that R&D personnel receive innovation guarantees, enhances the enthusiasm and initiative of R&D personnel, and promotes the rapid transformation of R&D results into practical applications, maximizing the value of scientific and technological innovation.

Cooperative R&D

Silane Technology gathers innovation resources, actively carries out innovation exchanges and cooperation with research institutes and universities, and fully leverages the advantages of "industry-university-research-application" interaction to improve R&D efficiency and effectiveness. The Company signed a cooperation agreement with Shanghai Jiao Tong University to jointly establish the "Advanced Silicon-Based Materials Joint R&D Center" to carry out innovative R&D work on "Key Technology Development for Silicon-Based Anode Materials for Lithium-Ion Batteries Prepared by Alkane Method."

Promoting Industry Development

Silane Technology actively participates in industry exchanges, shares technological achievements through activities such as exchange meetings and exhibitions, and promotes industry development. In addition, the Company is committed to promoting the formulation and improvement of industry standards, working with partners to explore industry development trends, and contributing to the healthy and sustainable development of the industry. During the reporting period, the Company participated in the preparation of the industry standard Zone-Melting Polycrystalline Silicon Materials.



Adhering to Science and Technology Ethics

In the process of research and development innovation, Silane Technology strictly adheres to national laws and regulations as well as industry standards, consistently upholding the bottom line of technological ethics, resolutely avoiding any technological development and application that may harm the ecological environment, endanger life and health, or threaten public safety, ensuring that scientific research activities align with the concept of sustainable development.

Major Innovative Achievements

Silane Technology closely follows the development trends of industry technology, focusing on the core technology of silane production, actively carrying out industrial strategic layout, and accelerating the transformation of scientific research achievements. During the reporting period, the "Key Technology Research and Application of Silane Plant Supporting Cold Hydrogenation System" won the "Group-Level First Prize for Scientific and Technological Progress" at the Scientific and Technological Innovation Conference of China Pingmei Shenma Group. Through the breakthrough of this R&D project, the operating rate of the cold hydrogenation system increased from 67% to 90%, the purity of tetrachlorosilane at the bottom of the four towers reached 99%, and the content of high-boiling substances in tetrachlorosilane was 0.50%, significantly improving the yield and intrinsic quality of trichlorosilane.

Annual Report on Environmental, Social, and Corporate Governance 51/52

Intellectual Property Protection

Intellectual Property Management System

Silane Technology continuously strengthens intellectual property management, strictly complies with national laws and regulations such as the Patent Law, Copyright Law, Trademark Law, and Anti-Unfair Competition Law, and formulates a series of management measures including the Intellectual Property Management System and Intellectual Property Reward and Punishment System, standardizing the Company's R&D, technology, sales, and related intellectual property management activities within the scope of its qualifications, while protecting its own intellectual property rights, ensuring that it does not infringe on the intellectual property rights of others, and continuously enhancing the Company's core competitiveness.

The Company has established a clear intellectual property management structure, setting up an intellectual property management leading group, with the general manager as the leader, comprehensively leading and directing the overall work of intellectual property management, and establishing an intellectual property office responsible for the daily management of intellectual property, while other functional departments are responsible for implementing intellectual property work related to their departments.

Intellectual Property Protection Measures

Silane Technology continuously strengthens intellectual property protection. In terms of intellectual property acquisition, the Company actively carries out innovative R&D activities. Once R&D personnel achieve results with novelty and practicality, a professional team immediately applies for patents, trademarks, and other intellectual property rights, ensuring that core technologies and brands are legally protected. In the maintenance phase, the Company has set up specialized monitoring positions to continuously monitor intellectual property information in relevant fields globally, and regularly evaluates the effectiveness and value of various intellectual property rights to maintain their rights status. In addition, through risk assessment, early warning, and response mechanisms, the Company controls potential intellectual property risks. In the event of disputes, the Company prioritizes resolution through negotiation, and if necessary, takes legal measures to ensure that it protects its own rights and interests without infringing on the intellectual property rights of others.

Intellectual Property Protection Training

Silane Technology attaches great importance to enhancing employees' awareness of intellectual property. During the reporting period, the Company regularly organized employees to participate in basic intellectual property knowledge training, enabling all employees to understand and become familiar with the importance of intellectual property protection.



Basic Intellectual Property Knowledge Training

In addition, the Company implements specialized training for key positions and R&D personnel to enhance their professional capabilities in the creation, protection, and application of intellectual property.



Intellectual Property Training Certificate

Ensuring Product Quality

Silane Technology strictly complies with national laws and regulations including the Product Quality Law and continuously optimizes the quality management system. The Company effectively identifies and prevents guality risks by strictly controlling key processes such as production processes and finished product inspection, ensuring product quality and safety, and providing customers with high-guality products and services. During the reporting period, the Company did not experience any major guality liability incidents.

Governance

Silane Technology adheres to the guality policy of "Quality First, Customer First, Continuous Improvement, and Pursuit of Excellence," and has formulated a series of management measures such as the Quality, Environment, and Occupational Health and Safety Management System Manual, Non-conforming Product Control Procedure, and Quality Management System Operation Assessment Management System, continuously improving the quality management system and enhancing product safety and guality.

The Company has established a Quality Department, which is solely responsible for the centralized management of product quality, and includes indicators such as the frequency of guality target testing and monitoring, the frequency of system operation process monitoring, and the timeliness rate of non-conforming product review into the department's assessment system. The Company has maintained continuous improvement of the ISO 9001 quality management system for 9 consecutive years and has obtained third-party quality management system certification.

To ensure the suitability, adequacy, and effectiveness of the quality management system and promote its continuous improvement, the Company follows the ISO 9001 quality management system and internal hierarchical systems and procedural documents, regularly conducting internal audits of the quality management system. By comprehensively inspecting the operation of the quality management system in various departments and branches, continuously following up and supervising the rectification of non-conformities, the Company continuously improves the construction of the quality management system.

Annual Report on Environmental, Social, and Corporate Governance 53/54





Quality Management System Certification Certificate

Strategy

Risk/ Oppor- tunity	- Туре	Risk/Opportunity Description	Financial Impact	Impact Period	Impact Level			Response Measures
Transi- tion	Policy and Regulatory Risks	The Company needs to promptly comply with updates to product-related laws and regulations to avoid compliance issues.	Increased Compliance Costs	Medium- term	Medium	Medium	Operations	The Company strictly complies with national and local laws and regulations, continuously monitors policy changes, and timely adjusts production processes to meet new regulatory requirements.
Risk	Product Quality Risks	Operational errors and inadequate monitoring in the production process may lead to product quality fluctuations or batch defects.	Decrease in Operating Income	Long-term	High	Medium	Operations Downstream	The Company has established strict inspection and production control processes to ensure that product quality and service safety meet standards.
Oppor- tunity	Market Opportun ity	Consumers' attention to health, safety, and environmental protection is continuously increasing. Enterprises can seize this opportunity to develop safer, healthier, and more environmentally friendly products to meet consumers' new demands.	Increase in Operating Income	Long-term	Medium	Medium	Operations Downstream	Implement a strict quality control system to improve the quality level of the Company's products and comprehensively enhance market competitiveness.

Impact, Risk, and Opportunity Management

To ensure the safety and stability of the Company's product quality, Silane Technology has formulated the Risk Management Control Procedure, actively carries out risk identification and assessment work, and through a systematic and standardized risk control process, promptly identifies and responds to various risks that may affect product quality, thereby ensuring the achievement of the Company's quality objectives.



Quality Risk Control Process

Risk Assessment >>

Evaluate the severity and frequency of the identified risks and determine the risk coefficient.

Quality Risk Control Process

Risk and Opportunity Review >>>

Review risks and opportunities at least once a year, increase the frequency in special circumstances, and the Safety and Environmental Department organizes the implementation after each department prepares the materials.

Indicators and Goals

Risk Identification >>

and personnel one by one.

Risk Item Closure

tion List.

Screen and identify risks that may

exist in the field, service process,

When a risk event is eliminated (the impact has ended, has been

transferred, has been mitigated and

is controllable, or has not occurred

and the impact period has passed),

the responsible person reviews and

confirms the closure of the item,

stops tracking and monitoring, and

fills in the Risk and Opportunity Evalua-

>>

Silane Technology always strictly disciplines itself, sets product quality management goals, and promptly tracks the progress of the goals to maintain its product quality performance in a leading position in the industry. In 2024, the Company's quality goals are: product first-time delivery pass rate ≥ 98.64%; customer satisfaction rate ≥ 93.60%.

2024
Product Qualification Rate Annual Quality Internal Audit 100% 1Time
Amount Involved in Major Safety and Quality Liability Acciden
Quality Culture Training TimesQuality Culture Training F12812Person-times

Annual Report on Environmental, Social, and Corporate Governance 55/56



Risk Response

Develop avoidance, reduction and other plans according to the risk level, record and follow up on the implementation results.

Update of Risk and Continuous Improvement

When regulations, environment, Company business or stakeholder requirements change, new projects appear, risk identification and assessment have new requirements or methods, or project conditions change, promptly re-identify, assess, update risks and control plans.



Annual Report on Environmental, Social, and Corporate Governance 57/58

Quality Management Measures

Silane Technology continues to optimize the quality control system and monitors product quality. The Company formulates the *QC Engineering Diagram* to ensure that products are systematically and effectively implemented and controlled throughout the process.

In accordance with the *Procurement Control Procedure*, the Company guides the selection, development, and retention of suppliers, ensuring the maturity of supplier and incoming material quality through supplier development, selection, and evaluation. To maintain the stable operation of production equipment and ensure product quality, the Company has established the *Equipment Management Control Procedure*, strictly managing and controlling the processes of equipment procurement, use, maintenance, and disposal, ensuring the stable operation of production equipment.

The Company strictly controls product quality, formulates the *Product Inspection Control Procedure*, strengthens the quality inspection of raw materials, work-in-progress, and finished products, and invites third-party professional institutions to conduct independent quality inspections and issue authoritative inspection reports. In addition, the Company strictly implements the "Alarm" mechanism for quality issues, formulates the *Non-Conforming Product Control Procedure*, and identifies, records, and disposes of products that do not meet the specified requirements to prevent the unintended use and delivery of non-conforming products, strictly controlling the quality of production processes. During the reporting period, the Company did not experience any product recall incidents due to quality issues.

Quality Training Activities

Silane Technology cultivates a quality culture, actively creating a good atmosphere for quality-driven enterprise development and continuously strengthening the quality awareness of all employees. During the reporting period, the Company actively carried out quality policy and objective training activities, focusing on the interpretation of quality policy objectives and the construction of the quality system, further solidifying the quality foundation, strengthening quality co-governance, and building a quality brand.



Quality Training Activities

Protecting Customer Rights

Governance

Silane Technology adheres to the customer-centric philosophy, continuously building an efficient customer service management system. The Company has established a series of regulations and systems such as the *Customer Satisfaction Control Procedure* and the *Customer Complaint Control Procedure*, continuously improving management efficiency and standardization, striving to provide thought-ful and meticulous services in the early consultation, mid-term purchase, and later support stages. The Company has set up a sales department responsible for customer service management, and incorporates indicators such as the timeliness of customer complaint handling and customer satisfaction into the department's assessment system, continuously promoting the optimization of service processes. At the same time, the Company focuses on protecting the basic rights of customers, efficiently responding to customer demands, building good cooperative relationships, and achieving win-win development with customers.

Indicators

Key Performance	Unit	2024
Number of Customer Complaints	Times	4
Number of Customer Complaints Resolved	Items	4
Customer Complaint Resolution Rate	%	100
Customer Satisfaction	%	94.34
Number of Customer Service Training Participants	Person-times	80
Total Duration of Customer Service Training	Hours	180
Number of Customer Service Training Sessions	Times	10

Responding to Customer Feedback

Silane Technology has established a robust customer communication mechanism, proactively addresses customer feedback, and ensures timely resolution of complaints to continuously enhance customer satisfaction and loyalty. The company has formulated the *Customer Complaint Management Procedures* to standardize complaint-handling processes, expand communication channels (including dedicated hotlines, email, fax, and other diversified feedback platforms), and clarify departmental responsibilities. By implementing a well-defined accountability framework across functional units, Silane Technology guarantees efficient complaint resolution, drives iterative improvements in product quality and service delivery, and fosters a customer-centric operational model aligned with high-quality development goals.

Complaint Ha

Acceptance Registration

The sales department accepts complaints through fax, email, visits, etc., registers and forms the Customer Complaint List, and categorizes the complaints.

Corrective Measures

The relevant responsible department formulates corresponding measures and fills out the "Corrective/Preventive Action Report" and submits it to the quality department. The quality department consolidates the information to form the *8D Report*, which is approved and then replied to the customer by the sales department.

lling Process

Investigation and Analysis

Identify the type and level of the complaint. If the type is a quality-related complaint, the quality department organizes the analysis of the cause; if it is a non-quality-related complaint, the sales department organizes the investigation and analysis. If the level is a general customer complaint, the sales department communicates for returns or exchanges; if it is a major customer complaint, immediate action is taken, and the sales department arranges for after-sales engineers to handle it on-site.

Continuous Improvement

The Quality Department verifies the implementation of internal rectifications, and the Sales Department regularly follows up with customers to confirm their satisfaction with the rectifications and submits the analysis report of customer complaints or satisfaction to management review for continuous improvement of the Company.

Commitment to Customer Satisfaction

To strengthen customer satisfaction management, Silane Technology has formulated internal regulations such as the Customer Satisfaction Control Procedures to actively enhance customer experience. The Company conducts an annual satisfaction survey questionnaire, covering multiple dimensions such as quality, delivery cooperation, service, and technical capabilities, to comprehensively and detailedly collect customer opinions and suggestions. The survey results are integrated into the Customer Satisfaction Survey Summary Report, which comprehensively analyzes customer feedback issues and formulates corresponding response measures to continuously optimize service quality and meet customer expectations.

In addition, to better serve customers and enhance customer satisfaction, the Company organizes regular and diverse customer service training activities to continuously improve the professionalism, timeliness, and efficiency of customer service. During the reporting period, the Company conducted change management promotion training meetings to continuously create business management that is closer to the market.



Change Management Promotion Training Meeting

Sustainable Supply Chain

Governance

Silane Technology continues to strengthen its sustainable supply chain management capabilities, optimize supplier resources, ensure procurement quality, control procurement risks, and work with suppliers to create high-quality products and services. The Company has formulated and strictly implemented the Procurement Control Procedures, clearly standardizing processes such as supplier development and selection, audit and evaluation, and strictly controlling supplier delivery management, quality management, and price management, continuously optimizing the supplier management system.

The Company has established a Procurement Department, which is solely responsible for the centralized management of supplier relationships, and incorporates indicators such as supplier on-time delivery rate, supplier performance evaluation, and incoming material qualification rate into the department's assessment system. The comprehensive supplier management system lays an institutional foundation for the supervision of the entire life cycle and effectively promotes the establishment of sustainable cooperative relationships between the Company and qualified suppliers.



Impact, Risk, and Opportunity Management

To effectively manage supplier risks and ensure the timely, orderly, and quality-assured supply of procurement materials, Silane Technology has formulated the Procurement Interruption Emergency Plan and established a procurement material supply emergency working group to comprehensively coordinate emergency work, ensuring that the Company can respond guickly and take effective measures in case of emergencies in procurement, production, inventory, and other links, to ensure that production is not affected by material shortages and to comprehensively address the risk of procurement interruption.



Indicators

Key Performance
 Total Number of Suppliers
East China Region
Central China Region
Northwest Region
 Southwest Region
South China Region

2024 59/60 Annual Report on Environmental, Social, and Corporate Governance

Unit	2024
Units	76
Units	11
Units	53
Units	2
Units	6
Units	4

Full Life Cycle Management

Silane Technology continuously optimizes the supplier management process, strictly controls the entire process from supplier development and selection to elimination and exit, and regularly conducts supplier audits to ensure the stability of the supply chain and the reliability of products.

Supplier Development and Selection

To standardize the supplier management mechanism and establish a sustainable supply chain system, Silane Technology continues to strengthen supplier development management and continuously seeks high-quality suppliers. The Company comprehensively evaluates suppliers from multiple dimensions such as technical capabilities, production capacity, product quality, and customer service to ensure that the products and services provided by suppliers meet the Company's requirements, and then establishes a healthy, stable, and mutually beneficial cooperative relationship with them.



After passing the sample inspection and on-site review, the supplier is included in the Qualified Supplier List of the Company.

Supplier Assessment and Grading

To promote the improvement of supplier management capabilities and foster sustainable cooperative relationships, Silane Technology has established standard grading and assessment methods. The Company comprehensively assesses supplier performance based on dimensions such as product quality, price, delivery, and service, and categorizes suppliers into four levels: "Excellent", "Average", "Acceptable for Now", and "Unqualified" based on the assessment results and scores.



Grade	Score
Excellent Supplier	Total Score ≥ 90
General Supplier	70-89 points
Acceptable for Now Supplier	60-69 points
Unqualified Supplier	Below 60 points

Integrity Procurement

Silane Technology is committed to maintaining an open, fair, honest, and transparent supply chain environment. When conducting business cooperation with suppliers, the Company clearly defines the integrity obligations of both parties during contract performance, resists commercial bribery and unfair competition, opposes commercial fraud, establishes and maintains cooperative relationships based on integrity and honesty, and provides suppliers with channels to report bribery, forming a cooperative mechanism of mutual management, supervision, and restraint.

Equal Treatment of Small and Medium Enterprises

During the reporting period, Silane Technology did not have accounts payable (including notes payable) exceeding 30 billion yuan or accounting for more than 50% of total assets.

Annual Report on Environmental, Social, and Corporate Governance

essment and Grading	
Evaluation	
Priority Procurement.	Q
Normal Procurement.	Q
Require the supplier to recti submit the rectification resu Procurement Department an confirm the corrective action	Its in writing. The Id Quality Department
The Procurement Departmer <i>Qualified Supplier List</i> and term them.	

Protecting Information Security

Governance

Silane Technology strictly adheres to the requirements of national laws and regulations such as the Cybersecurity Law and the Data Security Law, improves the information security management system, and standardizes the management of network security and data confidentiality. The Company has established an Electromechanical Engineering Department responsible for managing network information security. At the same time, the Company has set up a Confidentiality Studio, which is managed by the Technical Center, to carry out confidentiality work, formulate confidentiality systems, implement system execution, and adopt effective control measures to ensure the security of the Company's information data.

Impact, Risk, and Opportunity Management

To ensure the Company's information security, Silane Technology has formulated the Network Attack Emergency Plan based on the actual conditions of the Company's production and operation. This plan includes emergency procedures and measures for potential information security incidents such as computer virus outbreaks, illegal webpage tampering, unauthorized intrusions, physical environment incidents in the server room, and interruptions in the Company's network backbone lines. The aim is to ensure that in the event of a network security emergency, the Company's emergency response can be quickly, efficiently, and orderly initiated to minimize the harm caused by the incident to the Company and the loss to business operations.



Information Security Protection Measures

To strengthen the Company's information security management and ensure the security of core technologies, trade secrets, and sensitive information, Silane Technology has introduced the Tianrui Green Shield anti-leakage system, building a comprehensive information security protection system. This system effectively prevents core data leakage, employee misconduct, and external attacks through functions such as encryption protection, terminal asset management, behavior auditing, and desktop monitoring, ensuring the security of the Company's information assets. During the reporting period, the Company did not experience any customer information leakage or violation incidents.

Туре	
Date Leakage Prevention	 Automatic File Encryption: All file transmission results in file corrupt Decryption Approval and Log automatic alarms are triggered for abuse. USB External Transmission Log: R
Terminal Device Management	 Mobile Storage Management: Reprevent external device access. Print Security Management: Rewatermarking to prevent print lea Process and Software Manager software to ensure terminal security
Hardware and Software Asset Management	 O Hardware Asset Management: Aut O Software Genuine Management: Ma
Internet Sensitive Content Filtering	 Sensitive Content Filtering: Interc File Backup and Operation Logs:

Customer Privacy Protection

Silane Technology attaches great importance to customer privacy protection. The Company focuses on core business scenarios such as R&D and marketing, and ensures the security of customer data information during transmission, storage, and usage stages through technical means such as encrypted transmission and access control, continuously safeguarding customer information security and privacy rights. During the reporting period, the Company did not experience any customer privacy leakage incidents.

Annual Report on Environmental, Social, and Corporate Governance 63/64

rotection Measures

les are automatically encrypted, and unauthorized external otion, preventing data leakage.

Management: Decryption operations are recorded, and or decryption exceeding the threshold, preventing permission

Records USB copy behavior to prevent illegal copying.

estricts USB usage, allowing only certified USB drives to

estricts print permissions, supports print approval and akage

ement: Monitors processes, remotely uninstalls irrelevant irity.

utomatically collects hardware information to prevent asset loss.

anages software installation to prevent the use of pirated software.

cept sensitive content and emails to prevent information leakage. Record file operations to prevent illegal tampering or deletion.

Better Living Chapter

Silane Technology always adheres to the development philosophy of "people-oriented", is committed to protecting employee rights, creating a diverse, equal, and inclusive working environment, and continuously improving employee skill levels by organizing various activities. At the same time, the Company resolutely implements the safety production policy to ensure employee health and safety, providing a solid guarantee for the Company's high-quality development.

- C Legal and Compliant Employment
- C Employee Training and Development
- C Occupational Health and Safety
- C Engaging in Public Welfare Activities





Legal and Compliant Employment

Employee Recruitment and Employment

Silane Technology upholds the recruitment principle of "integrating morality and talent, fairness and justice, and competition for excellence", strict y follows the requirements of relevant laws and regulations such as the Labor Law and Labor Contract Law, and has formulated not tive documents such as the Human Resource Management Procedures, Open Recruitment Management System, and Open Recruitment Work plementation Plan, clarifying the relevant processes for employee recruitment and mobility, labor contract signing, etc., to further mote talent team building and continuously optimize human resource allocation, providing a solid guarantee for the Company to gather outstanding talents.

potential recruitment. offline a recruitm sustai

In terms of ecruitment channel management, the Company prioritizes internal recruitment within the group, fully tapping the internal talents. When internal resources cannot meet the employment needs, the Company adopts external elying on diversified channels such as recruitment websites and campus recruitment, combining online platforms with es, to widely attract outstanding talents of different levels and backgrounds. This internal and external combined trategy not only optimizes the talent structure but also injects new momentum and vitality into the Company's evelopment.





Recruitment Scene

key Performance

During the reporting period, the Company's labor contract signing rate was

100%, with 0 dispatched workers and 0 part-time employees.









Annual Report on Environmental, Social, and Corporate Governance 67/68



Diversity, Equity, and Inclusion

DE&I Management

• Master's degree

Silane Technology strictly adheres to laws and regulations such as the Labor Law, the Labor Contract Law, and the Special Protection Regulations for Juvenile Workers, and resolutely opposes any form of discrimination, harassment, child labor, and forced labor. The Company strictly reviews the age of applicants during the recruitment process and clearly does not hire individuals under the age of 18. At the same time, the Company upholds the principles of equality and respect, ensuring that employees are not unfairly treated due to factors such as age, gender, family background, religious beliefs, or disabilities, and actively fosters a diverse and inclusive workplace culture. During the reporting period, the Company did not have any incidents of child labor or forced labor.



Administrative personnel

Protection of Female Employees' Rights

Silane Technology places high importance on the rights and interests of female employees, pays close attention to their work and life needs, strictly implements statutory leave systems such as maternity leave and breastfeeding leave, and ensures that every female employee enjoys her legal rights. In addition, the Company holds Women's Day activities for female employees every year, organizing flower arrangement activities to express deep respect and warm care for female employees.



Women's Day Activities

key Performance

In 2024, the proportion of women in the Company's management was 16%, with 6 employees enjoying maternity leave and a 100% return-to-work rate after maternity leave.

Compensation and Benefits

Compensation Incentives

Silane Technology has established a scientific and comprehensive compensation management system, formulated the Salary Management Measures, and ensures that employee compensation and benefits are reasonable and fair. Based on job characteristics, the Company clearly defines salary components and provides additional support for "frontline research" and "harsh, dirty, tiring, and dangerous" positions, ensuring that employee efforts are matched with rewards. At the same time, the Company strictly complies with national laws and regulations, timely and fully pays social insurance for employees, and implements differentiated incentives and evaluation mechanisms to fully stimulate employees' work enthusiasm and innovation potential.

Annual Report on Environmental, Social, and Corporate Governance 69/70







Annual Report on Environmental, Social, and Corporate Governance 71/72

Welfare Care

Silane Technology continues to optimize the employee welfare system, innovatively launching several supplementary benefits with Company characteristics on the basis of fully implementing statutory welfare, further enhancing employees' sense of gain. In addition, the Company cares about the living conditions of employees in difficulty, actively carries out assistance work for employees in difficulty, and regularly visits and comforts employees in difficulty, making them feel the Company's care and warmth.



- Employee social insurance (pension insurance, medical insurance, work injury insurance, maternity insurance, and unemployment insurance), housing provident fund;
- Provide regular health check-ups, education subsidies, veteran subsidies, free shuttle buses, employee dormitories, holiday greetings, birthday vouchers, etc.



In May 2024, the Company organized various team sports activities such as tug-of-war and basketball competitions. Employees from various departments actively participated and collaborated, fully demonstrating the tenacious and never-say-die spirit of the Silane people. By hosting a variety of cultural and sports activities, the Company not only enriched the employees' leisure life but also enhanced team cohesion and collective honor, further boosting the employees' sense of happiness and belonging.



Basketball Competition

key Performance

During the reporting period, the social insurance coverage rate was 100%, with 6 employees receiving assistance and a total assistance amount of 6,000 yuan.

The Company cares for employees' growth from work to life, actively carries out healthy, beneficial, and cooperative cultural and sports activities, strives to create a healthy, lively, civilized, and harmonious work atmosphere, and continuously enhances employees' sense of happiness and belonging.



New Year's Party

In January 2024, the Company successfully held the New Year's Party, creating a warm and festive atmosphere with rich and colorful cultural activities. At the party, employees performed self-composed and self-directed songs, dances, skits, and other programs, fully demonstrating the employees' high-spirited and positive mental outlook.



New Year's Party



Silane Technology fully respects employees' opinions, strictly implements the requirements of the *Employee Representative Management System* and the *Special Working Committee System of the Employee Congress*, ensuring that employees enjoy democratic rights such as the right to know, participate, and supervise. In addition, the Company has set up an employee suggestion box and uses various methods such as questionnaires and online forums to continuously broaden the channels for employees to participate in democratic management and supervision, providing strong support for employees to actively offer suggestions and advice. During the reporting period, the proportion of union members among the Company's employees was 100%.

Employee Satisfaction

Silane Technology attaches great importance to employee satisfaction and regularly conducts employee satisfaction surveys. By distributing the *Employee Satisfaction Survey Form*, the Company systematically collects employees' opinions and suggestions on Company operations, management, and work environment, and continuously optimizes employee management based on the survey results to continuously improve employee satisfaction.

```
2024
Employ
90
```

Tug-of-war Competition

Employee Satisfaction



Employee Participation Rate in Satisfaction Surveys



Employee Training and Development

Employee Training

Employee Training System

Silane Technology is committed to building a comprehensive training system, based on management methods such as Strengthening Education and Training Work and High-Quality Promotion of the Construction Work Plan for "Everyone with a Certificate, Skills Henan", to comprehensively promote full-staff training and full-staff certification. The Company relies on its own training base to systematically carry out multi-dimensional training in job skills, safety knowledge, continuing education for management and professional technical personnel. At the same time, the Company has established and improved a skill talent evaluation and incentive system, a vocational skill competition system, and a training evaluation information management system to ensure high-quality implementation of training, comprehensively improve employees' comprehensive quality, professional skills, and job adaptability to meet the Company's development needs.

Key Performance	Unit	2024
Number of Training Sessions	Sessions	163
Total Number of Trainees	People	704
Total Number of Training Attendances	Person-times	9,091
Employee Training Coverage Rate	%	100
Total Training Duration	Hours	30,835
Average Training Duration per Employee per Year	Hours/Person	43.80



Faculty Team Building

Silane Technology attaches great importance to the construction of internal lecturer teams, which are mainly composed of experienced managers such as factory directors, deputy factory directors, section chiefs, and department heads. With their rich practical experience, the lecturers meticulously design training courses, providing solid support for the skill enhancement and career development of all employees.

Hierarchical Training

To promote personalized development and comprehensive capability enhancement of employees, Silane Technology has established a sound employee training system, offering diversified training and development opportunities. The Company fully integrates employee training needs and has formulated a detailed employee education and training plan, orderly conducting various trainings such as new employee training, on-the-job skill training, and leadership training.



In March 2024, the Company meticulously planned a quality skill training session for all employees. During the training, the lecturers effectively engaged employees through vivid case analysis and interactive questioning, creating an active and enthusiastic training atmosphere. This training significantly enhanced all employees' understanding and awareness of the Company's quality policies and obiectives.



Quality Skill Training

Annual Report on Environmental, Social, and Corporate Governance 73/74

In November 2024, the Company organized a training session on Construction and Implementation of Cost Control System. Members of the Company's leadership team, heads of various factory departments, and management personnel above deputy section level all participated. The core of the cost control system is crucial for enhancing corporate competitiveness and achieving sustainable development, and is a key content in the construction and implementation of the cost control system. This training not only strengthened the cost awareness of the management but also laid a solid foundation for the Company to build a systematic and standardized cost control system, helping the Company achieve cost reduction and efficiency improvement and sustainable development goals in the fierce market competition.



Middle Management Night School Training

Career Development

Silane Technology regularly conducts internal recruitment activities with "open selection and competitive appointment" as the main method, providing employees with broader career development platforms. The Company formulated and implemented the Internal Open Competition Implementation Plan. The competition process includes registration, presentation, and scoring by employees and leaders, ensuring fairness and justice in the selection process, and achieving the common growth of employees and the enterprise.

2024

Number of internal transfers or internal applications by employees

130_{People}

Proportion of internal transfers or internal applications by employees





Occupational Health and Safety

As a producer in the chemical industry, Silane Technology may face a series of occupational health and safety risks such as fire, poisoning and suffocation, explosion, and electric shock during its operations. To effectively respond to and mitigate these risks, the Company strictly adheres to relevant laws and regulations such as the Work Safety Law, Occupational Disease Prevention and Control Law, and Henan Province Work Safety Regulations, establishing a comprehensive occupational health and safety management system, and continuously conducting risk assessments and improvements to ensure the health and safety of every employee. During the reporting period, the Company did not experience any major work safety accidents.

Governance

Silane Technology adheres to the work safety policy of "Safety First, Prevention First, Comprehensive Management", formulating and continuously optimizing a series of management methods such as the Safety Management System Compilation, All-employee Work Safety Responsibility System Assessment Measures (Trial), and Occupational Health Management System and Operating Procedures, solidifying the main responsibility for work safety and standardizing safety management work. At the same time, the Company has established a Safety and Environmental Protection Department, dedicated to the implementation of the Company's occupational health and safety management work.

To mobilize the enthusiasm of all employees to participate in safety management, the Company has formulated the Work Safety Reward and Punishment System and the Work Safety Responsibility System Assessment Measures, and regularly conducts safety management assessments to reduce "three violations" behaviors (i.e., illegal command, illegal operation, and violation of labor discipline), prevent various accidents, and ensure the occupational health and safety of employees. As of the end of the reporting period, Silane Technology has passed the ISO 45001 Occupational Health and Safety Management System certification.

Strategy

Risk/ Oppor- tunity	- Туре	Risk/Opportunity Description	Financial Impact	Impact Period	Impact Level			Response Measures
Physi-	Fire and explosion	Silane gas is a flammable and explosive hazardous chemical. When mixed with air, it can explode upon encountering static electricity or high temperatures, potentially causing major safety accidents.	Increase in operating costs	Medium to long term	Medium	Low	Downstream operations	Strengthen the inspection and maintenance of leakage alarm systems, video surveillance systems, and automated control systems.
cal Risk	Electric shock, poisoning, and suffocation	Leakage of production equipment and chemicals can cause accidents such as electric shock, poisoning, and suffocation, which may lead to employee injuries or even death, resulting in legal responsibilities and compensation issues.	Increase in operating costs	Short-term	Medium	Low	Operations	Carry out safety production hazard investigations, formulate safety production emergency plans, and regularly conduct emergency drills.





Occupational Health and Safety Management System Certification



Risk/ Oppor tunity	- Туре	Risk/Opportunity Description	Financial Impact	Impact Period	Impact Level		Affected f Value Chain Links	Response Measures
Transfor- mation Risk	Policy and regulatory risks	National and local governments strictly monitor the safety of the chemical industry, and have issued a series of policy and regulatory requirements closely related to chemical enterprises.	Increase in operating costs	Short-term	Low	Low	Downstream operations	Strictly comply with national and local laws and regulations, continuously monitor policy changes, and adjust safety standards in a timely manner.
Oppor- tunity	Manage- ment efficiency improve- ment	Improvements in safety technology innovation and application, and continuous optimization of the management system will enhance the overall operational efficiency of the Company.	Reduction in operating costs	Medium to long term	Medium	Medium	Downstr eam operatio ns	Carry out safety production hazard investigations, formulate safety production emergency plans, and regularly conduct emergency drills.

Impact, Risk, and Opportunity Management

Risk Control of Hazardous Sources

Silane Technology strictly implements the hierarchical control mechanism for major hazardous sources, fully implements the Major Hazard Source Responsibility System, and establishes a three-level responsibility system consisting of the principal responsible person, technical responsible person, and operational responsible person. Through a dual-line supervision model combining monthly special inspections by the principal responsible person and on-duty personnel inspections, combined with the operation and maintenance of intelligent systems such as leakage alarms and video surveillance, a comprehensive and multi-level three-dimensional prevention and control network has been formed.

At the same time, the Company strictly implements the standardized process of "inspection confirmation + full supervision + ticket operation" for loading and unloading vehicles to ensure that every step of the operation is strictly in place, effectively preventing the risk of human operation accidents. During the reporting period, the Company achieved precise risk control through 163 dynamic management of alarm interlock (74 times in Silane Plant II, 48 times in Silane Plant III, and 41 times in the Silicon Material Plant), with a 100% acceptance confirmation rate by the production management department, successfully establishing a "system + technology + execution" integrated safety management closed loop.

Hazard Investigation

Silane Technology has established a systematic hazard investigation mechanism, formulated a detailed hazard investigation content table, and regularly organized safety hazard inspection work. For the identified hazards, the Company takes targeted control measures and regularly publicizes the inspection results to ensure transparent rectification. During the reporting period, the Company investigated a total of 729 safety hazards, including 399 hazards discovered through 12 comprehensive inspections, 111 hazards discovered through 4 special inspections, and 219 hazards discovered through 16 external inspections. All hazards have been rectified, effectively ensuring safety production.

Emergency Plans and Drills

Silane Technology has formulated the Production Safety Accident Emergency Plan and established an emergency work leadership team to continuously strengthen emergency management and comprehensively improve the ability to handle emergencies. During the reporting period, the Company conducted multi-scenario and multi-type emergency drills in accordance with the emergency drill plan formulated at the beginning of the year, covering various accident scenarios such as fire, poisoning and asphyxiation, electric shock, explosion, and drowning. After the drills, the emergency plan was promptly evaluated, revised, and improved to ensure its effectiveness and applicability.

Silane Leakage Fire Accident Emergency Drill

In November 2024, the Company organized an emergency drill for a silane leakage fire accident at the E-3121 reboiler head of the disproportionation unit in Silane Plant III. In the simulated leakage scenario, personnel were quickly evacuated to the upwind area, access to the area was strictly restricted, and all possible ignition sources were immediately cut off. Rescue personnel must wear fire-resistant clothing to enter the scene, shut off the silane gas source as much as possible, and operate remote control valves to cut off the leakage source. A scientifically feasible emergency rescue plan was formulated based on the characteristics of the disproportionated silane in Silane Plant III to ensure a swift and effective response in the event of a real accident.



Silane Leakage Fire Accident Emergency Drill





Indicators and Objectives

Silane Technology has established clear occupational health and safety production management goals, aiming to continuously reduce safety hazards, lower risks, and ensure the physical and mental health of employees. To this end, the Company actively conducts safety training, improves management systems, and regularly conducts hazard inspections to continuously enhance safety management levels and ensure long-term development of the enterprise.

	Key Performance	Unit	2024
	Work safety accidents	Cases	0
	Number of work-related deaths	People	0
	Total number of work injuries	People	0
	Injury rate	%	0
TS S	Number of work-related lost workdays	Days	0
	Hazard inspection and rectification rate	%	100
Safety Production	Number of safety emergency drills	Sessions	37
	Amount of safety production investment	10,000yuan	766.60
	Safety production investment as a percentage of operating revenue	%	0.01
	Total investment in safety education and training	10,000yuan	20.23
	Number of safety education and training sessions	Sessions	13
	Total number of participants in safety education and training	People	704
	Total duration of safety education and training	Hours	14,080
Safety Training	Average safety training duration per capita	Hours	20
	Coverage rate of safety education and training	%	100
	Incidence rate of occupational diseases	%	0
	Certification rate of special operation personnel	%	100
	Investment amount of production safety liability insurance	10,000yuan	4.43
	Coverage rate of production safety liability insurance personnel	%	100
	Employee physical examination coverage rate	%	95
Occupational Health	Detection rate of occupational hazard factors	%	100
	Qualification rate of occupational hazard factor monitoring	%	100

圓 Occupational Health and Production Safety Goals

Zero deaths, zero injuries, zero leaks

No secondary or above non-fatal accidents

Annual goals of the three-year action for fundamental imp production safety

Achievement of planned goals in production safety standa

No occurrence of occupational diseases

Safety Management Measures

Chemical Management

Silane Technology strictly follows the Regulations on the Safety Management of Hazardous Chemicals and related legal requirements, has formulated the Safety Management System for Hazardous Chemicals, established a whole-process supervision system, and clarified the dynamic supervision responsibilities of various functional departments for the procurement, production, storage, and use of hazardous chemicals. During the reporting period, the Company attached great importance to the issues identified in the special inspection and verification of major hazardous sources of hazardous chemicals in Henan Province and took immediate action. All 12 identified hidden dangers (including 2 major hidden dangers) have been rectified and closed, ensuring production safety.

Digital Management

Silane Technology utilizes a digital safety management system to comprehensively upgrade production safety assurance. The system integrates eight major functions, including monitoring of major hazard sources, dual prevention mechanism for safety production, intelligent inspection, automatic personnel positioning, and safety education and training, achieving intelligent and refined control of safety management, and building a solid defense line for safety production.



Digital Safety Management System

2024 79/80 Annual Report on Environmental, Social, and Corporate Governance

Safety Awareness Cultivation

Silane Technology is committed to building an excellent safety culture, enhancing employees' safety awareness and skills through systematic safety training. The Company formulates a detailed annual training plan every year, adopting a batch centralized training method, covering key areas such as occupational health, safety production, and fire safety, ensuring that employees master necessary safety knowledge and operational skills. In addition, the Company continuously optimizes training methods, combining online and offline learning platforms, constantly improving training effectiveness, and building a solid support for the long-term development of the enterprise.

Silane Technology Conducts Safety Training Activities

A high-quality team is the cornerstone of enterprise safety production. To this end, the Company continuously optimizes the safety training model, shifting from offline to online, using intelligent platforms to input courseware, allowing employees to conveniently learn and take exams on the platform, completing a total of 600 person-times of training within the year. In addition, the Company conducts monthly safety education and training spot checks on each unit, keeping track of learning situations in real-time. Through the application of intelligent platforms, the Company not only improves employees' learning enthusiasm but also makes the learning environment more relaxed and freer, ensuring training quality while achieving flexible and efficient re-education, providing a solid guarantee for safety production.

WARREN TO										
1 1025-1028 - D	Q14	-	- 7	1001 -						
egitina 💷	AN AN AL	-	-	-	-					
	BURNISHESHICK		-	-	.80 1	#155.1	00107	8680	#3.5.5	MARE 1
	Repts		5	18.	NENDE	NON/IDOX			-	209-04-1211-52
	818		-6	18	WHEN .	40152-84			85	2020-04-32 23 13
and the second se	NRAE .			12	10	MERCYCLARK			-	2104-04-12 15-81
	BARTE .		5	10	witter				**	3129-04-12 13:58
a second a second se	14. 16. 62. 73. 67		6	162	41226	KITERATER?			**	209-06-32 18:55
	TRATES AND		-	10	ALLE	ATTENVES.			**	2024-04-12 25-54
	CAPULARRER .		-	16	PLANCE	10000			**	204.04.12 25.54
and the second se	CARAGE C		8		11000	Pagetor.			**	209-04-121547
and the second se	REATE Prime A		6	(8)	manis.	09955			*5	20404.02314
	11892		5	B	Poster	Automates.			-	2020-04-12 15-6
	NWRISES.		8	10	Puette	Puepe			**	304-04-3215-6
	86-7	1	5	1H		PLAK			41	209-09-12 18-0
	8407. I	<u></u>			Puseto					
	845"	12	-05	6	100	1201032518			**	304-04-12 15-8
	14"	12	6	9	1.483	10,0022			**	2024-04-30 25-26
	OSAN CORRECTOR		5	8	WESRY.	BORDON .			**	2024-04-30 18.19
	ADVARTON RA		8	8	FIRMS	Norige.			#5	2024-04-10 23-17
	785		6	10	- 189	201818			85	2028-04-20 18:17
- 100			5	8	1000	HIGHTS			#7	2014-04-30 15 34
			6	8	1.8	1010			85	2124-04-30 18:35
- 100			5	8	194	1008				2024-04-35 18-18
			6	в	*45*	10175343			41	2020-04-30 13 34
Porter -			5	8	Inter	810322			**	2124-04-30 23:34
-			6	8	10000	RECEIVENT				2024-04-30 15-52
608 T			5	8	Hatte	10780715			**	2124-04-20 10:10
1042 ·			6	8	28	BATTERN.				2004-04/30 23-09
herease +			8	8	******	100-0805			-	204-04-10 13-09
Stream -			5	8	TRANSPORT.	PAIR BODY.				2024-04-12 11-07
			6	B	THE REPORT	Patrones.			-	2028-04-10 15-07
			14							- 10 miles - 10 miles

Safety Training Activities

Occupational Health Protection

Silane Technology places employees' occupational health at the forefront, continuously improving the full-chain occupational health protection system including risk assessment, personal protection, and leak emergency response, actively formulating and implementing a series of comprehensive and diversified safeguard measures, protecting employees' health and safety.



Occupational Hazard Notification Signs

Annual Report on Environmental, Social, and Corporate Governance 81/82

Engaging in Public Welfare Activities

Warmly give back to society, demonstrating a sense of responsibility. Silane Technology actively practices social responsibility, highly values the well-being of the people, and gives back to society through practical actions. The Company actively participates in social welfare undertakings, encourages and advocates for employees to engage in various forms of volunteer service activities, fully utilizes its industrial advantages, resource advantages, and platform advantages, actively practices care and responsibility for society, and contributes positive strength to building a more harmonious and beautiful society.

Silane Technology Conducts Voluntary Blood Donation Activity

In December 2024, the Company organized a voluntary blood donation activity in front of the office building, with more than 70 employees participating in the event.

The event site was filled with a warm atmosphere. Under the professional guidance of medical staff, employees who donated blood lined up in a long queue, and they went through identity verification, filling out personal information forms, blood testing, and blood drawing in sequence. Through this activity, the Company fully demonstrated its active commitment to social responsibility and the employees' good spirit of being enthusiastic about public welfare and willing to contribute.



Blood Donation Activity

Take the initiative to act and contribute to rural revitalization. The Company actively participates in regional economic construction, drives the growth of upstream and downstream enterprises through industrial chain collaborative development, and creates a large number of employment opportunities, optimizing the employment environment at the Company level and alleviating the regional employment tension. Currently, the Company has absorbed 224 employees from Xiangcheng County, effectively promoting local residents' employment nearby, creating favorable conditions for rural talents to take root in and build their hometowns, and making positive contributions to stimulating rural development vitality.





Annual Report on Environmental, Social, and Corporate Governance 83/84

Appendix

Index table

First-level Heading	Second-level Heading	Sustainability Reporting Standards (GRI Standards)	Guidelines for Continuous Supervision of Listed Companies on the Beijing Stock Exchange No. 11 - Sustainable Development Report (Trial)
About this Rep	ort	2-2/2-3/2-4	1
Chairman's Ado	dress	/	1
	Second-level Heading Sustainability Reporting Standards (GRI Standards) Comparison the Baijing Stack Exchanges Sustainable Development Report Sustainable Development Report this Report 2-2/2-3/2-4 / man's Address / / Comparison of the Baijing Stack Exchanges / man's Address / / Comparison of exchanges / / Compare Culture / / Development History 2-1 / Development History 2-1 / Main Products 2-6 / Corporate Honors 2-1 / Corporate Baile 2-14/2-16/2-29/3-1/3-2 Article 11, Article 12 (1), Article 51, Article 51, Article 53, C10 Practicing Sustainable 2-9/2-10/2-11/2-12/2-27 Article 12 (2), Article 51, Article 51, Article 51, Article 53, C10 Commitment to Corpora	1	
Corporate Culture Development Histo Introduction of Silane Technology Main Products Corporate Honors			1
	Business Layout	2-6	1
	Main Products	2-6	
	Corporate Honors	s 2-1	
Sustainable Development Corporate Governance Chapter Compliance wit Business Ethics Strengthening Pa	Sustainable Development		Article 11, Article 12 (1), Article 12 (5), Article 13, Article 19, Article 51, Article 52, Article 53 (2)
	Commitment to Corporate		Article 12 (2), Article 12 (3), Article 12 (4) , Article 53 (1)
	205-2	Article 54, Article 55 , Article 56	
			/
Environmental Compliance Chapter		201-2/305-1/305-2/305-4	Article 11, Article 12 (1), Article 12 (5), Article 13, Article 19, Article 51, Article 52, Article 53 (2)
	Practicing Environmental Protection	2-27/303-2/303-4/304-3/306-1 306-3/306-4/306-5	Article 14, Article 15, Article 16, Article 17, Article 18, Article 34, Article 35, Article 36, Article 37 (2)

First-level Heading	Second-level Heading	Sustainability Reporting Standards (GRI Standards)	Guidelines for Continuous Supervision of Listed Companies on the Beijing Stock Exchange No. 11 - Sustainable Development Report (Trial)
Environmental Compliance Chapter	Improving Resource Utilization	302-1/302-3/302-4/303-5	Article 11, Article 12 (1), Article 12 (5), Article 1 Article 19, Article 51, Article 52, Article 53 (2)
	Focusing on R&D Innovation	203-1	Article 41, Article 42, Article 43 (1), Article 54
Industry Value Chapter	Ensuring Product Quality	416-1/416-2	Article 14, Article 15, Article 16, Article 17, Article 1 Article 47 (1), Article 47 (2), Article 47 (3)
	Protecting Customer Rights	417-1/417-2	Article 47 (4)
	Sustainable Supply Chain	204-1/308-1/414-1	Article 44, Article 45, Article 46
	Protecting Information security	ſ	Article 48
Better Living Chapter	Employee Rights Protection	2-7/2-19/2-20/401-1/401-2 401-3/405-1/406-1/407-1	Article 49 , Article 50 (1)
	Employee Training and Development	404-1/404-2	Article 50 (3)
		403-1/403-2/403-3/403-5/403-6	Article 14, Article 15, Article 16, Article 17, Article Article 50 (2)
	Engaging in Public Welfare Activities	I	Article 38, Article 39 (2), Article 40
Appendix	Index Table	1	/
	Feedback Form	2-16	/



Feedback Form

Dear Reader:

Thank you very much for reading the 'Henan Silane Technology Development Co., Ltd. 2024 Environmental, Social, and Governance Report'. We highly value and look forward to hearing your feedback on this report. Your comments and suggestions are an important basis for us to continuously improve the level of ESG information disclosure and advance ESG management and practices. We sincerely invite you to fill out the relevant questions in the feedback form and provide valuable comments!

Our contact	information:
-------------	--------------

Your	Information:	

Organization: ____

Email:

Contact Number:

Name:

Address: Xiangcheng County Coal Coking Circular Economy Industrial Park, Xuchang City, Henan Province

Postal Code: 461700

Email: hnsilanezg@163.com

Website: www.hnsilane.com

Phone: 0374-8510022

Fax: 0374-8512902

1	Your	overall	evaluation	of	our	FSG	performance	is:

- □ Excellent □ Good □ Average □ Poor □ Very Poor
- 2. Your overall evaluation of this report is:
- □ Excellent □ Good □ Average □ Poor □ Very Poor
- 3. How do you think we are doing in stakeholder communication?
- □ Excellent □ Good □ Average □ Poor □ Very Poor
- 4. How do you think we are doing in product responsibility?
- □ Excellent □ Good □ Average □ Poor □ Very Poor
- 5. How do you think we are doing in environmental, safety, and occupational health?
- □ Excellent □ Good □ Average □ Poor □ Very Poor
- 6. How do you think we are doing in employee responsibility?
- □ Excellent □ Good □ Average □ Poor □ Very Poor
- 7. How do you think we are doing in ESG?
- □ Excellent □ Good □ Average □ Poor □ Very Poor
- 8. What are your comments and suggestions on our ESG performance and this report?

Annual Report on Environmental, Social, and Corporate Governance 87/88

