



Stock code: 002922



2025

Eaglerise Electric & Electronic
(China) Co., Ltd.

Sustainability Report

About This Report

Eaglerise Electric & Electronic (China) Co., Ltd. (hereinafter referred to as “Eaglerise”, “the Company”, or “we/our”) proactively discloses our sustainability management and performance to stakeholders every year, with a view to boosting understanding, communication and cooperation with them and enhancing our corporate transparency.

Reporting Boundary

This report covers all significant entities over which Eaglerise has operational control. Unless otherwise stated, its reporting boundary is consistent with that of consolidated financial statements in our annual report. Descriptions and data herein cover the period from January 1, 2025 to December 31, 2025, with parts of information outside of this time frame included, too.

Basis for Report Preparation

Basis

- Self-Regulatory Guidelines No.17 for Companies Listed on Shenzhen Stock Exchange–Sustainable Development Report (Trial)
- Self-Regulatory Guidelines No.3 for Companies Listed on Shenzhen Stock Exchange–Preparation of Sustainability Reports

References

- HKEX's Environmental, Social and Governance Reporting Code
- Global Sustainable Development Standards Board (GRI): Sustainability Reporting Standards (GRI Standards)
- IFRS S2-Climate-related Disclosures

Data Source

All information and data disclosed in this report are derived from the official internal documents, statistical data and annual reports of Eaglerise and its subsidiaries. Financial information is sourced from the company's annual financial reports and is denominated in Renminbi (CNY).

Report Statement

This report has been deliberated by our Board of Directors, and Eaglerise is responsible for the authenticity, accuracy and completeness of its content.

Principles for Report Preparation

Materiality:The Company identifies key topics that are significant to stakeholders and business operations, which form the focus of this report.

Balance:The report objectively reflects facts, disclosing both positive and negative information related to the Company without bias.

Quantitative:The report discloses key quantitative metrics for the reporting year.

Accuracy:The report strives to ensure information accuracy. Quantitative data include explanations of scope, calculation methods, and assumptions to ensure that any calculation errors do not mislead information users.

Verifiability:All cases and data in the report are derived from the Company's operational records or financial statements. All data and calculation processes are traceable.

Third-party Assurance

This report has been assured by independent third-party TÜV SÜD Certification and Testing (China) Co., Ltd.. Please find the independent assurance statement produced by TÜV SÜD in the appendix.

Languages and How to Obtain

This report is available in simplified Chinese and English. For any discrepancies between the two versions, the simplified Chinese version shall prevail. You may read or download the electronic version on our website (<http://www.eaglerise.cn/>) or designated information disclosure website <http://www.cninfo.com.cn/>.

Stakeholder Feedback

For comments and suggestions regarding this report, please contact us at:

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Message from the Chairman

The tide of sustainable development is surging forward, and ESG has become a central proposition and long-term pursuit for high-quality corporate development. In the face of profound changes brought by the energy transition, digital transformation, and the global shift toward green and low-carbon development, we take responsibility as our founding aspiration and long-termism as our guiding principle. We integrate sustainability into our strategic planning, business operations, and corporate culture, responding to the demands of our time through pragmatic actions.

We uphold sound governance as the foundation for steady development

We consistently regard compliant operations as the lifeline of corporate development. By continuously improving our modern corporate governance framework, we have strengthened decision-making and supervisory mechanisms characterized by clear responsibilities and efficient operations, safeguarding the legitimate rights and interests of investors. We have further enhanced our comprehensive risk management system, promoted a culture of integrity, and strictly upheld anti-bribery and anti-corruption principles. Through these efforts, we strive to foster a fair, transparent, and trustworthy business environment, laying a solid foundation for sustainable development.

We drive innovation to expand our global vision

Innovation remains the core engine of our growth. Through persistent dedication and breakthroughs in key technologies, we continuously upgrade our products and services and strengthen our core competitiveness. Our global expansion is progressing steadily: the successful commissioning of the transformer plant in Thailand and the opening of the intelligent transformer manufacturing facility in the United States mark significant milestones, gradually turning our vision of “manufacturing globally, serving global markets” into reality. We actively seize opportunities in digital transformation, strategically entering the emerging field of power equipment for data centers. With strong growth momentum, we are contributing to the development of digital infrastructure in the era of artificial intelligence. At the same time, we have fully launched our Digital Transformation 2.0 initiative, empowering decision-making through data and enhancing efficiency through optimized processes, thereby supporting the Company’s high-quality development with continuously evolving innovation capabilities.

We create shared value with society

We remain people-oriented and place strong emphasis on protecting employee rights and ensuring occupational health and safety. By building robust talent development platforms and training systems, we enable every dedicated employee to realize their potential, create value, and achieve personal growth. We also uphold strict standards for product quality and safety, strengthen our quality culture, and advance lean management. Working closely with our supply chain partners, we strive to build a cooperative, trustworthy, and mutually beneficial industrial ecosystem. At the same time, we actively participate in public welfare and rural revitalization initiatives, translating compassion into concrete action and giving back to society while growing together with all stakeholders.

We advance green and low-carbon development

We have integrated the “dual carbon” goals into our corporate development strategy and embedded green principles throughout product development, manufacturing, and operational services. By promoting energy-saving technologies, developing environmentally friendly materials, and optimizing energy structures, we support the transition toward a low-carbon future through technological innovation. Climate governance and carbon reduction have been incorporated into our development planning, transforming green development into collective action across the Company. Through concrete efforts, we aim to protect the ecological environment and promote harmonious coexistence between business, society, and nature.

A long journey lies ahead, and the responsibility we bear is profound. Moving forward, we will continue to uphold our business philosophy of “prudent operations, global expansion, digital empowerment, and process-driven management.” With higher standards for ESG practices, more tangible actions to fulfill our sustainability commitments, and greater determination to embrace the opportunities of our time, we will continue advancing on the path toward a sustainable future.

Xiao Juncheng
Chairman of Eaglerise

About Eaglerise

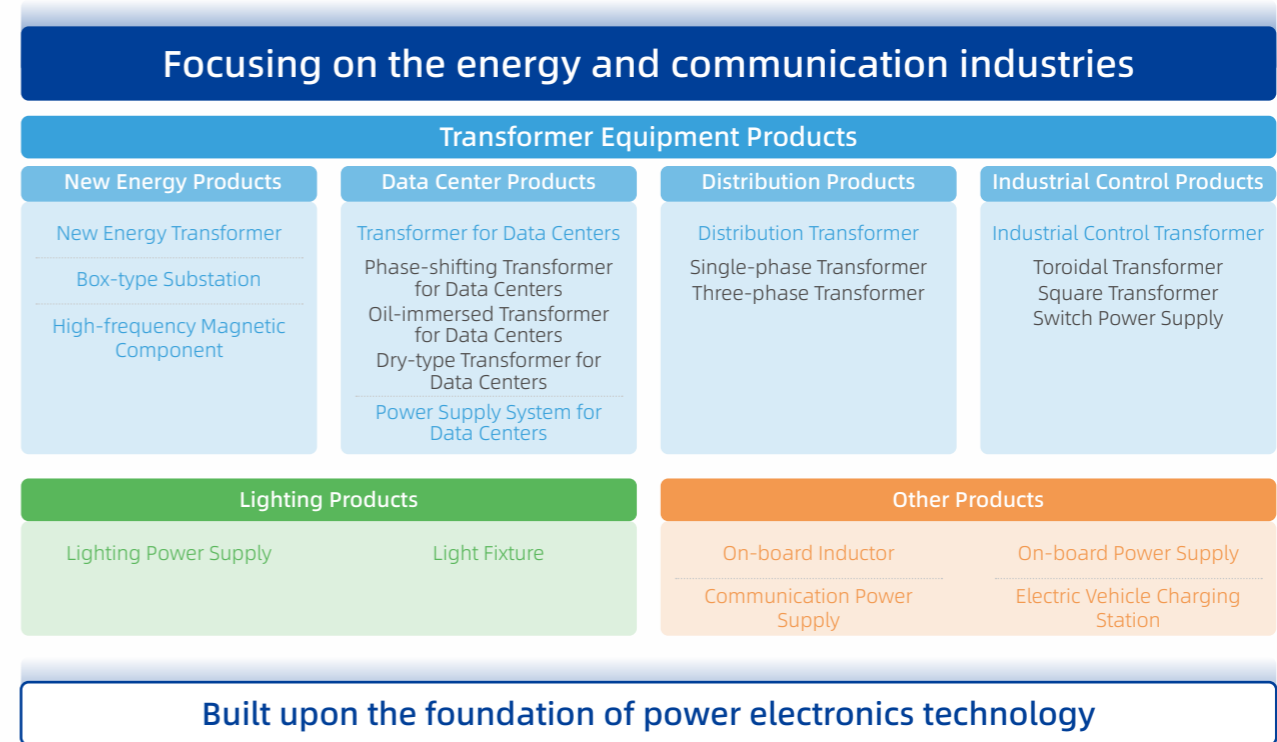
Company Profile

Eaglerise, founded in 1999, On December 29, 2017, Eaglerise successfully went public, becoming an A-share listed company with a stock code of 002922. We focus on the energy and communication industries, providing a range of products and solutions to global markets based on our power electronics technology. We strive to become a first-class tech company that creates ever-increasing values for customers, employees, and society. We always adhere to the service philosophy of the "Customer centric, Expedient, Optimal solutions, and moving customers" service concept, focusing on enhancing the ability of R&D and innovation to provide the industry and the market with the best products and solutions.

Over the past two decades, we have achieved significant milestones. In terms of manufacturing capabilities, we own nine production bases worldwide, and gradually realize intelligent and digital manufacturing to meet increasing

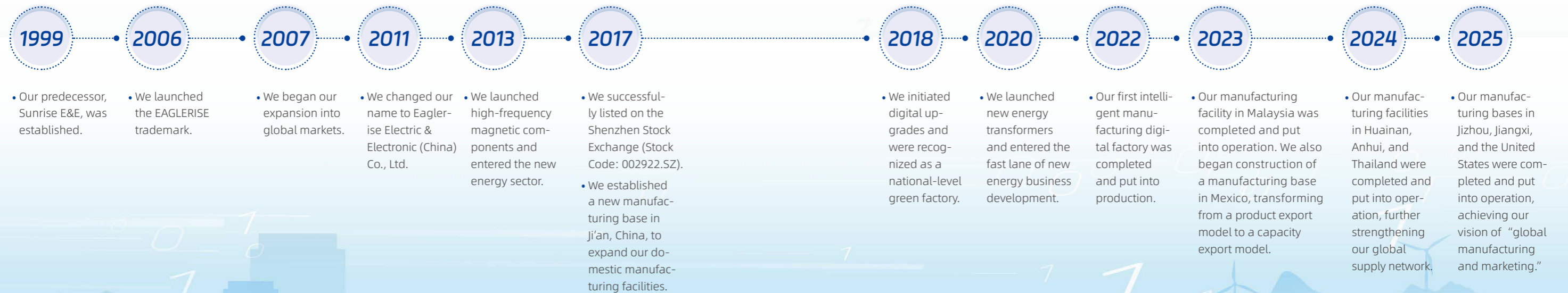
market demands. Regarding product R&D, we run six R&D centers which constantly innovate in electric and electronic products in line with industry trends. As for marketing, with sales and after-sales service branches in China, the US, Japan, Singapore, Malaysia and Germany, we nurture reciprocal partnerships with core customers across the globe.

In 2025, while expanding its global footprint and business scale, Eaglerise also advanced green, low-carbon, and sustainable development. Going forward, we will deepen our presence in the energy and information sectors, guided by our mission and vision and firmly anchored in the markets we serve. Leveraging our inverters, transformers, and other products, we will actively drive the energy transition, advance product innovation in support of green development, and inject the core value of sustainable growth into high-quality social development.



· Corporate Strategy

Milestones



Honors and Awards

Awardee	Honor/award	Presented by
Eaglerise Electric & Electronic (China) Co., Ltd.	2024 Top 100 Enterprises/ Manufacturing Enterprises/Private Enterprises in Foshan	Foshan Enterprise Confederation, Foshan Entrepreneur Directors Association
	National Intellectual Property Advantage Enterprise	China National Intellectual Property Administration
	Outstanding Application Award for Smart Logistics and Supply Chain in China	e-works.net (Digital Enterprise Network)
Eaglerise Intelligent Device Corporation Ltd.	Specialized and Sophisticated SME in Guangdong Province	Department of Industry and Information Technology of Guangdong Province
	Shunde High-Tech Product (Automotive-Grade Gapless Closed Magnetic Circuit Inductor)	Association of High-Tech Enterprises, Shunde, Foshan
Eaglerise Electronics (Foshan) Co., Ltd.	Guangdong Province Innovative Small and Medium-sized Enterprise	Department of Industry and Information Technology of Guangdong Province
Foshan Eaglerise Power Science & Technology (Shunde) Co., Ltd.	"Little Giant" Specialized and Sophisticated Enterprise	Ministry of Industry and Information Technology
	High-Tech Enterprise	Department of Science and Technology of Guangdong Province, Department of Finance of Guangdong Province, and Guangdong Provincial Tax Service, State Taxation Administration
	Demonstration Enterprise for Trade Secret Protection in Shunde District, Foshan	Shunde District Administration for Market Regulation, Foshan
	2023 Top 100 Enterprises/ Private Manufacturing Enterprises in Shunde	Shunde District Enterprise Confederation, Shunde District Entrepreneur Association, Foshan
	Foshan Standard Product (Dry-Type Power Transformer)	Foshan Administration for Market Regulation
Eaglerise Electric & Electronic (Ji'an) Co., Ltd.	"Little Giant" Specialized and Sophisticated Enterprise	Ministry of Industry and Information Technology
	National High-Tech Enterprise	Science and Technology Department of Jiangxi Province, Department of Finance of Jiangxi Province, and Jiangxi Provincial Tax Service, State Taxation Administration
	Jiangxi May 1st Labor Award	Jiangxi Federation of Trade Unions
Eaglerise Magnetolectric Technology (Ji'an) Co., Ltd.	Advanced Smart Factory	Department of Industry and Information Technology of Jiangxi Province
	Smart Manufacturing Benchmark Enterprise in Jiangxi Province	Department of Industry and Information Technology of Jiangxi Province
	Jiangxi Provincial Industrial Technology Engineering Center for Photovoltaic Intelligent Induction Transformers	Jiangxi Provincial Development and Reform Commission
	Jiangxi Famous Brand Product	Jiangxi Brand Building Promotion Association

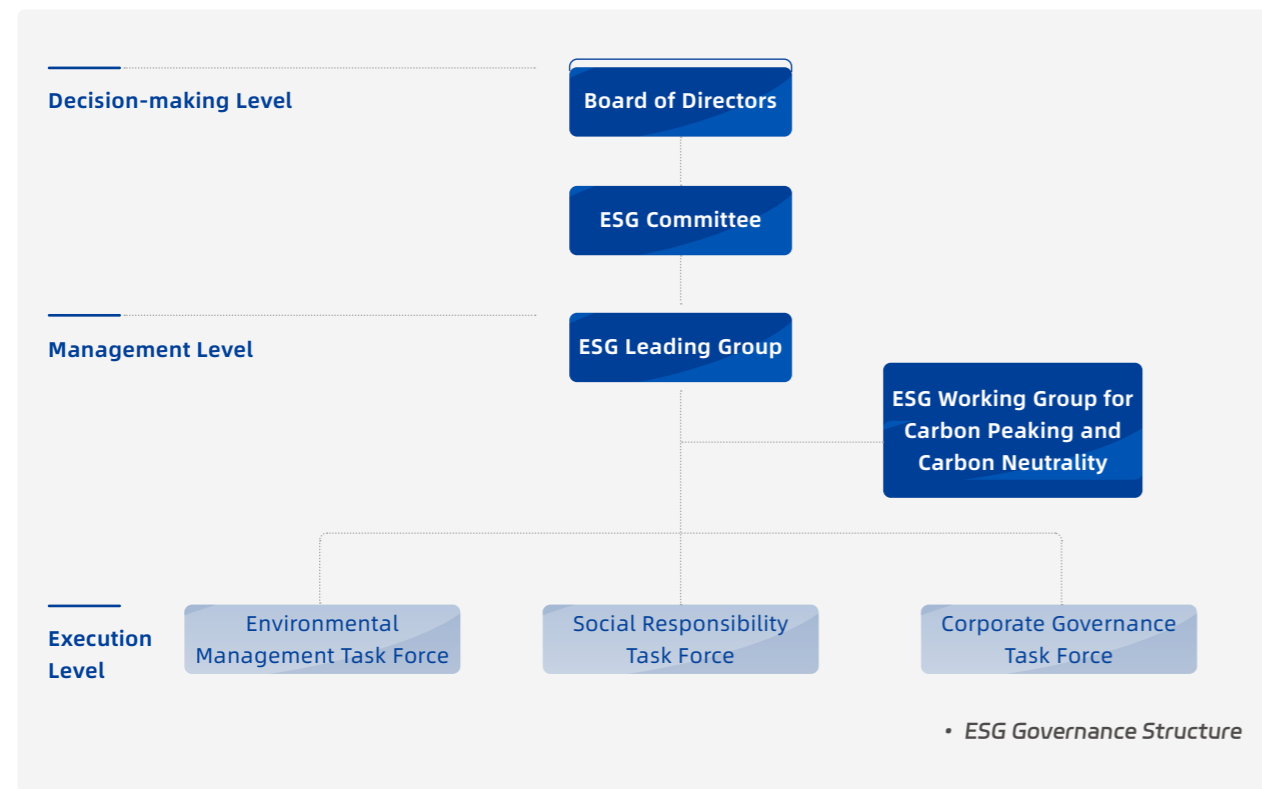
Awardee	Honor/award	Presented by
Anhui Nengqi Electric Technology Co., Ltd.	Enterprise Technology Center of Anhui Province	Department of Industry and Information Technology of Anhui
	Green Factory of Anhui Province	Department of Industry and Information Technology of Anhui Province
	2025 Innovative SME in Anhui Province	Department of Industry and Information Technology of Anhui Province
	Advanced Smart Factory of Anhui Province	Department of Industry and Information Technology of Anhui Province
	2025 Enterprise R&D Center of Anhui Province	Huainan Municipal Science and Technology Bureau
	Specialized and Sophisticated SME in Anhui Province	Department of Industry and Information Technology of Anhui Province



Sustainability Management

ESG Governance Structure

Under the leadership of the Board of Directors, the Company has established a top-down ESG governance framework. Environment, Social and Governance (ESG) Committee (hereinafter referred to as the "ESG Committee") drives and implements the ESG strategy set by the Board and advances the Company's overall ESG performance. The ESG Leadership Group translates the strategy into corresponding objectives and action plans, while the ESG Working Group executes the ESG tasks assigned by the decision-making and management levels. Drawing on this well-structured ESG governance network, the Company has effectively cascaded its ESG strategic objectives into the Igor 2025 ESG Blueprint and Implementation Plan, systematically mapping responsibilities across all business units, designating issue owners, and establishing a dynamic and effective risk management and communication mechanism to drive strong ESG practices on the ground.



ESG Strategy

Centering on the ESG strategic positioning of “green development drives energy transition, decarbonization consensus promotes low-carbon innovation,” we have established the “RISE” framework, comprising four strategic pillars: Robustness, Innovation, Social progress, and Environment. By leveraging our expertise in key areas, we are comprehensively driving the Company’s sustainable development to new heights.

Mission & Vision

Specialized in the energy and information industries, we provide a range of products and solutions to global markets based on our power electronics technology, striving to become a first-class tech company that creates ever-increasing values for customers, employees, and society.

Strategic Positioning

Green development drives energy transition, decarbonization consensus promotes low-carbon innovation

Four Pillars RISE

Robustness

Regarding compliance as the foundation, we adhere to bottom-line thinking, continuously fostering a fair and clean business environment to ensure robust corporate growth.



Innovation

Ensuring high-quality products and services, we drive product innovation and R&D, integrate green product design, and track clean energy technology trends.



Social progress

We actively fulfill social responsibilities by working with employees, supply chains, and communities to create long-term societal value.



Environment

Leading with green ecology, we embed eco-friendly practices into every manufacturing stage and build a green operations system to achieve harmony between business and the environment.



• Eaglerise ESG Strategy

Values Created in 2025

Robustness

Operating revenue in 2025

CNY **5.264** billion

3

independent directors/Operating revenue in 2025

Signing rate of the *Letter of Commitment to Integrity and Self-discipline*

100%

Percentage of directors covered by anti-bribery and anti-corruption training

100%

Innovation

R&D investment

CNY **0.239** billion

As of the end of 2025

89

invention patents granted in total

As of the end of 2025

584

patents granted in total

Social progress

Total number of employees

3,398

0

major safety and quality incidents related to products and services

Employee training expenditure

CNY **1.6989** million

Environment

Coverage of the ISO 14001 Environmental Management System certification *

100%

0

significant administrative penalties or criminal liabilities related to pollutant emissions

GHG emission intensity (Scope 1 & Scope 2)

0.0546 tonnes CO₂e/CNY 10,000 revenue








Carbon dioxide emission reductions from photovoltaic power generation

4,075.04 tonnes CO₂e

*Note: Refers to the system certification pass rate among the primary production companies across all bases.

Stakeholder Engagement

In line with the principle of transparent operation, Eaglerise closely communicates with stakeholders, and has established diversified communication channels. We promptly disclose policy updates, daily operations, sustainability initiatives, and other related information to all stakeholders, gaining their understanding, trust, and support.

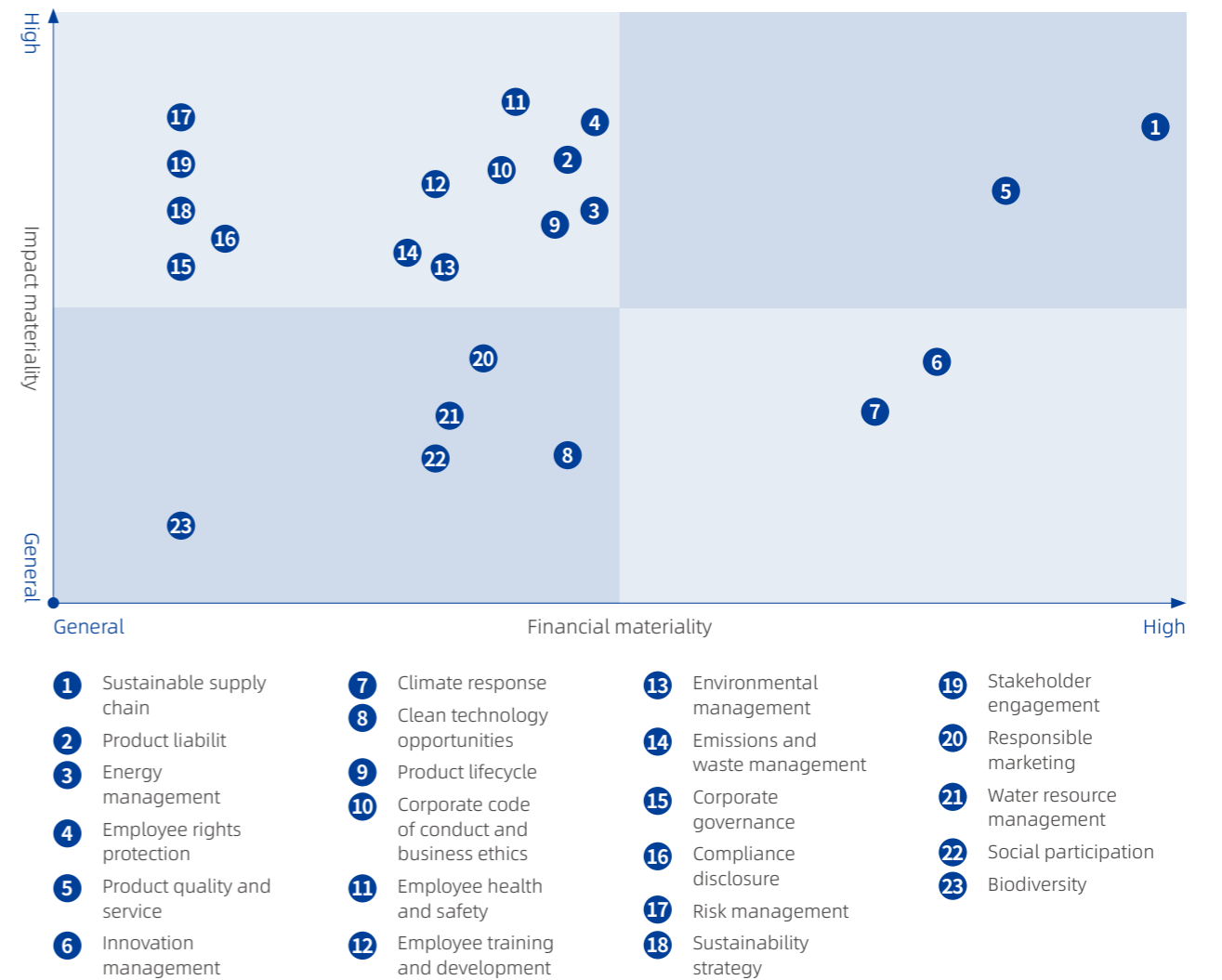
Stakeholder	Topics of concern	Engagement channels
 Employees	<ul style="list-style-type: none"> Employee rights protection Employee health and safety Employee training and development 	<ul style="list-style-type: none"> Workers Congress Complaint hotline and emails Training and Awareness
 Shareholders and investors	<ul style="list-style-type: none"> Corporate governance Risk management Sustainability strategy 	<ul style="list-style-type: none"> General Meeting of Shareholders Information disclosures Investor communication platforms Eaglerise's website and emails Surveys Site Visits and Research
 Government and regulatory agencies	<ul style="list-style-type: none"> Corporate code of conduct and business ethics Compliance disclosure Energy management Climate response 	<ul style="list-style-type: none"> Meetings by securities regulators Information disclosures Surveys Site Visits and Inspections
 Customers	<ul style="list-style-type: none"> Product liability Product quality and service Product lifecycle Innovation management Responsible marketing 	<ul style="list-style-type: none"> Surveys Eaglerise's website and emails Customer visits
 Partners and suppliers	<ul style="list-style-type: none"> Sustainable supply chain Innovation management Product lifecycle Clean technology opportunities 	<ul style="list-style-type: none"> Supplier reviews and evaluations Supplier conferences Eaglerise's website and emails Industry seminars Exhibitions and conventions Surveys
 Community and public	<ul style="list-style-type: none"> Stakeholder engagement Environmental management Emissions and waste management Biodiversity Social participation 	<ul style="list-style-type: none"> Surveys Information disclosures Eaglerise's website and emails
 Media	<ul style="list-style-type: none"> Compliance disclosure Employee rights protection 	<ul style="list-style-type: none"> Surveys Eaglerise's website and emails Information disclosures New media platforms

Materiality Assessment

The Company has continuously refined its materiality assessment process. Drawing on regulatory disclosure guidelines as a foundation, and referencing sustainability topics of relevance to capital markets, international reporting standards bodies, and industry peers, the Company establishes an issue list in the context of its own activities and business relationships, evaluates and confirms the materiality of each issue, comprehensively identifies risks and opportunities, and defines ESG priorities.

The Company conducts materiality assessments on a two-to-three-year cycle. In 2024, following a structured process of understanding the Company's activities and business context, building the issue list, evaluating and confirming issue materiality, and producing the issue report, the Company invited internal and external stakeholders to score identified issues through an online questionnaire, identifying a total of 23 issues across 3 dimensions. In 2025, drawing on the Company's strategic development priorities and business needs, and referencing applicable laws, regulations, and policies, industry trends, and peer benchmarking, the Company validated, refined, and confirmed the 2024 assessment results.

Eaglerise 2025 Materiality Assessment Results



**ESG
Spotlight**

Digitalization Leads Global Footprint Expansion

Adhering to the business philosophy of “steady operation, globalization, data-driven, and process-oriented,” Eaglerise advances development through technological innovation. While actively advancing our global strategy, we remain committed to underpinning corporate transformation and development with digitalization. To this end, we have mapped out a global digitalization blueprint for the next 3-5 years, aiming to build a digital and intelligent system with Eaglerise characteristics and realize our vision of “global manufacturing and marketing.”

AIGC strategic planning

The AI-Generated Content (AIGC) project constitutes a crucial component of our digital strategy planning. It aims to achieve the goal of “cost reduction and efficiency gains” by building an AIGC platform, cultivating professional teams, and implementing scenario-based applications. We have formulated a three-year roadmap for AIGC platform development and established a sustainable AI operation mechanism to comprehensively enhance operational efficiency and core competitiveness.

Three-year Roadmap for AIGC Platform Development

Phase I (2025-2026)

Build platforms and deliver outcomes

Based on the products and actual operational scenarios of the Mekra platform, the rapid construction and application scenario implementation of the Eaglerise AIGC platform were realized.

Phase II (2026-2027)

Implement scenarios and integrate businesses

Select scenarios with high business value and moderate technical complexity for implementation.

Phase III (2028)

Strengthen intelligence and boost operations

Select appropriate scenarios for implementation based on scenario assessment dimensions.

Building digital factories

We are committed to building benchmark factories that integrate digital and intelligent production management, forming a replicable and scalable capability system. Empowered by the production capacity and technologies of these digital factories, we are accelerating our footprint expansion into global markets. By constructing a full-lifecycle digital management ecosystem, we continue to drive the Company's stride into the intelligent era.

Projected digital values

Financial Data Query & Analysis: Time required for financial report queries and calculations is expected to be reduced from 10 minutes to 5 minutes.

LOSS / TPM: Offline hourly-level data review has been upgraded to a 30-second solution access, while the recording of fault causes and corrective measures has been optimized from 10 minutes to 1 minute.

Project Weekly/Daily Reports: Preparation of daily reports has decrease from 1 hour of manual work to 40 minutes.

FMEA Failure Analysis: Processing time is expected to decrease from 1 hour manually to 30 minutes.



Case Grand opening of Eaglerise's intelligent transformer manufacturing factory in the United States – A significant step toward the “global manufacturing and marketing” strategy

On October 22, 2025, Eaglerise Renewable Energy (USA) Inc. held the grand opening ceremony of its intelligent manufacturing factory in Fort Worth, Texas. The Fort Worth factory integrates automated, digital, and lean manufacturing to establish a next-generation intelligent production system. Supported by an integrated digital management framework comprising ERP, MES, and WMS systems, the factory functions as an “intelligent brain,” enabling real-time coordination of production, logistics, and quality control. Through automated high-bay warehousing, AGV automated transportation, and robotic welding and assembly lines, the facility significantly enhances production efficiency and consistency while reducing energy consumption and operating costs.



Case Successful commissioning of Eaglerise's digital intelligent factory in Thailand

On December 19, 2025, the medium-voltage oil-immersed transformer manufacturing factory invested and constructed by Eaglerise in Thailand was successfully commissioned, marking another significant milestone in the Company's global strategic footprint. Covering approximately 93 mu (approximately 6.2 hectares), the facility was built in accordance with digital intelligent factory standards, with an annual production capacity of 6,000 transformers for new energy and data center applications. It represents the first overseas digital intelligent factory for medium-voltage oil-immersed transformers built by a Chinese enterprise, establishing a landmark achievement for the Chinese transformer industry's global expansion.



Case Automated dry-type transformer production line in Jizhou sets a benchmark for intelligent manufacturing

At the intelligent manufacturing facility of Jiangxi Eaglerise Digital Energy Technology Co., Ltd., located in Jizhou District, Ji'an City, Jiangxi Province, the automated dry-type transformer production line is reshaping the industry's future under the advanced principles of “5G coverage, system coordination, process oriented, and data driven.”

Intelligent logistics hub

Multiple rail-guided vehicles (RGVs) and automated guided vehicles (AGVs) in the workshop form a three-dimensional logistics network, enabling intelligent scheduling.

Empty pallet circulation system

Through real-time sensor monitoring of pallet quantities, when four empty pallets are stacked, the system automatically triggers the transfer procedure, significantly improving transfer efficiency.

Digital-driven system

The system ensures full-process intelligent coordination to support efficient production line operations. The workshop deeply integrates intelligent software systems: MES oversees the entire production process; WMS ensures the timely supply of production materials; DCS guarantees precise equipment scheduling in transformer manufacturing; SCADA provides visualized interfaces to support decision-making; and RCS enables intelligent logistics path planning and dynamic optimization.





Environmental Green and Low-Carbon Development

Leading with green ecology, Eaglerise actively addresses climate change, reduces pollutant emissions, establishes a standardized environmental management system, and optimizes resource utilization efficiency. Through concrete actions that advance green transition, we promote a win-win balance between economic growth and ecological protection, contributing corporate strength to China's carbon peaking and carbon neutrality goals.

• Contribution to the United Nations 2030 Sustainable Development Goals



Addressing Climate Change

In response to China's carbon peaking and carbon neutrality goals, we have strengthened our climate-related management mechanism across four dimensions: governance, strategy, risk management, and metrics and targets. Meanwhile, we have identified and managed climate-related risks and opportunities, continuously explored and optimized climate action plans, and worked to enhance governance over climate-related topics.

Climate governance

In accordance with regulatory requirements, we have incorporated climate-related topics into our management scope and established a climate governance mechanism with clearly defined roles and responsibilities. Building upon the existing ESG governance framework, climate change management responsibilities have been integrated as follows. The Board of Directors, accountable to the Shareholders' Meeting, has established an ESG Committee directly responsible for climate-related matters. The ESG Committee regards environmental protection and sustainable development as core issues, conducts annual reviews of climate-related strategies, and supervises and guides the identification of climate-related risks and opportunities that the Company may face.

The Dual Carbon ESG Task Force is responsible for climate change management and implementation. It ensures the execution of resolutions made by the Shareholders' Meeting and the ESG Committee under the Board, and, in alignment with climate change disclosure frameworks such as the IFRS S2, identifies the company's key management priorities and monitoring indicators for climate response. It regularly tracks targets and reviews performance indicators, steadily advancing climate scenario analysis, carbon reduction initiatives, and the identification and management of climate risks and opportunities.

Climate strategy

We continuously identify the short-, medium-, and long-term impacts of climate change on our operations and business. By fully incorporating response measures into our development strategy, we fully align with the strategic task of fostering new quality productive forces. Based on the characteristics of the energy and information sectors, we advance carbon peaking action plans and long-term decarbonization transition strategies in a structured and prudent manner.

Climate risks and opportunities

Risk category	Risk identification	Impact cycle	Response measures
Physical risks	Risks primarily arise from acute events (e.g., typhoons, heavy rainfall, snowstorms, flooding) and chronic impacts associated with climate change. These factors may disrupt the production and supply of raw materials and adversely affect the Company's long-term and stable operations.	Short	<ul style="list-style-type: none"> Establish an emergency management system and form an emergency leadership task force; define response measures for extreme environmental conditions, develop and refine contingency plans for extreme weather events, and conduct emergency drills to mitigate potential damage arising from extreme climate events.
		Medium	<ul style="list-style-type: none"> Establish a regularized emergency drill and early warning mechanism, maintain close coordination with relevant emergency authorities, rely on real-time meteorological alerts to monitor chronic risk trends, issue timely internal warnings, and reinforce facilities accordingly to reduce operational risk.
		Long	<ul style="list-style-type: none"> Coordinate supplier layout and guide the industrial chain in strategic reserves and procurement to better control procurement costs.
Transition risks	Policy risks Risks related to market and policy changes under China's carbon peaking and carbon neutrality strategy.	Medium	<ul style="list-style-type: none"> Work with upstream and downstream partners to implement carbon reduction planning, promoting a steady decline in value chain emissions.
		Long	<ul style="list-style-type: none"> Strictly abide by national laws and regulations, closely monitor domestic and international climate policy changes, and establish and improve regulations on environmental protection, energy conservation, consumption reduction, and emission reduction.

Risk category	Risk identification	Impact cycle	Response measures
Transition risks	Market risks The market places greater emphasis on low-carbon, eco-friendly, and green attributes, leading to increasing demand for low-carbon products.	Medium	<ul style="list-style-type: none"> Actively conduct R&D on low-carbon products and provide eco-friendly products. Establish a supplier assessment mechanism, prioritizing suppliers with good environmental reputations to ensure that procured raw materials meet environmental requirements.
	Reputational risks Stakeholders such as investors are paying increasing attention to climate change, with growing expectations for the Company's climate change management, information disclosure, and stakeholder engagement.	Long	<ul style="list-style-type: none"> Continuously strengthen the identification and management of climate risks, plan and implement response schemes to mitigate climate risks, and disclose climate-related information in a timely manner. Establish a comprehensive ESG management system, integrating ESG risks into the Company's overall risk control framework to prevent negative ESG events.

• Risks and Responses

Opportunity category	Opportunity identification	Impact cycle	Response measures
Energy management	Use renewable energy to reduce energy expenses, assist in the transformation of the enterprise's energy usage structure, and reduce carbon emission intensity.	Short	<ul style="list-style-type: none"> Increase the use of clean energy and renewable energy.
Products and services	Applying new energy-saving technologies and high-energy-efficiency equipment, as well as creating and developing new low-emission products and services, can improve the enterprise's competitive position, expand market scale, and facilitate green, efficient, and low-carbon development.	Long	<ul style="list-style-type: none"> Actively introduce new energy-saving technologies. Promote the application of energy-saving and emission-reduction technologies. Develop products with low-carbon attributes.

• Opportunity Analysis

Climate risk and opportunity action plan

Short-term	<ul style="list-style-type: none"> Integrate climate risk management into the Company's comprehensive risk management system, and manage climate risks through four basic procedures: risk identification, risk analysis, risk response, and risk monitoring 	Medium- to long-term
	<ul style="list-style-type: none"> Continuously track customer requirements and gain a preliminary understanding of IFRS S2 disclosure recommendations 	
	<ul style="list-style-type: none"> Assess financial opportunities concurrently during climate risk assessments 	
	<ul style="list-style-type: none"> Update and review climate risk management processes Introduce climate models to conduct climate scenario analysis Align climate risk assessments with IFRS S2 disclosure recommendations Conduct financial risk and opportunity assessments based on climate risk assessments 	

Planning for carbon peaking and carbon neutrality

We have been committed to advancing the planning for carbon peaking and carbon neutrality, integrating climate risks and opportunities into our action plan. This initiative drives the assessment of low-carbon and climate opportunities, outlining key measures and emission reduction projects for transformer equipment products, lighting products, and other products, as well as for individual product lines. By focusing on energy efficiency improvements and energy transition, we are laying the groundwork for our strategic planning for climate change and carbon reduction.

Case "I Contribute to Carbon Reduction at Eaglerise V1.0" Handbook

In 2025, Eaglerise issued the "I Contribute to Carbon Reduction at Eaglerise V1.0" handbook, addressing Scope 1, Scope 2, and Scope 3 emissions comprehensively. The handbook proposes emission reduction measures including promoting energy-efficient equipment, constructing photovoltaic projects, and optimizing logistics structures. Through multiple typical cases covering fields such as energy conservation and process optimization, the handbook highlights the philosophy of "small improvements, big reductions."



Highlight 1

Modification of resistance welding circulating water pipelines. Saves the power consumption of 4 chillers per month, saving 1,120 kWh of electricity and reducing carbon emissions by 433.33 kgCO₂e.

Highlight 2

By improving the paint stripping machine, operational efficiency has been enhanced. Saves approximately 3,360 kWh of electricity per month on average, reducing carbon emissions by about 1.3 tCO₂e.

Highlight 3

Improvement of dual-reactor varnish dipping. Reduces the use of insulating varnish by 1.62 kg per dual-reactor product on average, saving 210 kWh of electricity, and reducing total carbon emissions by 81.25 kgCO₂e.

Initiative	Measures
Energy efficiency improvements	Winding machines Use variable frequency drive (VFD) technology to adjust motor speed automatically based on workload, reducing energy waste.
	Injection molding machines Replace traditional motors with servo motors for higher energy efficiency. Adopt high-efficiency cooling systems and optimize molding processes to minimize energy use.
	Liquid-cooled & air-cooled extrusion stations Optimize cooling systems by using higher-efficiency pumps and fans or variable frequency technology to regulate cooling operations and reduce energy consumption.
	Central air conditioning optimization Deploy indoor humidity monitoring devices, integrate with an energy-saving air conditioning control system, and adjust chiller operations in real time based on demand.
Energy transition	Distributed photovoltaics (PV) Install distributed solar power generation systems across major production sites to increase the share of solar energy in meeting facility electricity demand.
	Green electricity procurement Gradually increase procurement of green electricity.
	Replacement (gasoline & diesel) Replace retired fuel-powered vehicles with new energy vehicles and purchase new energy vehicles.
Carbon offsetting	Purchase carbon offset projects

• Key Carbon Reduction Initiatives

Climate risk and opportunity management

We maintain effective oversight and control over climate-related risks and opportunities. Based on the core content of addressing climate change risks within our ESG strategy, we are improving risk management policy documents and integrating climate risk management into our overall risk management process.

- We collect climate-related risk information in a timely manner, analyze and assess the relevant impacts of risks, and implement effective controls and responses. This aims to prevent environmental risk events from evolving into major risk categories such as credit risk and reputational risk.
- We conduct preliminary assessments of greenhouse gas (GHG) emission reduction progress and the challenges in project implementation, considering whether to link relevant indicators to remuneration.
- We identify carbon reduction assessment indicators and preliminarily evaluate the progress of GHG emission reductions and the challenges in project implementation.

Case Facing Super Typhoon Ragasa with full emergency readiness

Prior to the arrival of Typhoon Ragasa, Eaglerise conducted a comprehensive safety inspection covering all key areas. The inspection team meticulously checked critical links such as clearing rooftop debris and reinforcing high-altitude hanging objects. Furthermore, a thorough screening was conducted for office buildings, production workshops, and storage areas. We assessed emergency material reserves, arranged for emergency rescue teams to be on duty 24 hours a day, dynamically tracked the typhoon's path, and monitored real-time warning signals. All departments were on high alert to ensure the safety of personnel and property during the typhoon.



Metrics and targets

We have established a GHG indicator system whereby carbon emission data are regularly monitored and verified, and emission reduction targets are set with ongoing progress tracking. We have also developed and continuously improved the carbon accounting system, systematically advancing carbon footprint and GHG accounting work, continuously optimizing carbon emission management, and gradually moving towards the carbon neutrality goal. The company's greenhouse gas emissions accounting follows ISO 14064-1:2018. Both Scope 1 emissions (direct greenhouse gas emissions from sources owned or controlled by the company) and Scope 2 emissions (indirect greenhouse gas emissions from purchased electricity, steam, heating, or cooling consumed by the company) are calculated using the emission factor method.

Climate goals

- > 2027-2028: Advance carbon footprint assessment of upstream products and carbon **inventory of upstream organizations**
- > 2030: **Achieve carbon peaking** at the operational level
- > 2050: **Achieve carbon neutrality** at the operational level

Category	Unit	2023	2024	2025 *
Scope 1	tCO ₂ e	2,023.39	3,150.29	4,140.89
Scope 2	tCO ₂ e	15,837.52	17,994.85	24,614.18
GHG emission intensity (Scope 1 & Scope 2)	tCO ₂ e/ CNY 10,000 revenue	0.0492	0.0456	0.0546

*Note: The boundary for carbon emission verification in 2025 encompasses the headquarters functions and those companies with manufacturing operations that have entered mass production.

Pollutant Emissions

In response to the national call for advancing ecological progress, Eaglerise solidly promotes pollution prevention and control, continuously strengthens pollutant emission control, and steadily improves green operational performance to support environmental sustainability.

Waste gas management

In strict compliance with the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*, the *Integrated Emission Standard of Air Pollutants*, and other applicable laws, regulations, and standards, we strictly control waste gas emissions and continuously improve waste gas treatment technologies to minimize the negative impact of waste gas on the environment.

Management targets

2025 target
100% compliance with waste gas emission standards
Completion status
100% compliance

Management measures

We have comprehensively screened and identified waste gas emission points, and compiled the *Eaglerise Exhaust Gas Inventory*. Regular inspections and maintenance of gas-collecting hoods for soldering, logo printing, and SMT adhesive application processes are conducted to ensure waste gas collection and disposal efficiency.

We have conducted routine inspections of production sites to eliminate fugitive and uncontrolled emissions. For newly added waste gas emission equipment, we coordinate with suppliers in a timely manner to build supporting waste gas collection pipelines. Moreover, we strengthen end-of-pipe treatment by adopting a "centralized pipeline collection + environmental equipment filtration and purification" process, ensuring waste gas is discharged compliantly after purification.

We strictly implement waste gas emission monitoring and management requirements to ensure the stable operation of collection and treatment systems. Qualified environmental monitoring agencies are commissioned to conduct periodic testing on schedule, ensuring the test reports are legally valid. Certified external suppliers are also engaged to regularly clean and maintain canteen oil fume purifiers to ensure proper condition.

Wastewater management

We consistently abide by the *Law of the People's Republic of China on Prevention and Control of Water Pollution and the Detailed Rules for the Implementation of the Law of the People's Republic of China on Prevention and Control of Water Pollution*, and implement a robust wastewater management system, strictly controlling sewage treatment and discharge to ensure treated water quality meets national and local environmental discharge standards.

Management targets

2025 target
100% compliance with domestic sewage discharge standards
Completion status
100% compliance

Management measures

We have comprehensively sorted out and designated drainage outlets in all areas, and compiled the *Eaglerise Wastewater Discharge Inventory*. Regular inspections and cleaning are carried out for identified drainage outlets, and routine cleaning and maintenance of oil separation tanks and septic tanks are organized. Concurrently, we conduct irregular inspections and controls on all discharge outlets.

We strengthen environmental awareness cultivation among employees, and provide special training and publicity to prevent unauthorized wastewater discharge. Moreover, we strictly follow relevant regulations and commission qualified environmental monitoring agencies to conduct water quality testing on schedule.

Noise management

Major noise sources include production equipment, fans, and water pumps. By adopting comprehensive measures such as selecting low-noise equipment, installing sound insulation and vibration damping devices, utilizing plant sound insulation, and optimizing plant layout and greening, we systematically manage production-related noise and effectively reduce noise impact.

Management targets

2025 target
Factory boundary noise levels remain below applicable regional regulatory limits based on periodic monitoring
Completion status
100% compliance

Management measures

We have comprehensively identified major noise source equipment within the factory area and compiled the *Eaglerise Inventory of Major Noise-Generating Equipment*. Moreover, we strictly follow operation and maintenance procedures to regularly maintain core noise facilities, ensuring stable and compliant operation. Qualified environmental monitoring agencies are commissioned to conduct noise monitoring on schedule.

During the reporting period, **0 significant administrative penalties or criminal liabilities related to pollutant emissions**

Waste Disposal

Eaglerise strictly complies with the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes*, the *Standard for Pollution Control on the Non-hazardous Industrial Solid Waste Storage and Landfill*, and the *Standard for Pollution Control on Hazardous Waste Storage*, among other applicable laws and regulations. We continuously improve internal management policies such as the *Eaglerise Waste Management Regulations and the Eaglerise Hazardous Waste Inventory*, ensuring standardized management and disposal of various wastes to minimize disturbance and damage to the environment.

Management targets

Hazardous waste
2025 target
100% compliant disposal rate of hazardous waste
Completion status
100% compliance
Non-hazardous
2025 target
100% compliant disposal rate of non-hazardous waste
Completion status
100% compliance

Management measures

We strictly implement management requirements for classified and zoned stacking and classified recovery of hazardous waste, and complete compliant disposal of waste on schedule. Qualified third-party companies are commissioned to conduct harmless treatment of non-hazardous industrial solid waste generated during operations.

Hazardous waste: We have systematically sorted out and formulated the *Eaglerise Hazardous Waste Inventory* to achieve clear management of hazardous waste types and sources.

Recyclable solid waste: We store recyclable solid waste in a dedicated recovery warehouse. Once a sufficient amount accumulates, we process it for resale and reuse, minimizing waste and maximizing resource efficiency.

Hazardous waste generated

186.37 tonnes

Non-hazardous waste generated

2,998.53 tonnes

Total waste

3,184.90 tonnes

Environmental Management

Guided by green development, Eaglerise has established and improved a scientific and standardized environmental management system. We reinforce the implementation of environmental management responsibilities, promoting the deep integration of environmental management with production and operations to build a green operation system and achieve harmonious coexistence between the enterprise and the environment.

Coverage of the ISO 14001:2015 environmental management system certification *

100%

*Note: Refers to the system pass rate of production companies engaged in core business operations across all production bases.



Improving environmental management mechanisms

We have formulated environment-related management policies and established a comprehensive system covering environmental monitoring, waste disposal, and pollution prevention and control. By clearly defining control requirements across all environmental management stages, these mechanisms provide a sound institutional foundation for environmental management.

Preventing environmental pollution risks

We conduct in-depth supervision and inspections related to environmental protection to formulate targeted and effective control measures or plans. We also implement a regular repair and maintenance mechanism for environmental protection facilities and organize annual joint safety and environmental emergency drills based on environmental emergency risk scenarios.

Conducting environmental management training

We provide comprehensive environmental management training for all employees to enhance their environmental awareness.

Energy Utilization

Eaglerise actively practices the principles of energy conservation and efficiency improvement in line with the *Law of the People's Republic of China on Energy Conservation*, continuously enhancing its energy management system, upgrading energy-saving technologies and processes, and improving overall energy efficiency. At the same time, we actively introduce clean energy, optimize our energy mix, and increase the proportion of clean energy to reduce carbon emissions, thereby comprehensively improving energy utilization performance.

Management system

The Company continues to improve energy use efficiency by establishing a data-driven energy management mechanism. Administrative personnel at each production base are responsible for regularly collecting and providing invoices and usage records related to energy activities, which serve as the primary data sources for the Company's energy consumption statistics. The Dual Carbon and ESG team consolidates and organizes energy data from all bases and reports the results during the monthly quality management meeting organized by the Company's system management team. The report covers the monthly consumption of various types of energy, including electricity, natural gas, gasoline, and diesel, and includes year-on-year comparisons with the same period of the previous year. This enables management to promptly track changes in energy consumption and evaluate energy use efficiency.

Through this mechanism, the Company has gradually established an energy data collection and monitoring system covering all production bases, providing a data foundation for setting and optimizing future energy-saving targets. Although full-process digital management has not yet been achieved, a standardized management approach centered on "data collection - centralized analysis - regular reporting" has been formed, ensuring the orderly implementation of energy management initiatives.

Management measures

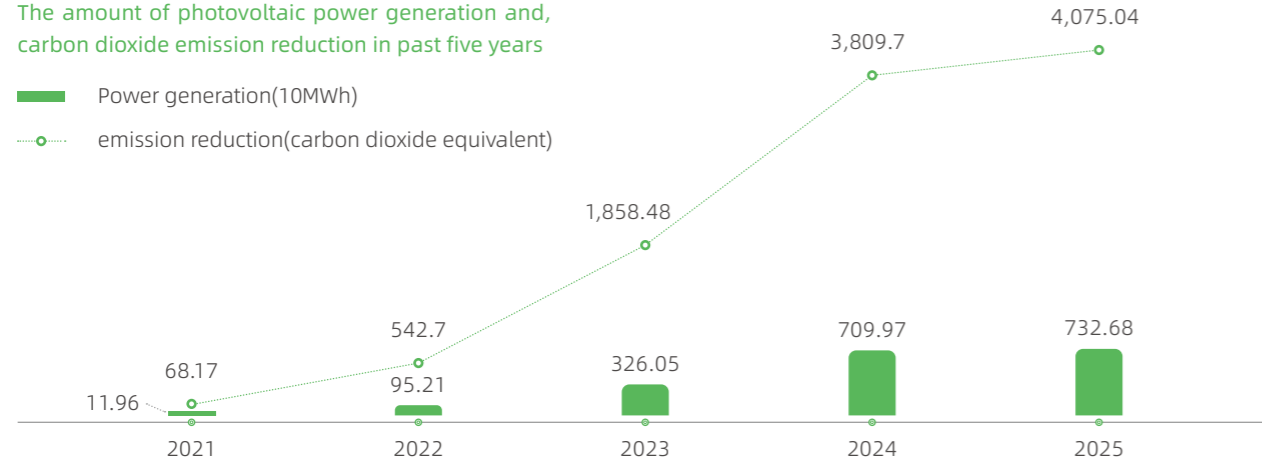
In its daily operations, the Company follows the principles of lean production, continuously promoting energy-saving and cost-reduction initiatives across multiple dimensions, including energy use and material management. The Dual Carbon and ESG team, in collaboration with various production bases, regularly collects lean improvement cases related to production line operations, equipment utilization, and process optimization, and distills them into energy-saving practices with strong replicability. These cases are compiled into the Company's internally published "Reducing Carbon for Eaglerise" handbook series and periodically shared on the Company's internal platform, enabling different bases to learn from one another and promoting experience sharing and continuous improvement.

Lean initiatives cover areas including, but not limited to: identifying high-energy-consuming equipment and promoting replacement or optimization, adjusting production line operating schedules to better match actual output, and optimizing material flow paths to reduce waste. Guided by the philosophy of "small improvements, significant emission reductions," the Company encourages frontline employees to actively participate in energy-saving actions, fostering a bottom-up culture of green improvement.

Energy type	Unit	2023	2024	2025
Gasoline	kg	23,390.82	21,316.67	22,042.26
Diesel	kg	19,678.84	24,353.31	32,686.67
Natural gas	Nm ³	673,970.00	995,899.00	999,040.00
Solar energy	kWh	3,260,483.00	7,099,705.20	7,326,809.00
Purchased electricity	kWh	27,609,074.00	36,676,977.00	45,081,656.15
Total energy consumption	tce	4,767.31	6,783.22	7,673.55
Energy intensity	tce/CNY 10,000 revenue	0.0131	0.0146	0.0146

*Note: The table is calculated in accordance with GB/T 2589-2020 General Principles for Calculation of Comprehensive Energy Consumption. In 2025, the standard coal conversion factor for natural gas is 1.1536 kgce/Nm³, based on the calorific value testing report provided by the gas company.

The amount of photovoltaic power generation and carbon dioxide emission reduction in past five years



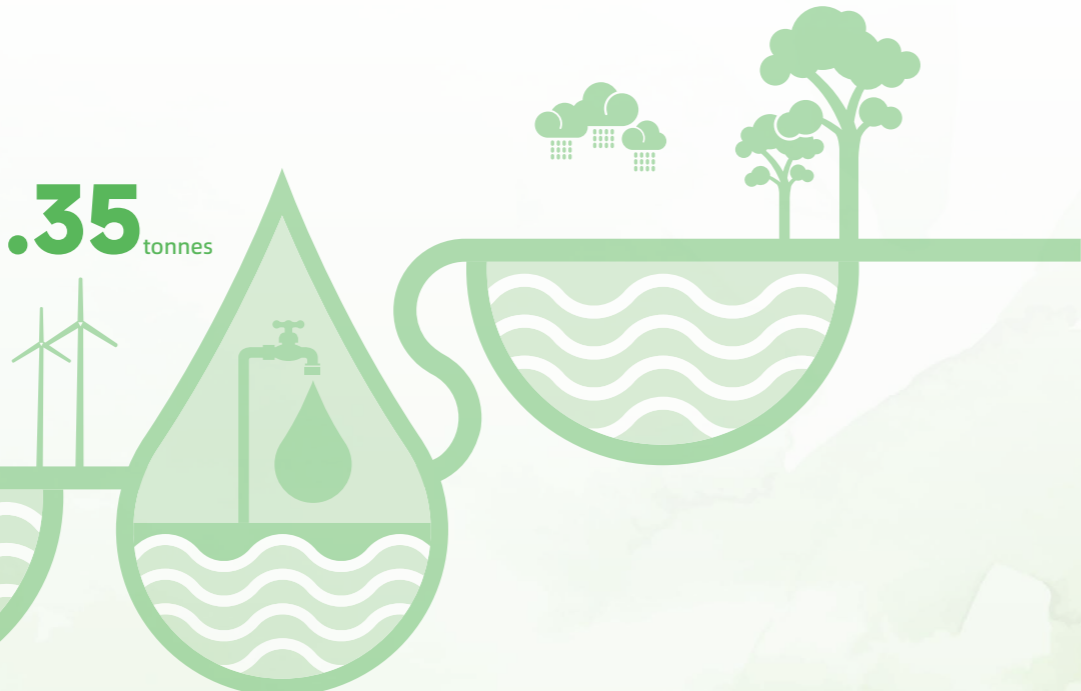
Water Resource Utilization

Eaglerise places high importance on water resource utilization and continuously optimizes water management practices. Recycling water treatment and reuse systems have been installed in production processes to improve water efficiency at facilities in various locations. We actively implement water-saving strategies, strengthen awareness initiatives, adopt high-efficiency water-saving technologies, and prioritize water-efficient equipment for major water-use applications. Water-saving fixtures are widely used in staff canteens, restrooms, and public buildings, delivering measurable water conservation results.

Total water consumption*

403,681.35 tonnes

*Note: Refers to the water consumption of production companies at each production base.



Circular Economy

In accordance with the core principles of “reduction, reuse, and resource recovery” outlined in the Opinions of the General Office of the State Council on Accelerating the Establishment of a Waste Recycling System, the Company actively practices the circular economy and promotes its green and low-carbon transformation.

As a national high-tech enterprise specializing in the power supply and power electronics sector, the Company takes national policy as guidance and integrates circular economy principles throughout its production and operations. By continuously optimizing resource utilization models and implementing process innovations and equipment upgrades, the Company improves the recycling and reuse rates of various production wastes. Recyclable resources such as scrap raw materials and offcuts are repurposed, helping to reduce energy consumption and pollutant emissions during production while fulfilling policy requirements for the refined management of industrial waste.

The Company continues to respond proactively to national policy directions by deepening technological and operational innovation and strengthening the development of its waste recycling system. Through these efforts, it strives to achieve an integrated balance between high-quality corporate development and ecological benefits, creating shared value for both business and the environment.

Case Optimization of production resource recycling—Improvement in wave solder dross recovery

To enhance resource efficiency in wave solder dross management, Eaglerise optimized the previous model of directly returning dross to the supplier for recycling by introducing an internal pre-refining step to extract pure tin. The remaining dross after extraction is then returned to the supplier for exchange. Following process optimization, the amount of tin recovered from a single batch of 440.99 kg of solder dross increased from 220.495 kg to 294.01 kg, raising the recovery rate from 50% to 66.7%. This directly reduced new tin procurement by 73.515 kg, lowered reliance on virgin resources, and indirectly reduced carbon emissions from upstream mining and smelting through improved recycling rates.

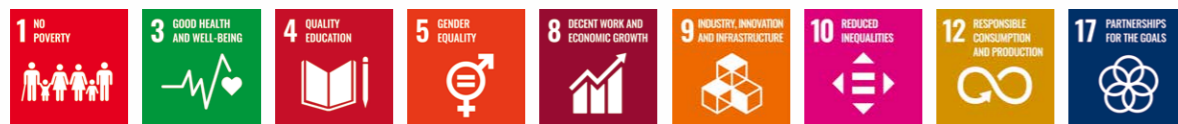


Social

Inclusive and Shared Development

At Eaglerise, we always place greater focus on customer needs. With research and development (R&D) as the starting point and a strong supply chain as the foundation, we deliver high-quality products and services, and on this basis, leverage digital and automated technologies to improve service efficiency and customer satisfaction, aiming to foster an open, fair, and equitable working environment. We are fully committed to safeguarding the rights and interests of our employees, prioritizing their safety and health, strengthening our market competitiveness, and contributing to the sustainable development of the industry.

- Contribution to the United Nations 2030 Sustainable Development Goals



Innovation-Driven Development

Eaglerise advances growth through technological innovation. We are committed to cultivating a dynamic R&D environment, establishing equitable incentive mechanisms, maintaining sustained and intensive R&D investment, building an independent intellectual property portfolio, and fostering new quality productive forces.

Governance

The Company has formulated a series of innovation management policies, including the *Regulations on the Organizational Structure, Powers, and Responsibilities of the R&D Management Department*, the *Product Design and Development Management Procedures*, the *Management Measures for R&D Personnel Incentive Programs*, and the *Management Measures for Lean R&D Projects*. These frameworks establish an efficient, professional, and standardized R&D organizational governance system, clarify roles, responsibilities, and competency requirements, and enhance the professionalism of innovation management.

The Company organizes its R&D centers according to different product lines. The R&D centers are primarily divided into the Solutions Department and the internal platform. The Solutions Department mainly serves customers and the market, while the internal platform is responsible for building and supporting the back-end manufacturing centers. When customers make requests, they are directed to the Solutions Department, which then creates an overall R&D plan and hands over the relevant plan to the internal platform for implementation.

Strategy

Innovation risks and opportunities

Category	Description	Likelihood	Impact horizon	Potential financial impact	Response measures
Technical risk	During the technical innovation process, technical bottlenecks and challenges that are difficult to overcome may arise, potentially resulting in project failure.	Medium	Long term	Increased operating costs: Complex R&D projects may extend R&D cycles and require additional funding to maintain normal operations, leading to higher R&D expenditures.	<ul style="list-style-type: none"> Establish a robust project management mechanism to identify and address potential technical challenges in advance, reducing uncertainties in the R&D process. Strengthen the Company's technological R&D capabilities. Recruit and cultivate highly qualified R&D talent.
Management risk	Ineffective project management during R&D may cause schedule delays, while inadequate team collaboration may reduce R&D efficiency.	Medium	Medium term	Increased operating costs: Ineffective project management may lead to unreasonable resource allocation, resulting in resource waste or shortages and unnecessary costs arising therefrom.	<ul style="list-style-type: none"> Strengthen project management capabilities and optimize team collaboration mechanisms.

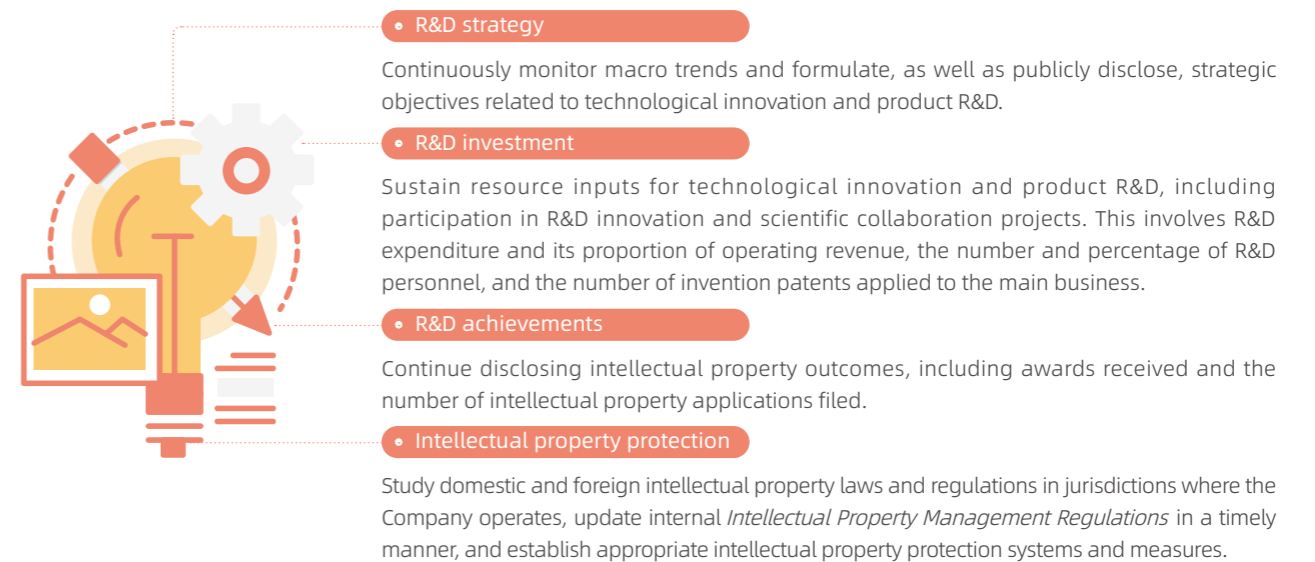
Category	Description	Likelihood	Impact horizon	Potential financial impact	Response measures
Legal and compliance risk	Self-developed achievements typically involve intellectual property rights. Inadequate protection may result in technology leakage or infringement.	Medium	Short term	Increased operating costs: Resolving intellectual property infringement disputes may involve substantial legal expenses, thereby increasing operating costs.	<ul style="list-style-type: none"> Establish a comprehensive intellectual property (IP) management system and enhance employee awareness of IP protection. Conduct regular evaluations and audits on intellectual property rights to ensure their validity and exclusivity.

• Risks and Responses

Category	Description	Likelihood	Impact horizon	Potential financial impact	Response measures
Technological breakthrough	Through technological innovation, the Company may develop core technologies with independent intellectual property rights, thereby achieving market leadership and strengthening competitiveness.	High	Medium to long term	Increased operating revenue: Leading technologies may attract more customers and expand market share, thereby enhancing overall revenue. Reduced operating costs: Technological innovation can lower production costs.	<ul style="list-style-type: none"> Establish a robust project management mechanism to identify and address potential technical challenges in advance, reducing uncertainties in the R&D process. Strengthen the Company's technological R&D capabilities. Recruit and cultivate highly qualified R&D talent.

• Opportunities and Responses

Strategic planning



▶ Impact, risk, and opportunity management

Management process

The Company has established the Risk and Opportunity Response Management Regulations, which define procedures for risk identification and assessment, formulate response strategies including risk response, avoidance, mitigation, and acceptance, and implement ongoing monitoring and control measures to ensure the safe and stable advancement of R&D and innovation activities.



Management measures

> Building a modern R&D system

We have developed core software tools and application systems to establish a data-driven, knowledge-empowered, and full-lifecycle-visualized modern R&D framework. Through simulation-driven design with Ansys and knowledge automation via Rulestream, we deliver greener products with higher energy efficiency. By applying high-reliability design through Creo and full-process quality management with Teamcenter, we ensure that delivered transformer products are safe, quiet, and durable. With Teamcenter at the core of our Product Lifecycle Management (PLM) system, we enhance operational efficiency and strengthen risk control capabilities.



> Fostering an innovation-driven culture

We are committed to cultivating a diverse culture of innovation, focusing on the dual empowerment of R&D capabilities and lean principles to enhance team innovation performance. We have formulated the *Management Measures for R&D Personnel Incentive Programs* and established project completion awards and performance-based incentives. Through innovation awards selection and intellectual property incentive mechanisms, we provide substantial innovation rewards to R&D personnel and foster a strong company-wide culture of innovation.

> Strengthening intellectual property protection

We safeguard our competitive advantages through a comprehensive intellectual property management system while preventing infringement of third-party rights. Intellectual property risk identification and control are embedded into R&D, procurement, and sales management processes to continuously identify and assess IP-related risks and ensure product compliance. We have formulated the *Intellectual Property Management System* to encourage employees to actively pursue inventions and technological innovation filings, and implement full-process standardized management covering the creation, administration, application, and protection of intellectual property.

> Strengthening platform development

Committed to becoming a first-class innovative high-tech enterprise, we have established six R&D centers in Foshan, Huainan, Ji'an, Shenzhen, Xi'an, and Zhongshan.

> Delivering innovative outcomes

Leveraging advanced R&D platforms and a robust innovation ecosystem, we continue to achieve breakthroughs in the energy and information sectors, delivering products that are smarter, greener, higher-performing, and safer to meet the diverse needs of global customers. With innovation as the driving force, we advance technological progress and support the acceleration of the global industrial transition toward a green and low-carbon future.



Honors

Anhui Nengqi Electric Technology Co., Ltd., Eaglerise Electronics (Foshan) Co., Ltd., Eaglerise Intelligent Device Corporation Ltd., Eaglerise Magnetolectric Technology (Ji'an) Co., Ltd., Eaglerise Electric & Electronic (Ji'an) Co., Ltd., and Jiangxi Eaglerise Digital Energy Technology Co., Ltd. obtained certifications under the Intellectual Property Compliance Management System

Eaglerise Magnetolectric Technology (Ji'an) Co., Ltd. was recognized as Jiangxi Provincial Industrial Technology and Engineering Center for Photovoltaic Intelligent Inductance Transformers

Case Eaglerise receives two APVIA Awards

At the world-renowned photovoltaic expo—SNEC International Photovoltaic Power Generation and Smart Energy Conference & Exhibition (SNEC PV+ Expo)—Eaglerise was honored with the APVIA Awards for “Industrial Contribution” and “Technology Achievement” issued by the Asian Photovoltaic Industry Association, demonstrating our technological innovation capabilities and industry influence in the photovoltaic sector.





"This certification not only provides an authoritative endorsement for product performance, but also represents a significant step in implementing our strategy of 'international standards + localized innovation.'"



--- Director of Transformer Solutions, Eaglerise

Case

Launch of a new-generation 9375kVA large-capacity oil-immersed transformer with enhanced environmental and energy efficiency performance

The newly launched 9375kVA oil-immersed transformer incorporates an innovative heat dissipation design and high-temperature-resistant materials, balancing high energy efficiency with intelligent monitoring. Integrating multiple patented technologies and an efficient cooling system, the transformer utilizes a multi-stage oil circulation pathway and optimized radiator design to improve the energy efficiency ratio under high-temperature conditions. Compliant with IEC 60076 standards, it achieves no-load losses of less than 0.1% and load losses of less than 0.7% at 99.2% rated load, delivering superior environmental and energy performance while balancing economic value with environmental sustainability.



Case

Advancing low-carbon product innovation – Eaglerise energy storage converter and booster integrated system supports the commissioning of China's largest new-type energy storage power station

The 500MW/2000MWh grid-side energy storage project in Naiman Banner, Tongliao City, Inner Mongolia, was officially connected to the Eastern Inner Mongolia power trading market and put into operation. The commissioning was featured in a special report by CCTV News and is expected to reduce carbon dioxide emissions by approximately 530,000 tonnes. The 5MW centralized energy storage converter and booster integrated system was integrated and supplied by Eaglerise. The system is equipped with a high-efficiency epoxy resin cast dry-type transformer developed specifically for energy storage applications. By combining energy-saving technologies and environmentally friendly materials, the product delivers high performance while reducing energy consumption and environmental impact, supporting the project's low-carbon, green, and environmentally responsible objectives with concrete actions.



Metrics and targets

The Company has established R&D-related metrics and targets for innovation management and continues to advance performance monitoring and progress disclosure to support sustainable development.

During the reporting period,

708 R&D personnel

R&D personnel accounted for

20.84%

of the total workforce

R&D investment accounted for

4.54%

of the operating revenue

	2025	Cumulative valid patents
Patents obtained (pcs)	258	584
Invention patents (pcs)	42	89
Utility patents (pcs)	164	427
Design patents (pcs)	52	68

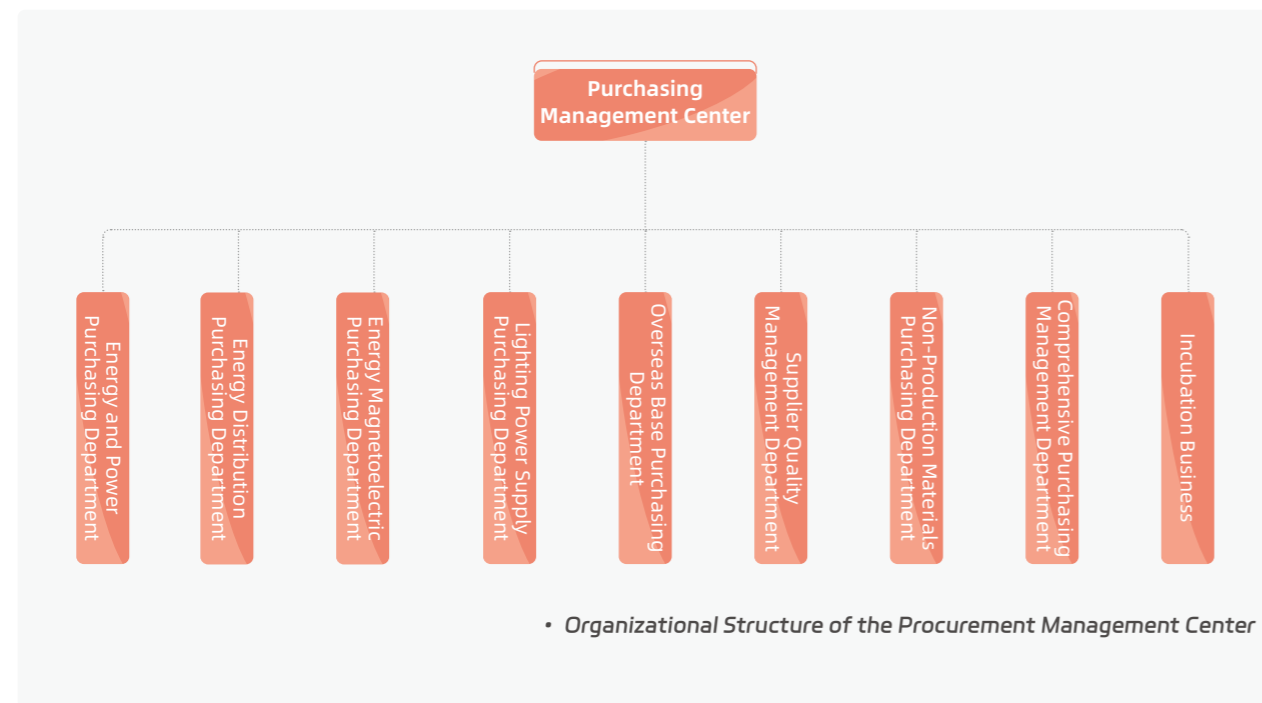


Supply Chain Security

At Eaglerise, we are committed to building a mutually trusting, mutually beneficial, and win-win supply chain ecosystem that supports sustainable development. We focus on fostering a transparent and green supply chain environment, establishing healthy, transparent, and stable supplier partnerships, and promoting the development of an integrated industry ecosystem.

Governance

We have formulated internal policies including the *Regulations on the Organizational Structure, Powers, and Responsibilities of the Procurement Management Center*, the *Management Measures for Classification and Routine Evaluation of Suppliers*, the *Guidelines for Development and Admission of Suppliers*, and the *Management Measures for Development, Elimination, and Prohibition of Suppliers*. These policies clarify governance responsibilities and ensure active implementation of environmental, social responsibility, and business ethics management requirements across different categories of suppliers. By strengthening supplier empowerment, we support them in reducing sustainability-related risks to facilitate the sustainable transformation of the supply chain.



Strategy

Strategic planning

Eaglerise serves as a strategic supplier to numerous well-known domestic and international enterprises. We are committed to creating long-term social value in collaboration with our supply chain partners and building a sustainable supply chain ecosystem. Centered on supply chain management, supply chain greenhouse gas emissions reduction, conflict minerals management, and supplier hazardous substance control, we have formulated the 2025 Supplier Management Action Plan.

Supply chain risks and opportunities

Category	Description	Likelihood	Impact horizon	Potential financial impact	Response measures
Supply disruption	Policy changes and other socio-political factors may disrupt the circulation of goods and commodities, thereby extending material procurement lead times.	Low	Short to medium term	Increased operating costs: Supply disruptions may interrupt production, resulting in additional emergency procurement costs or contractual penalty payments.	<ul style="list-style-type: none"> Establish partnerships with multiple reliable suppliers to avoid overreliance on a single source. Maintain buffer inventory or safety stock to mitigate unexpected supply chain interruptions. Develop material disruption contingency plans to ensure rapid activation of emergency response procedures in the event of an emergency.
	Excessive reliance on one or a small number of suppliers may expose the Company to production stoppage risks.	Low	Short to medium term	Reduced operating revenue: Delivery delays caused by supply disruptions may lead to lost sales opportunities and lower revenue.	
	Suppliers may lack the production capacity to meet procurement demand, resulting in delayed delivery of required products or services.	High	Short term		
Quality risk	Suppliers may fail to deliver in accordance with technical specifications and applicable standards, cut corners, or substitute inferior materials.	High	Short term	Increased operating costs: Quality defects may disrupt production and require reordering of raw materials, generating additional production expenses.	<ul style="list-style-type: none"> Apply rigorous supplier selection criteria to ensure product quality. Strengthen incoming material inspection procedures. Cultivate high-quality suppliers and establish relatively stable procurement channels.
Price risk	Variations in regional economic development, resource distribution, and transportation conditions may lead to price differences. The emergence of new technologies and materials may also alter the supply and demand dynamics in the raw material market.	Low	Short term	Increased operating costs: Scarcity of raw materials in certain regions may drive up prices, while weak market demand for new technologies or materials may affect procurement pricing.	<ul style="list-style-type: none"> Evaluate total procurement costs across regions, taking transportation costs and delivery timelines into account. Enter into contracts specifying raw material prices and incorporate price adjustment mechanisms where appropriate. Implement price linkage mechanisms to adjust raw material procurement prices in response to upstream and downstream market fluctuations.

• Risk

Category	Description	Likelihood	Impact horizon	Potential financial impact
Green supply chain	Conduct ESG assessments of suppliers and increase the procurement of environmentally friendly materials.	Medium	Long term	<p>Increased operating revenue: Establish a green supply chain to enhance the Company's access to green markets, strengthen brand reputation, and attract a broader customer base.</p> <p>• Opportunity</p>

Impact, risk, and opportunity management

Management process

We apply a forward-looking and full-lifecycle risk management approach to supply chain governance. Through early warning mechanisms and proactive management, we systematically identify, monitor, and respond to supply chain-related risks to ensure stability and reliability while strengthening overall supply chain resilience.



Management measures

Supply chain compliance and traceability

We issue material traceability performance assessment forms to suppliers and evaluate them across dimensions including traceability capability, data quality, corrective actions, and system compliance. Assessment indicators cover batch record completeness, traceability response time, data accuracy, issue closure rates, compliance with ISO 9001 or IATF 16949 requirements, and the application of digital traceability systems.

Supplier ESG management

We have formulated the *Supplier Guide* and established a sustainable risk identification and assessment mechanism for suppliers. During supplier onboarding, sustainability-related evaluation criteria are incorporated, including labor and human rights, health and safety, climate and environmental management, business ethics, sustainable sourcing, and counter-terrorism security commitments. These measures enable the identification and assessment of suppliers' social responsibility risk levels.

Labor and human rights: Prohibition of child labor and forced labor; non-discrimination; working hours not exceeding 60 hours per week, including overtime.

Health and safety: Provision of a safe and healthy workplace for all employees; ensuring that pregnant or nursing employees are exempt from night shifts and overtime work and are protected from hazardous conditions.

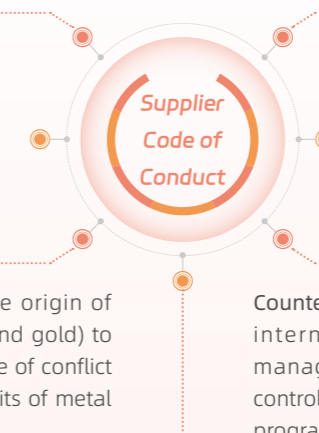
Climate and environment: Acquisition, maintenance, and timely renewal of all required environmental permits; ensuring that wastewater, liquid waste, and waste gas generated during operations meet regulatory standards prior to discharge.

Business ethics: Lawful operations, integrity, incorruptibility, and self-discipline; prohibition of any form of bribery to Eaglerise employees or their related parties.

Sustainable sourcing: Investigation of the origin of conflict minerals (tantalum, tin, tungsten, and gold) to ensure lawful sourcing; prohibition of the use of conflict minerals; and acceptance of Eaglerise's audits of metal source traceability.

Counter-terrorism security commitment: Strengthening internal security management through security management systems, physical security and access control, personnel security, and training and awareness programs.

Chemical safety (applicable to chemical suppliers): Complying with the *Chemical Safety Management Regulations* when conducting transportation and handling operations within Eaglerise's premises.

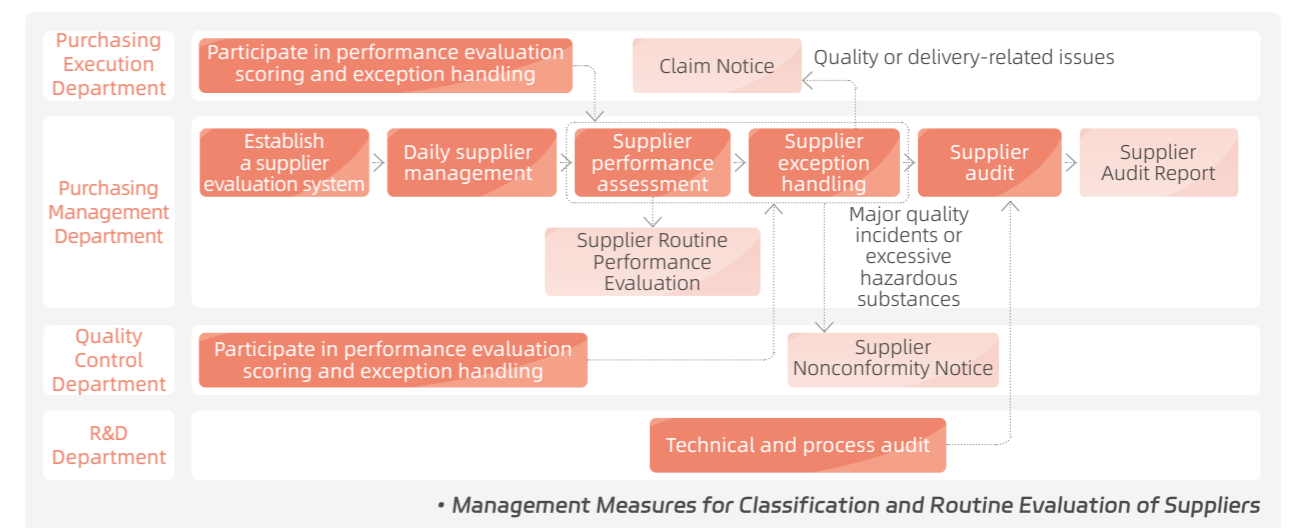


Responsible minerals due diligence

We adhere to ethical sourcing principles and commit not to use minerals originating from conflict-affected regions. We strictly comply with the regulations on the management of tungsten, tin, tantalum, and gold originating from conflict-affected regions stipulated in the *OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas*, and incorporate these regulations into contracts or agreements with mineral suppliers. Suppliers are required not to source mineral resources from conflict regions or in violation of Company policy, and periodic conflict minerals due diligence of suppliers is conducted. During the reporting period, no incidents related to conflict minerals were identified.

Supplier classification and performance management

In accordance with the *Management Measures for Classification and Routine Evaluation of Suppliers*, we have established a comprehensive supplier evaluation and management framework to standardize supplier conduct and performance.



Total number of suppliers
2,322

Local procurement rate*
65.2%

Number of suppliers in South China
1,380

Number of suppliers in Central China
88

Number of suppliers in North China
45

Number of suppliers in East China
548

Number of suppliers in Northwest China
25

Number of suppliers in Southwest China
25

Number of suppliers in Northeast China
14

Number of suppliers in Hong Kong, Macao, and Taiwan
11

Number of overseas suppliers
186

*Note: In this report, the local procurement rate covers suppliers within the Chinese mainland only. "Local" refers specifically to Guangdong Province, Jiangxi Province, and Anhui Province.

Metrics and targets

With the aim of safeguarding the stability and sustainability of our supply chain, we continuously promote suppliers' fulfillment of social responsibilities and have established a robust traceability management system. We control raw material quality at the source and consistently track performance indicators related to supply chain management and raw material procurement, driving the achievement of relevant targets.

Management targets and completion status

2025 targets	Completion status in 2025
Core suppliers subject to ESG assessment ≥ 40	100% completed
Signing rate of the <i>Integrity Agreement</i> among core suppliers 100%	100% completed
Signing rate of the <i>Supplier Guide</i> among core primary material suppliers 100%	100% completed
QSA audit coverage rate for newly added core primary material suppliers 100%	100% completed

We have formulated and implemented internal policies, including the *Eaglerise Management Measures for Development, Elimination, and Prohibition of Suppliers*, the *Eaglerise Management Measures for Classification and Routine Evaluation of Suppliers*, and the *Eaglerise Risk Procurement Management Measures*



Product and Service Quality and Safety

The Company places great importance on product and service safety and quality. It has established a robust quality management system, operates and maintains the system in accordance with certification requirements, consistently ensures product quality, and continuously strengthens its customer service mechanisms to deliver professional, proactive, and efficient service.

Governance

Eaglerise regards quality management system certification as a foundational element of its governance framework. We continuously optimize and improve the quality management system to enhance its standardization and sustainability, requiring all eligible branches and subsidiaries to obtain and maintain relevant certifications. As of the end of the reporting period, all manufacturing bases in stable operation and eligible for certification had obtained the quality management system certification, with effective operation of the system maintained to further ensure product quality and safety.

Strategy

Product Quality and Service Risk Opportunities

Type	Description	Likelihood of occurrence	Impact cycle	Potential financial impact	Response strategies
Product quality risks	During the production process, equipment failures or operational errors in the production workflow may cause product quality fluctuations or batch-level defects.	Medium	Medium term	Increased operating costs: Operating costs increase due to the increased rework costs and end-of-life costs resulting from poor products generated by technology.	<ul style="list-style-type: none"> Establish comprehensive quality management system. Strengthen quality training and education for employees to raise quality awareness and enhance technical competency across the workforce.
Service quality risks	If the products provided fail to meet the customer's expectation of product quality, it will cause customer dissatisfaction and cause customer complaints.	Medium	Medium term	Decrease in operating income: Product quality fails to meet customer requirements, which leads to the decline of customer satisfaction and even affects brand image.	<ul style="list-style-type: none"> Strengthen quality inspection and evaluation during product research and development to ensure product performance. Quickly respond to product questions, minimizing recall costs.

• Risk

Type	Description	Likelihood of occurrence	Impact cycle	Potential financial impact
Technological innovation and application	The continuous emergence of new technologies, materials, and processes has provided the Company with strong technical support for improving product quality. Through technology innovation, the Company has the opportunity to develop safer, more efficient, and more environmentally friendly products, further strengthening its market competitiveness.	High	Medium to long term	Increase in operating income: The adoption of new technologies has improved product quality, strengthened the Company's market competitiveness, expanded its market share, and driven growth in sales revenue.

• Opportunity

Impact, risk, and opportunity management

Fostering a quality culture

Building lean platforms

Through quarterly progressive initiatives, we have established lean R&D and manufacturing platforms to strengthen product quality management across the entire process. Digitalized project operation management has been fully implemented to enable real-time synchronization and dynamic control of quality data throughout the R&D process. Moreover, we have held weekly lean performance meetings, organized cross-departmental on-site production line inspections, and launched dedicated lean task forces to implement improvement projects, with a focus on enhancing efficiency and improving quality.

- Organized **246** lean indicators weekly meetings
- Conducted **202** production line inspections
- Completed acceptance reviews for **97** lean special projects
- Held **23** lean training sessions in 2025, with a total of **425** participant attendances
- Published **62** articles on the Company's news platform and lean culture column, with **7,000** total views

Lean capability training

We have strengthened the development of the Lean Academy by designing quality-related training programs and organizing courses such as Lean Fundamentals, Improving On-time Order Delivery Rate, Project Management, and Five-Star Team Development. Five-Star Team training programs have been delivered, with targeted hands-on practical modules provided for frontline team leaders, to strengthen process management and enhance their managerial competence.

Lean culture promotion

We have organized skills competitions, set up lean culture columns, and awarded Lean Star recognitions to actively engage frontline management personnel in cultivating a strong lean culture.

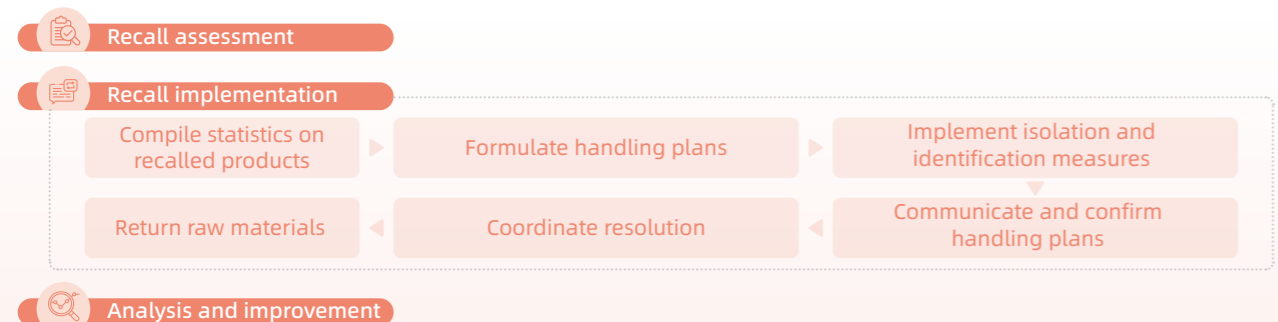
Case Launching a skills competition

In October 22, 2025, Eaglerise successfully held a resistance welding skills competition under the theme "Refining Welding Expertise to Empower Professional Excellence." Closely aligned with operational needs and industry technical standards, the competition comprised two assessment modules—fundamental theory and practical operation—to comprehensively evaluate participants' overall competencies.

Product recall

We have established a comprehensive product recall management system and formulated internal policies including the *Product Recall Management Regulations*, the *Non-conforming Product Control Procedures*, and the *Emergency Response Plan for Major Quality Incidents*. Standardized defective product control processes are in place to ensure strict product oversight. Products with identified or potential safety defects are recalled in a timely manner to safeguard the legitimate rights and interests of customers and consumers. During the reporting period, no product recalls occurred due to quality issues, and no penalties were imposed by regulatory authorities for violations related to product or service quality and safety laws and regulations.

Product Recall Management Process



Time Limits for Handling Quality Incidents

Returned products for rework or repair	Scrap losses	Other circumstances	Special circumstances
Normally completed within two months	Processed within one month after product scrapping	In principle, completed within one month of the incident occurrence	Where an extension is required, the specific completion timeline must be reported to the Company for record filing

Ensuring customer rights

Responsible marketing

We enhance digital marketing compliance management by strengthening information auditing. All marketing materials must be approved by authorized personnel to ensure the authenticity, legality, and accuracy of the information. We have established a multi-dimensional review mechanism for promotional language to manage content, ensuring it is truthful and compliant.

We regularly organize specialized training sessions on responsible marketing and advertising for employees through internal training courses and system promotion. These efforts help improve the awareness and capabilities of sales staff in responsible marketing.



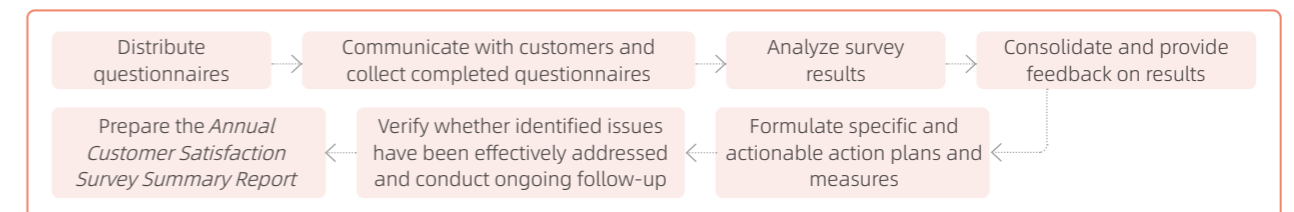
We showcase our products and solutions at domestic and international exhibitions, engaging in deep communication with customers, partners, and other stakeholders. In our promotional activities, we objectively and truthfully present product information and conduct market promotion in a responsible and transparent manner.

Elevating the service experience

Customer satisfaction surveys

We have formulated institutional documents such as the *Customer Satisfaction Survey Method* to clarify responsibilities and procedures, standardize the Company's periodic customer satisfaction evaluation practices, and establish clear criteria and workflows for monthly and annual assessments. Customer satisfaction surveys are conducted on a regular basis to promptly gauge customer feedback on product quality, delivery performance, pricing, services, hazardous substances control, and product development, with targeted improvement measures implemented accordingly.

Customer Satisfaction Survey Management Process



After-sales service management

Digital-enabled management

Leveraging the CRM marketing management system, we integrate digital management into the customer service process, enabling online submission of after-sales service requests, online diagnostics, coordinated handling of customer complaints, online work order dispatch, and real-time updates on service progress and completion status, thereby enhancing responsiveness and operational efficiency in after-sales service.

Establishing service response principles

We have formulated the *Product After-sales Management Process Control Procedure* and implemented the "1-24-30" principle to facilitate timely communication, analysis, and resolution of customer feedback, ensure prompt and effective handling of complaints and returns, improve complaint resolution efficiency, and continuously meet customer expectations.

Expanding the global after-sales service network

We continue to strengthen our global after-sales service network by deploying service providers across the Americas, Europe, and the Asia-Pacific region. Internal and external professional support teams and supporting facilities have been further improved, with enhanced process communication and customer satisfaction to elevate overall service capabilities and deliver a higher-quality service experience.



Respond within **1** hour upon receipt of information



Provide a solution within **24** hours after identifying the root cause



Close the case within **30** days after overseas materials arrive on site

• The "1-24-30" Principle



The cooperation between Eaglerise and Ford started from the ground up, built on technological breakthroughs, and executed to high standards with high-quality output. It is an unprecedented model of collaboration within Ford China's supply chain, laying a solid foundation for continuously expanding business cooperation opportunities with Ford both locally and globally.

--- Dr. Chen, Quality STA
Director, Ford China

Case

Eaglerise obtains Ford Q1 certification with optimized services

Eaglerise has consistently upheld an open and trust-based approach, working collaboratively with our clients to overcome technical challenges, strictly control quality, and pursue continuous improvement. Through concrete actions, our team has embodied the principles of "quality as the foundation, technological innovation, continuous improvement, and customer satisfaction," achieving comprehensive breakthroughs in highly automated operations, stable production, zero-defect quality, and on-time delivery. By responding rapidly and effectively resolving customer feedback, customer satisfaction improved significantly. Eaglerise was awarded the Q1 certification by Ford, maintained a Ford Q1 evaluation score above 98 throughout 2025, and received the Supplier Excellent Quality Award conferred by Ford.



Metrics and targets

During the reporting period,

0

major safety and quality incidents related to products and services

100%

coverage of the quality management system certification*

12

ISO 9001:2015 certifications obtained

2

IATF 16949:2016 certifications obtained

*Note: Refers to the system pass rate of production companies engaged in core business operations across all production bases.

Data Security and Customer Privacy Protection

Data security management

Establishing data backup and recovery mechanisms

Core data are subject to daily incremental backups and full backups every three days, with the effectiveness of recovery procedures verified semi-annually to prevent data loss.

Sensitive data masking

A data bus is established to mask sensitive information, such as user privacy and critical business data (e.g., ID numbers, transaction amounts), in non-business-essential scenarios. This includes hiding key digits and applying data obfuscation techniques to minimize the risks of data leakage.



Cybersecurity protection

We have implemented outbound firewalls, server firewalls, and production network firewalls to block cyberattacks, and deployed a network security situational awareness system to monitor all abnormal traffic within the internal network. A reputable domestic cybersecurity provider is engaged every six months to conduct security vulnerability scans of the internal network.

Supplier security audits

Before collaboration, we verify the information security qualifications of our suppliers to mitigate the risks of data leakage within the supply chain.

Customer privacy protection

Strengthening the institutional framework

We have established policies and systems such as the *Customer Privacy Policy* and the *Information Security and Data Confidentiality Management System*, which outline the security standards, operational norms, and division of responsibilities for protecting customer personal information at both the technical and managerial levels.

Compliant collection and use of information

We adhere to the principle of minimum necessity, whereby only essential personal information is collected. Prior to collection, customers are informed of the purpose of use through the privacy policy. If data is to be used beyond the original scope, we will obtain explicit consent again from the customer. Customer coding is adopted, and only customer codes, rather than real customer names, are used externally.

Establishing emergency response procedures

In the event of data leakage or similar incidents, contingency plans are promptly activated, and affected customers and relevant IT departments are notified in accordance with regulatory requirements.

Signing confidentiality agreements

We place a high priority on the confidentiality of customer information and strictly comply with the confidentiality agreements signed with customers to ensure the privacy of customer information at all times.

Training and publicizing

Sales personnel are regularly reminded of their confidentiality obligations regarding customer information and other trade secrets during and after employment. Periodic education and training on information security and privacy protection are conducted to enhance awareness and capabilities across the workforce.

Emphasis on information storage and protection

We adopt various technical measures such as encrypted transmission, access controls, and security testing to protect customer data from being intercepted over networks. Customers' personal information is stored within the territory of the People's Republic of China. A data security monitoring and audit system has been established to record and review data operations.

During the reporting period,

0

customer privacy breach incidents

0

CNY total amount involved in customer privacy breaches

Employee Health and Safety

Occupational health management

Coverage of the ISO 45001:2018 Occupational Health and Safety Management System certification *

69.2%

*Note: Refers to the system certification pass rate among the primary production companies across all bases.

Strengthening system development

We strictly comply with the Law of the *People's Republic of China on the Prevention and Control of Occupational Diseases* and other applicable laws and regulations in overseas jurisdictions where it operates. We have formulated internal policies, including the *Occupational Health Management Measures*, and organized ISO 45001 Occupational Health and Safety Management System training and examinations. During the reporting period, nine companies, including Eaglerise Electric & Electronic (China) Co., Ltd., Foshan Eaglerise Power Science & Technology (Shunde) Co., Ltd., Incubate Power Technology (Guangdong) Co., Ltd., Eaglerise Magnetolectric Technology (Ji'an) Co., Ltd., Ji'an Naite Power Equipment Co., Ltd., Eaglerise Digital Energy Technology (Jiangxi) Co., Ltd., Anhui Nengqi Electric Technology Co., Ltd., Eaglerise Electric & Electronic (Thailand) Co., Ltd., and DSTB Technology Co., Ltd., passed the ISO 45001:2018 Occupational Health and Safety Management System certification.

Organizing occupational health training

We strengthen occupational health management by organizing training on occupational health and the proper use of personal protective equipment and conducting mental health awareness activities. Both online and offline methods are used for promotion and training programs, enhancing employees' stress management and psychological resilience.

Identifying occupational safety risks and their sources

In accordance with requirements for monitoring occupational hazard factors, we conduct regular on-site sampling, inspections, and testing to identify occupational hazards such as physical factors, chemical toxicants, and dust, determine their sources, and implement corresponding protective measures.

Occupational health prevention and inspection

We purchase work safety liability insurance and distribute labor protection supplies annually, and post signage indicating mandatory use of protective equipment and occupational disease prevention information. Every year, we carry out regular hazard identification and preventive improvements at work and living sites to ensure that employees in specific positions undergo occupational health checkups.

Work injury insurance investment Work injury insurance coverage

CNY **898,300** **100%**

Work safety management

The Company has established a Work Safety Committee to actively implement work safety-related tasks, foster a strong safety culture, organize work safety training and examinations, and conduct emergency response drills.



Environmental inspection at the construction site

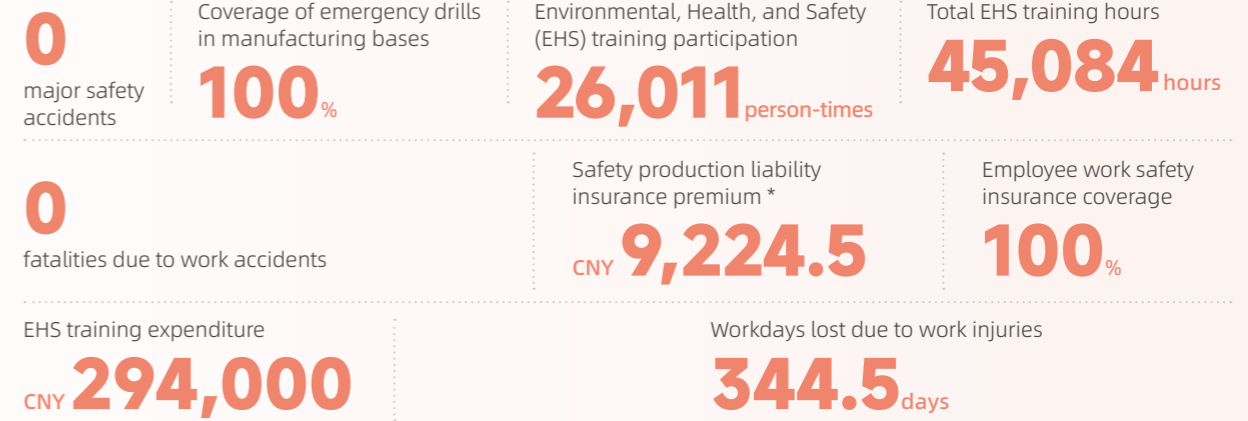


Occupational health checkups



Emergency drill

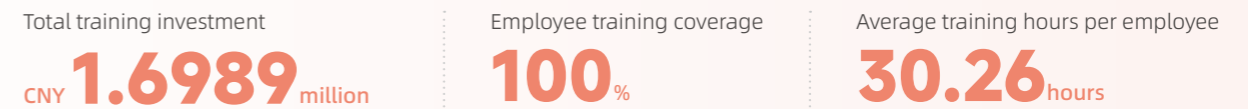
During the reporting period,



*Note: In accordance with Article 45 of the *Implementation Measures for Work Safety Liability Insurance*, the Company is not currently classified as a mandatory insurance subscriber under applicable regulations, and falls within the category of entities that the state encourages and supports to obtain coverage on a voluntary basis.

Employee Training and Development

Adhering to a people-oriented philosophy, Eaglerise places sustained emphasis on employees' career development by establishing a well-structured training system and a fair and just promotion mechanism. These efforts aim to enhance team innovation and resilience, strengthen our core competitiveness, and promote shared growth between employees and the Company.



Employee training

New employee training

A systematic onboarding training program has been established to help new hires quickly understand the Company's culture, performance evaluation system, job responsibilities, production technologies, and operational fundamentals, facilitating their seamless integration into the organization.



New employee training graduation report

Middle and senior management training

In terms of leadership development, we offer open management courses and empowerment programs for all employees, as well as multi-dimensional leadership training programs tailored to managers at different levels to continuously enhance managerial capabilities.

Case Improving management effectiveness and developing outstanding leadership – “Advanced Development Journey for Middle and Senior Managers”

On June 21, Eaglerise organized a dedicated training session for vice presidents and directors entitled “Advanced Development Journey for Middle and Senior Managers.” The training focused on three core areas: the roles and responsibilities of managers, managing subordinates and teams, and problem analysis and resolution for managers. The training aimed to help managers overcome daily management bottlenecks and transition from “task executors” to “strategic drivers,” providing practical management tools and methodologies for middle and senior management personnel.



Skills training

To enhance employees’ professional competence and meet their multi-level professional development needs, we offer customized training programs covering global business expansion, job-specific expertise, and technical requirements.

Case Special training on decarbonization strengthens employees’ expertise in carbon management

To strengthen employees’ professional knowledge in the field of carbon peaking and carbon neutrality and support the implementation of the Company’s greenhouse gas management and carbon reduction targets, Eaglerise selected employees from relevant positions to participate in a specialized carbon management training program organized by external agencies in July 2025. The training focused on core knowledge and practical skills needed for achieving the carbon peaking and carbon neutrality goals, building a comprehensive capability enhancement framework integrating theory, standards, and practice.



Talent development

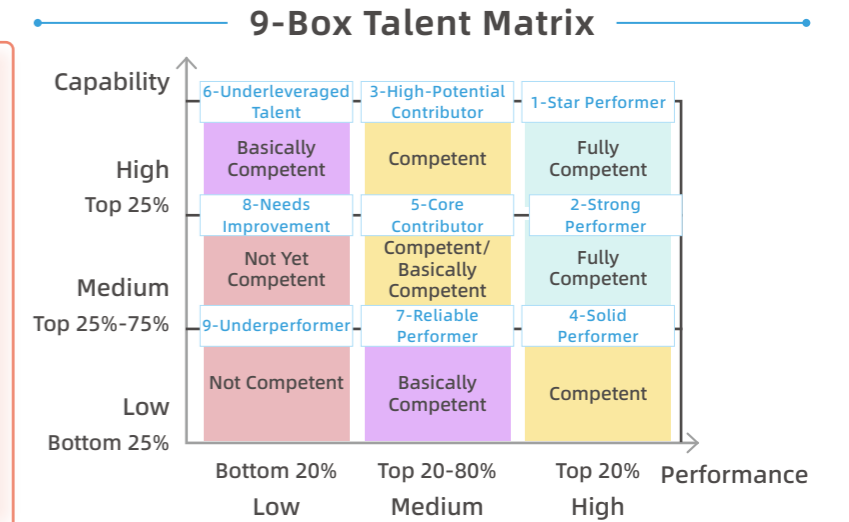
The Company has established the *Management Measures for the Promotion of Managerial Personnel* to standardize and enhance the transparency of promotion. These measures aim to regulate the selection, appointment, development, and assessment processes of talent, promote the rational, scientific, and effective alignment of roles and personnel, optimize talent assessment and development mechanisms, build a competitive talent pipeline, and improve employee career advancement pathways.

Talent review

We have established a clear talent assessment framework, defining core competency requirements and identifying high-performing and high-potential employees. This provides data support for building talent pipelines and talent development mechanisms.

Case Successful completion of Eaglerise’s 2025 mid-year talent review

To promote organizational and talent development, Eaglerise conducted a talent review covering over 1,200 employees. The evaluation process focused on two core dimensions: Capability and Performance. Based on this dual-dimensional evaluation, we applied a 9-box talent matrix methodology to categorize all participating employees into nine levels (Q1-Q9), which were further grouped into four talent tiers, forming a clear and accurate overall talent profile.



*Note: Refers to the comprehensive attributes closely linked to job performance, encompassing knowledge, skills, competencies (such as critical thinking, communication, and collaboration), and potential. At its core, this concept captures the key behavioral characteristics that support the execution of strategy and the achievement of business objectives.

Employee promotion

We conduct open, fair, and impartial promotion reviews on a regular annual basis. Promotion policies, including promotion types, procedures, fundamental principles, eligibility criteria, and processes, are publicly disclosed, and promotion results are announced to ensure fairness and transparency. Candidates are comprehensively evaluated across multiple dimensions, including educational background, professional requirements, work experience, work attitude, professional ethics, competency requirements, and general capabilities, to assess their suitability for the position and provide decision-making support for personnel selection and appointment.

Job rotation development

We have established the *Job Rotation Management Regulations* to help employees broaden their knowledge and skill sets, expand their perspectives, and develop a holistic mindset. Management-level job rotations are arranged according to development objectives and are carried out between positions of similar or related nature, or across upstream and downstream processes. Examples include rotations between policy-making and operational departments, between upstream and downstream roles, and among different modules within the same professional discipline.

Basic Principles of Promotion

- Equal emphasis on integrity, competence, and performance
- Combination of vertical and lateral advancement
- Combination of self-nomination and organizational recommendation
- Promotion and demotion based on merit
- Internal candidates given priority

Labor rights

Eaglerise respects and safeguards the legitimate rights and interests of every employee, fostering an equal, democratic, harmonious, and supportive workplace environment. We pursue shared growth between employees and the Company, fully leverage employees' strengths and value, and advance together with our workforce.

During the reporting period, **0** Incidents of child labor, forced labor, discrimination, and harassment

Labor contract signing rate for formal employees **100%**

Human rights protection

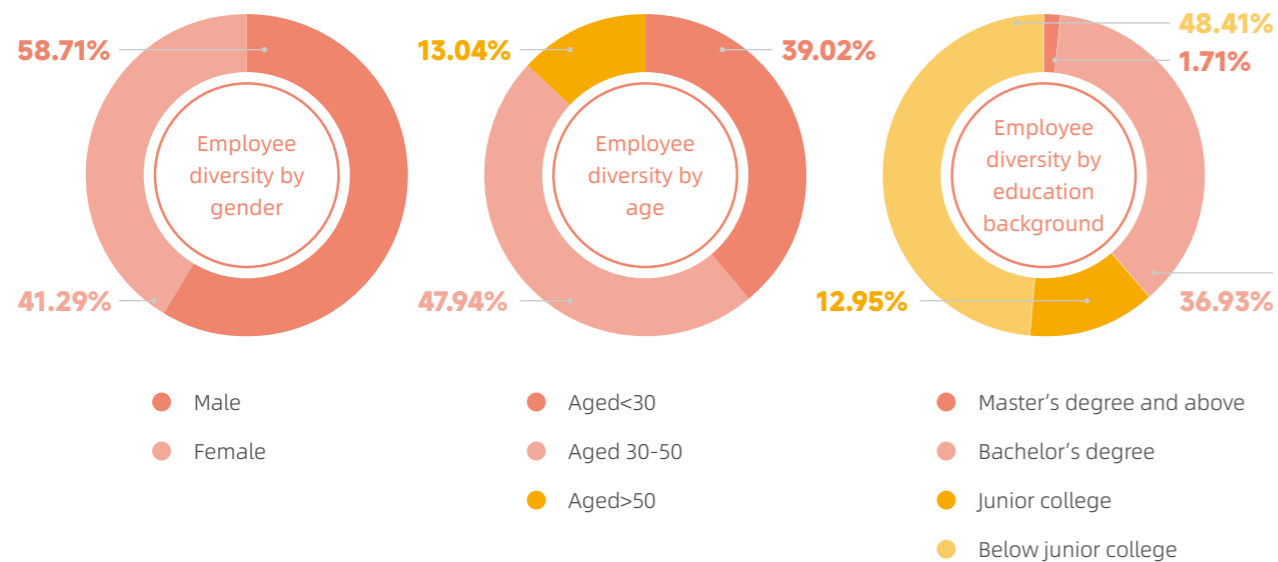
We adhere to international human rights standards, including the United Nations Global Compact (UNGPs), the Universal Declaration of Human Rights, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. In the course of international operations, we actively understand the laws, regulations, and cultural differences in various operating regions to ensure compliance with local human rights regulations and safeguard human rights.

We have formulated management regulations, including the Measures for the Prohibition of Forced, Prison, Slave, and Trafficked Labor and the Social Responsibility Management Regulations. Based on the principles of equality, voluntariness, and mutual agreement, we sign labor contracts with formal employees in accordance with the law and encourage partners, contractors, and suppliers to comply with international human rights standards.

We strictly prohibit any form of child labor or forced labor, eliminate all forms of employment discrimination, expressly forbid sexual harassment and any inappropriate conduct, and resolutely safeguard the dignity and safety of every employee.

Diversity and inclusion

We provide inclusive and fair development and promotion opportunities for employees of different nationalities, ethnicities, ages, genders, beliefs, and cultural backgrounds. We attach particular importance to the growth and advancement of female employees, ensuring that women enjoy equal rights and opportunities in recruitment, promotion, and training. Furthermore, we provide broad employment opportunities for employees with different educational qualifications and professional backgrounds, focus on the career development of vulnerable employees, and foster a diverse, equitable, inclusive, and open workplace environment.



During the reporting period,

Number of new hires

1,225

Number of new graduates hired

128

Employee turnover rate

24.03%

Total number of employees

3,398

Number of male employees

1,995

Number of female employees

1,403

Compensation and benefits

The Company has formulated internal policies, including the Salary Management Regulations and the Benefits Management Regulations, and continues to optimize its compensation and benefits system to provide employees with competitive remuneration packages.

Compensation system

The composition of the compensation structure is clearly defined. We have established a compensation management system based on position, performance, and competency to ensure compliance, fairness, and reasonableness in salary distribution.

Equity incentives

We have implemented stock option and restricted stock incentive plans. In 2025, 707 instances of restricted share vesting and stock option exercises were completed. The vesting procedures for three tranches of the equity incentive plans were completed during the year. A total of 2.7095 million restricted shares were released from lock-up, and 1.7989 million stock options were exercised.

Employee benefits

Each year, we purchase personal accident insurance for certain employees who frequently travel for work and for those in high-risk operational roles. Employees are also provided with holiday bonuses, phone bill subsidies, birthday gifts, hygiene supplies, paid annual leave, and free accommodation and meals.

Employee care

Employee support

We place great importance on employee well-being and humanistic care. By actively understanding employees' living conditions, we provide assistance to those in need and help them resolve practical difficulties to ensure that employees genuinely feel our care and warmth.



Employee care campaign during the Spring Festival

Caring for female employees

In strict compliance with the *Law of the People's Republic of China on the Protection of Rights and Interests of Women and the Special Provisions on Labor Protection for Female Employees*, we safeguard the labor and social security rights of female employees. We organize activities to mark International Women's Day, conduct screening programs for breast and cervical cancer, and upgrade the *Loving Hut for Working Mothers*. We have also signed the *Collective Contract for the Protection of Female Employees' Special Rights and Interests* with female employees.



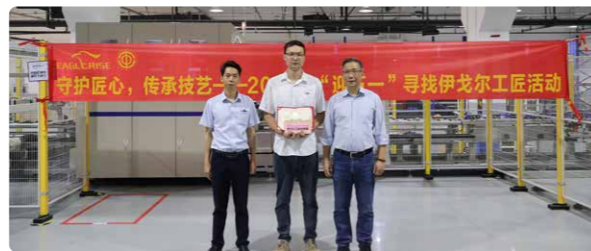
Potted plant DIY experience



Upgraded Loving Hut for Working Mothers

Diverse activities

We organize a range of activities, including the "Happy Children's Day" photography contest, the "Celebrating May Day, Finding Eaglerise Craftsmen" campaign, and reading clubs. These initiatives enrich employees' leisure time, alleviate work-related fatigue, enhance communication among employees, and strengthen their sense of well-being and belonging.



"Celebrating May Day, Finding Eaglerise Craftsmen" campaign

Freedom of association

In 2025, in accordance with the *Constitution of the People's Republic of China*, the *Labor Law of the People's Republic of China*, the *Trade Union Law of the People's Republic of China*, and relevant conventions of the International Labour Organization (ILO), we added specific provisions on employees' freedom of association to the *Social Responsibility Management Regulations*, fully safeguarding employees' lawful rights and interests.

We have formulated the *Eaglerise Labor Union Management Regulations* and established a trade union and a Workers' Congress. The Workers' Congress is convened annually, providing a platform for candid, face-to-face communication between employee representatives and management representatives. This mechanism collects employees' suggestions and opinions and protects their rights to information, participation, expression, and supervision. In addition, to broaden channels for employees to voice reasonable suggestions and concerns, we regularly conduct employee outreach visits to address their practical issues and promote harmonious labor relations.



Workers' Congress

Rural Revitalization

Eaglerise attaches great importance to rural revitalization. We donated to the 6-30 Rural Revitalization Project organized by the Guangdong Charity Federation to support high-quality rural development, promote business for good, and contribute to sustainable development. In 2025, in response to the national rural revitalization strategy and to support agricultural industry development, we focused on the practical needs of tea farmers in Pingfeng Village, Shakou Town, Yingde City, and launched the "Supporting Agriculture and Assisting Tea Farmers" public welfare initiative. By leveraging our resource integration capabilities, we are dedicated to supporting the development of local specialty industries, increasing agricultural income, and improving the livelihoods of farmers. These concrete actions demonstrate our commitment to fulfilling corporate social responsibility.



Certificate of Donation for Supporting Rural Revitalization



Certificate of Honor for Supporting Farmers



During the reporting period, Investment in rural revitalization

CNY **31,000**

Total expenditure of the Love Fund
CNY **20,000**

Public Welfare

Eaglerise actively promotes public welfare values and encourages employees to participate in charitable activities. We sponsored the "Beautiful Foshan, Moving Forward" 50 km hiking event and provided 120 union-branded moisture-wicking towels to participants, contributing to the development of a harmonious society. In response to public welfare initiatives, we organized employees to participate in voluntary blood donation activities and encouraged them to actively engage in community service, conveying positive corporate values and contributing to community harmony and development.



Sponsored materials for the hiking event



Employee blood donation activity



During the reporting period, Volunteer participation

121 person-times

Total volunteer service hours

961 hours

EAGLERISE

Governance

Stable and High-Quality Development

Regarding compliance as the cornerstone of its operations, Eaglerise adheres to bottom-line thinking, improving operational quality and efficiency through scientific decision-making. By relying on enterprise-wide risk management, we strengthen our development foundation, uphold business ethics, and cultivate responsible competitiveness. We are committed to creating a fair and clean business environment to provide a solid guarantee for long-term, stable corporate development.

• Contribution to the United Nations 2030 Sustainable Development Goals



Corporate Governance

Eaglerise strictly complies with applicable laws and regulations, continuously improving its corporate governance structure to establish a governance system with clearly defined powers and responsibilities. We have built a professional and diverse Board of Directors and comprehensively enhanced the standardization and efficiency of Board operations to ensure stable and orderly business operations.

Improving the governance structure

In accordance with the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Code of Corporate Governance for Listed Companies*, the *Rules Governing the Listing of Stocks on the Shenzhen Stock Exchange*, and other relevant laws, regulations, and normative documents, we continuously improve our governance structure, which consists of the Shareholders' Meeting and the Board of Directors. We standardize the scope of duties and authority and decision-making procedures to effectively enhance our corporate governance standards.

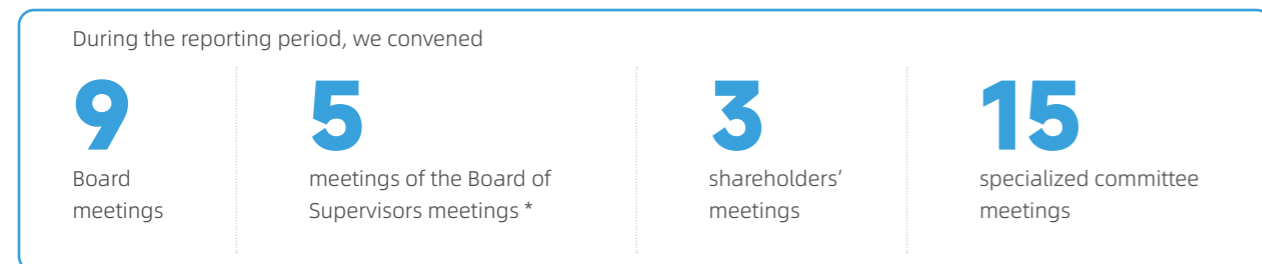
The Board of Directors (the Board) has set up five specialized committees: Audit Committee, Strategy Committee, Nomination Committee, Remuneration and Appraisal

Committee, and ESG Committee. These committees are accountable to the Board and exercise their duties in accordance with the Articles of Association and under the authority of the Board. Their proposals shall be submitted to the Board for deliberation and decision. All members of the specialized committees are directors. Independent directors constitute the majority of the Audit Committee, Nomination Committee, and Remuneration and Appraisal Committee, and serve as conveners. Members of the Audit Committee are all independent non-executive directors, with the convener being an accounting professional. The Board is responsible for formulating the implementation rules for the specialized committees and regulating their operations.



Standardized Operations

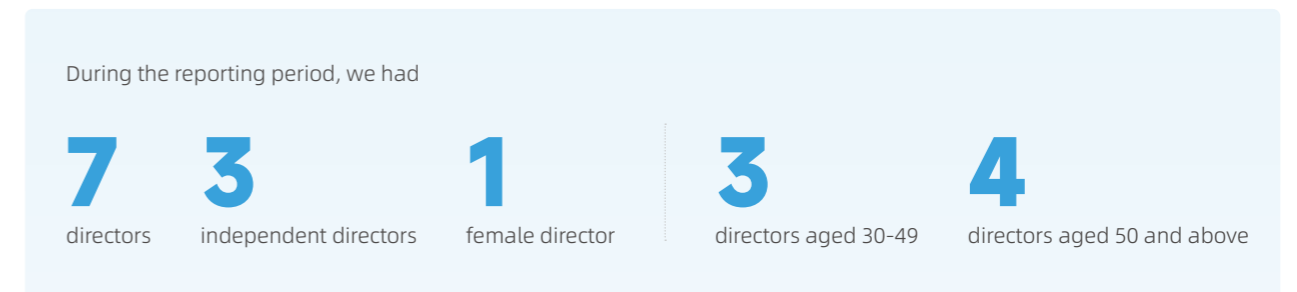
The Company gives full play to the Board's core governance role in corporate strategy, risk management and control, and major operational decision-making. By convening meetings of the "three governance bodies" and the Specialized Committees in a standardized manner, we enhance the fairness and scientific rigor of business decision-making and promote the steady and efficient operation of all production and business activities.



*Note: In accordance with the *Company Law of the People's Republic of China* and the *Guidelines for the Articles of Association of Listed Companies*, the Board of Supervisors has been dissolved in the fourth quarter of 2025.

Board diversity and independence

The Company places great importance on Board diversity. In conducting director elections, it considers a range of factors including, but not limited to, gender, age, cultural and educational background, professional experience, skills and knowledge, tenure, and independence. The Board currently comprises 7 directors, including 2 executive directors, 2 non-executive directors, and 3 independent non-executive directors. Board members bring professional expertise spanning accounting, economics, law, and technology, ensuring the Board benefits from diverse perspectives and well-rounded decision-making capabilities.



Capacity building for directors, supervisors, and executives

We regularly organize directors, supervisors, and senior management to participate in various training programs conducted by securities regulatory authorities, stock exchanges, and listed company associations. These initiatives aim to continuously enhance their professional knowledge and performance capabilities in sustainable development and promote overall improvements in corporate governance.



Investor Protection

At Eaglerise, we are committed to safeguarding the rights and interests of our investors, diligently fulfilling our information disclosure obligations, and establishing multidimensional, accessible communication channels to ensure investors' rights to information and participation. Through regular engagement mechanisms, we strengthen mutual trust with investors and effectively translate investor protection into concrete practice.

Strengthening information disclosure

We fulfill our information disclosure obligations in strict compliance with applicable laws and regulations and have established and continuously refined the *Eaglerise Information Disclosure Management System*. We proactively and promptly disclose information relating to business operations, material events, and their progress, and continuously enhance the quality of disclosure to safeguard investors' legitimate rights and interests. In 2025, we disclosed a total of 250 documents, including periodic reports and interim announcements. All announcements were disclosed in a true, accurate, timely, complete, and fair manner.

Investor relations management

We are dedicated to fostering an open, trust-based, and efficient investor relations ecosystem. By continuously enhancing communication channels and establishing effective information exchange mechanisms, we deepen investors' understanding of and confidence in the Company, thereby reinforcing the trust foundation for long-term development.

Investor communication

We have developed a diversified investor communication mechanism, strengthening communication with investors through various channels, including the investor hotline, the Easy Interaction platform developed by Shenzhen Stock Exchange (irm.cninfo.com.cn), field surveys, online communication, strategy meetings, and online performance briefings. These channels ensure timely and transparent information dissemination. Through targeted and regular engagement, we communicate our business strategies and future development plans to investors in a comprehensive and in-depth manner, thereby enhancing their confidence. In 2025, we responded to 361 inquiries and interactions through online platforms.

Case "Visit Eaglerise" – 2025 On-site investor engagement event

On November 28, 2025, Eaglerise successfully hosted an on-site investor research event at the Jizhou Manufacturing Base. Representatives from leading securities firms, fund management companies, and investment institutions, including Caitong Securities, Ping An Fund Management, Perseverance Asset Management, China International Capital Corporation, and China Asset Management, attended the event. Through site visits and in-depth exchanges, participants gained a comprehensive understanding of our capacity layout, overseas market expansion, core product roadmap, and future development strategy.



Investor returns

We regard shareholder returns as a core commitment underpinning our long-term development. Based on solid business performance and in alignment with our strategic planning and financial position, we have established a stable, transparent, and sustainable profit distribution policy. We remain committed to rewarding investor trust, sharing development achievements, and fostering a harmonious relationship with investors. Since our listing on December 29, 2017 through to the end of 2025, we have distributed a cumulative total of CNY 475 million in cash dividends to shareholders.

Risk Management and Internal Control

The Company has continuously strengthened its capacity for governance in accordance with the law, formulating and implementing the *Internal Control System*, the *Comprehensive Risk Management Measures*, and the *Organizational Structure and Authority and Responsibility Provisions of the Audit and Supervision Department*. These initiatives have reinforced the compliance framework, advanced the development of the compliance management system, comprehensively elevated risk management capabilities, and provided a solid foundation for the Company's high-quality development.

Risk management

We have further strengthened our risk prevention and control framework, improved mechanisms for managing major operational risks, safeguarded corporate rights and interests through legal means, and accurately identified industry and market risks. By optimizing operational strategies, we reinforce the foundation for prudent operations.

We have established a systematic risk management and compliance internal control architecture. The Audit Committee under the Board oversees overall risk management, with dedicated positions set up within the Audit and Supervision Department. This structure forms a management system characterized by clearly defined authority and accountability and standardized operations, enabling comprehensive management of risks related to business operations and ESG matters. The Director of Audit and Supervision is responsible for coordinating the development and enhancement of the internal control system, formulating key business risk maps, and supervising implementation across all units. The Internal Control Audit Manager systematically manages uncertainties in business activities and conducts end-to-end risk monitoring, assessment, and response. The Supervision Manager oversees and inspects business activities, evaluates and prevents risks, and ensures that issues are identified and addressed in a timely manner.

We have established a clear three-tier accountability chain spanning business units, the Internal Control, Compliance and Risk Committee, and the Audit Committee under the Board of Directors, reinforcing the coordination of the "Three Lines of Defense."



We conduct supervisory inspections of the financial revenues and expenditures and economic activities of directors, senior management, functional departments, and subsidiaries.

We incorporate ESG-related risks into our audit scope. These include environmental risks such as pollutant emissions, resource consumption, and climate change; social risks such as employee rights, supply chain management, and community relations; and governance risks such as business ethics, anti-corruption, and data security. We identify, assess, and manage ESG-related risks in a systematic manner to support corporate sustainable development.

Supervision system

Governance structure

We have established an Audit Committee as a standing deliberative body under the Board to lead, supervise, and coordinate audit and supervision work, and to deliberate on major audit matters and related accountability decisions. The Committee is chaired by an independent director and comprises Board members and the General Manager of the Audit and Supervision Department. The Audit and Supervision Department serves as the dedicated function responsible for performing audit duties, independently carrying out audit supervision, assurance, and evaluation work, and receiving professional guidance and oversight from both internal and external audit institutions.

Management systems

We continuously refine internal management policies, including the *Eaglerise Audit and Supervision Management System*, the *Eaglerise Internal Accountability Management Measures*, and the *Eaglerise Post-Departure Audit System*. These frameworks further strengthen our compliance system, support effective control of operational risks, optimize management efficiency, and safeguard our steady operations.

Coverage of annual compliance training

100%

Risk prevention and control

The Audit Department conducts comprehensive evaluations of internal business operations as well as external social and environmental factors on all fronts, collects and consolidates major risks at prescribed intervals, and prepares the *Eaglerise Internal Control Risk Self-Assessment Form*. At the end of each year, the *Eaglerise Internal Control Risk Evaluation Report* is compiled with clearly defined risk levels, which will be submitted to the management and the Audit Committee for review. In 2025, we fully implemented the COSO Enterprise Risk Management (ERM) framework. Across the nine core operational cycles of the Company, 102 risks have been systematically identified, with risk control measures incorporated into the management system and corresponding risk early warning and emergency response mechanisms established. This approach has systematically strengthened supply chain resilience and risk response capabilities, driving the effective implementation of supply risk management and enhancing the Company's overall capacity to respond to emerging risks.



Anti-Bribery and Anti-Corruption

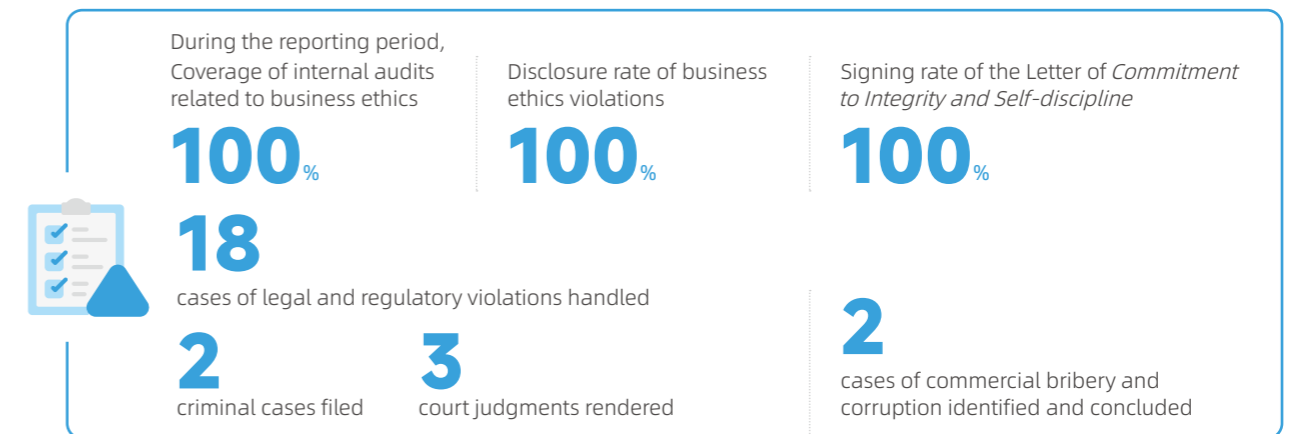
We strictly comply with the *Supervision Law of the People's Republic of China*, the *Anti-Monopoly Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China*, and other applicable laws and regulations. We continuously refine our anti-bribery and anti-corruption policies, uphold the principles of fair competition, and establish robust prevention and control mechanisms against corruption and commercial bribery to support the Company's long-term and sustainable development.

Management systems

We have established and continuously improved relevant internal policies, including the *Social Responsibility Management Measures*, the *Internal Accountability Management Measures*, the *Management Regulations on Employees' Conduct in the Performance of Duties*, the *Reports and Complaints Management System*, and the *Blacklist Management Measures*. The Company has established clear rules to govern employee conduct in business and management activities. Employees are prohibited from soliciting or accepting benefits from business-related entities, and from using company funds to purchase club memberships or for personal consumption. Where business-related entities lawfully provide rebates or commissions in the course of external business dealings, employees must remit these in full to the Company as non-operating income or as a reduction of costs. Any personal misappropriation of such amounts is treated as corruption. These provisions establish a clear standard for employee business conduct.

Risk assessment

We strictly prohibit all conduct that violates business ethics. Our Audit and Supervision department conducts anti-fraud investigations across our headquarters, subsidiaries, and their respective departments, achieving comprehensive coverage both horizontally across functions and vertically through all organizational levels. We have developed risk profiles for sensitive anti-fraud and anti-corruption positions, with a focused lens on key personnel in five high-priority functions: procurement, warehousing, research and development, process engineering, and production. By reviewing these individuals' procurement conduct, contract signing activities, bidding and tendering projects, and supplier arrangements, we identify high-risk exposures, conduct targeted audits and investigations, and reduce the risk of commercial bribery and corruption.



Reports and complaints management

We have established accessible reporting and complaint channels, and formulated and implemented the *Eaglerise Reports and Complaints Management System*. This system clearly defines the procedures and channels for handling reports and complaints, and safeguards the identity and information of whistleblowers with strict confidentiality provisions. The goal is to prevent any form of retaliation and effectively protect the lawful rights and interests of whistleblowers.

Coverage of the whistleblowing mechanism

100%



• Reports and Complaints Handling Process

Reporting channels

Whistleblowers and complainants may submit reports or complaints, either anonymously or under their real names, using the following methods: email, telephone, letter, in-person meetings, etc.

Email: shenjibu@eaglerise.com

Tel/Wechat: 18024920064

Mailing address: Audit Department, Chairman's Office, 5th Floor, Jiangxi Eaglerise Digital Energy Technology Co., Ltd., Jizhou District, Ji'an City, Jiangxi Province

Audit Department, No. 4 Huanzhen East Road, Beijiao Town, Shunde District, Foshan City, Guangdong Province

Fostering an integrity culture

We regularly organize the Integrity Awareness Month campaign and continue to optimize and upgrade our integrity policies. Targeted integrity training programs are delivered to employees at different levels and in different roles. Dedicated integrity education modules are also available on our internal learning platform to cultivate a culture of integrity and self-discipline and foster a fair and clean workplace environment. Going forward, we will establish a long-term mechanism whereby officials do not dare, are not able, and have no desire to be corrupt through quarterly integrity interviews, public disclosure of supplier blacklists, integrity knowledge competitions, and other diversified initiatives. These measures aim to ensure that the integrity culture is deeply ingrained in the organization.



Percentage of directors covered by anti-bribery and anti-corruption training

100%

Percentage of management personnel covered by anti-bribery and anti-corruption training

95%

Percentage of employees covered by anti-bribery and anti-corruption training

92%

Case

Integrity Awareness Month - Eaglerise's integrity training in 2025

In 2025, we conducted a dedicated integrity training program combining on-site lectures and interactive Q&A sessions. The head of the Ji'an platform led 98 key personnel from procurement, R&D, and other critical functions to participate in the training. The General Manager of the Energy Storage Business Center led 32 core staff members from sales, procurement, R&D, and operations. The head of the Huainan Manufacturing Base organized key personnel across all functions to attend the full program. Through these coordinated efforts, comprehensive coverage of all critical positions was achieved. During the training, the Supervision Team delivered a systematic and structured briefing on three core modules—the *Eaglerise Procurement Management Standards*, the *Compilation of Internal Management Systems*, and the Company's reporting channels—through policy interpretation, case analysis, and interactive Q&A sessions. Focusing on high-risk areas such as procurement bidding, supplier management, and contract performance, the team analyzed industry cases to provide targeted integrity risk alerts. Participants were required to sign the *Integrity Practice Commitment Letter*, and a three-tier supervision mechanism covering the individual, department, and supervision function was established.



Case

Dragon Boat Festival Integrity Knowledge Quiz

Leveraging traditional cultural occasions, we integrated integrity values into cultural experiences by organizing a "Dragon Boat Festival Integrity Knowledge Quiz." The activity engaged all employees and, leveraging the traditional Dragon Boat Festival as a cultural platform, transformed integrity education from a one-dimensional instructional approach into an immersive cultural experience, thereby fostering a clean and upright workplace environment. Through a light and engaging format combining an integrity knowledge quiz with festive gift packages, we enhanced the resonance and communicative impact of our integrity culture initiatives, promoting deeper identification with integrity principles among employees.



Anti-unfair competition

We strictly comply with the *Anti-Unfair Competition Law of the People's Republic of China* and other relevant laws and regulations, guiding employees to maintain sound business ethics and uphold fair competition within the industry. During the reporting period, there were no lawsuits or significant administrative penalties resulting from unfair competition.

We uphold a clear commitment to fair competition. It does not engage in unfair competitive practices, collusion, conspiracy, or any form of improper coordination, and does not undermine the conditions for a fair competitive environment. We do not conduct market transactions through improper means such as unauthorized use of registered trademarks, and does not infringe upon the legitimate rights and interests of other market participants. We actively encourage, support, and protect the right of all organizations and individuals to exercise social oversight over unfair competition conduct.

During the reporting period,

0

lawsuits or significant administrative penalties resulting from unfair competition

Outlook

The year 2026 marks a pivotal inaugural year of China's 15th Five-Year Plan and a decisive year for Eaglerise to deepen its strategic footprint and advance high-quality development. We will closely align with the evolving macro environment, remain anchored in our strategic direction of "differentiated competition, global development," and continue to strengthen internal governance while proactively responding to market changes. Through more concrete and effective actions, we will fulfill our social responsibilities, drive steady and sustainable corporate growth, and promote coordinated and mutually reinforcing development between the Company and society.

Prudent Operations, Strengthening the Foundation for Development

We unwaveringly uphold the principles of integrity in business operations, enhance the effectiveness of internal controls and risk management, and strictly adhere to business ethics and applicable laws and regulations to ensure compliant and transparent operations. By ensuring prudent operations, we aim to create sustainable value for our shareholders and investors. Driven by innovation and market expansion, we will continue to improve the quality and competitiveness of our products and services, promoting sustainable business growth.

Green and Low-Carbon Development, Safeguarding Our Ecological Future

We are advancing a green and low-carbon development strategy and comprehensively accelerating our green transformation to support the optimization of the industrial ecosystem. By continuously upgrading processes and equipment, we enhance energy utilization efficiency and minimize energy consumption and pollutant emissions. We strengthen waste management and recycling initiatives to promote resource circulation and alleviate environmental impact. Through ongoing research and innovation in green technologies, we actively explore the application of new technologies, materials, and processes, providing technical support for green development and contributing to addressing climate change.

Giving Back to Society, Building a Better Future Together

We consistently place responsibility at the forefront and actively contribute to sustainable social development. By supporting rural revitalization and deepening our public welfare engagement, we strive to spread warmth within society. Guided by a people-oriented philosophy, we focus on employee growth and well-being, enhancing their sense of belonging and fulfillment. We also strengthen collaboration with communities, industry associations, and other stakeholders to jointly foster a harmonious and mutually beneficial social ecosystem, advancing shared progress between the Company and society.

Looking ahead, Eaglerise will continue to move forward with a pragmatic attitude and enterprising spirit, advancing our strategic initiatives in a coordinated manner. Through high-quality development, we will achieve a unified balance between economic benefits and social value, and make new and greater contributions to industry advancement and social progress.

Independent Assurance Statement

Independent Verification Statement



Verification Statement: EIV2 124410 0006 Rev. 00

To the management and stakeholders of Eaglerise Electric & Electronic (China) Co., Ltd.,

TÜV SÜD Certification and Testing (China) Co., Ltd. (hereinafter referred to as "TÜV SÜD") has been engaged by Eaglerise Electric & Electronic (China) Co., Ltd. (hereinafter referred to as "Eaglerise" or "the Company") to perform an independent third-party verification on its 2025 Sustainability Report (hereinafter referred to as "the Report"). During this verification, TÜV SÜD's verification team strictly abided by the contract signed with Eaglerise and provided verification regarding the Report in accordance with the provisions agreed by both parties and within the authorized scope stipulated in the contract.

This Independent Verification Statement is based on all the data and information collected by Eaglerise and provided to TÜV SÜD. The scope of verification is limited to the given data and information. Eaglerise shall be held accountable for the authenticity and completeness of the provided data and information (contains assumptions, projections, and/or historical facts).

Scope of Verification

Time frame of this verification:

- The Report contains the data disclosed by Eaglerise during the reporting period from 01/01/2025 to 31/01/2025 including environmental, social and governance data and information, methods for management of material issues, actions/measures and the Company's sustainability performance during the reporting period.

Physical boundary of this verification:

- The on-site verification sampling took place at below listed location:
Junhua Avenue 212, Jizhou District, Ji'an City, Jiangxi Province, China.

Scope of data and information for the verification:

- The scope of verification is limited to the data and information of Eaglerise and all companies under its operational control covered by the Report.

The following data and information are beyond the scope of this verification:

- Any relevant data and information beyond the reporting period;
- The data and information of Eaglerise's suppliers, partners and other third parties; and
- The financial data and information disclosed in the Report that have been audited by an independent third party are not verified again herein.

Limitations

- The verification process is conducted in the above scope. Sampling and verification are adopted for the data and information in the Report by TÜV SÜD, and only the stakeholders within the Company are interviewed; and
- The Company's standpoint, opinions, forward-looking statements and predictive information as well as the historical data and information before 01/01/2025 are beyond the scope of this verification.
- The verification conclusions are based on the analysis of the data and information collected by TÜV SÜD and may not identify all problems and conditions, nor constitute any guarantee of the credibility or status of the subject of verification.

ATTESTATION

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ATTESTATION

Independent Verification Statement



Verification Statement: EIV2 124410 0006 Rev. 00

Verification Methodology

This verification process was conducted by TÜV SÜD's expert team with extensive experience in environmental, social and governance and other relevant areas and drew the conclusions thereof. The verification conforms to the following requirements:

- ❖ AA1000 Assurance Standard v3, Type2, Moderate Assurance
- ❖ Sustainability Report Verification Operation Rule (CCB_EIV_GR_002E Rev04)

In order to perform adequate verification in accordance with the contract and relevant assurance standards, and provide reliable verification for the conclusions, the verification team conducted the following activities:

- ❖ Preliminary investigation of the relevant information before on-site verification;
- ❖ Confirmation of the presence of the topics with high level of materiality and performance in the Report;
- ❖ On-site verification review of all supporting documents, data and other information provided by Eaglerise; tracing and verification of key performance information;
- ❖ Special interview with the representative of Eaglerise's management; and held interviews with the employees related to collection, compilation and reporting of the disclosed information; and
- ❖ Other procedures deemed necessary by the verification team.

Verification Conclusions

According to the verification, we believe that the data and information presented in Eaglerise 's report are objective, factual and reliable, without systematic problems.

The verification team has drawn the following conclusions on this Report :

Inclusivity	Eaglerise has fully identified the organization's internal and external stakeholders, such as employees, customers, government/regulatory agencies, shareholders/investors, partners/suppliers, and the general public. Eaglerise has established stakeholder communication mechanisms to regularly collect the genuine needs and expectations of these stakeholders.
Materiality	Eaglerise has established a process for assessing material topics. Eaglerise has identified ESG topics highly relevant to the industry, prioritized them, and disclosed the company's ESG governance structure, management actions, and performance data. The report content is substantive.
Responsiveness	Focusing on issues of concern to stakeholders, Eaglerise has clearly disclosed the management approaches and performance data on high-materiality topics such as sustainable supply chain, product responsibility, energy management, protection of employee rights and interests, and product quality and service. Eaglerise has also established communication mechanisms to adequately address stakeholder concerns and expectations.
Impact	Eaglerise has established an ESG committee, which is fully responsible for promoting and implementing the ESG strategy set by the Board of Directors, improving the company's ESG performance, regularly evaluating the execution of ESG work, and continuously advancing the company's efforts in governance, environmental, and social aspects.

Recommendations on Continuous Improvement

- ❖ It is recommended that Eaglerise conduct a more comprehensive and quantitative analysis of the sustainable development-related impacts, risks, and opportunities associated with the material topics. Furthermore, in daily operations, it is advisable to manage a greater number of these topics using the "four-factor" approach.

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TÜV SÜD Certification and Testing (China) Co., Ltd.
Floor 1-4, Building B, No.37, Tuanjie Road(Middle), Xishan Economic and Technological Development Zone, Wuxi, Jiangsu, P.R. China



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Verification Statement: EIV2 124410 0006 Rev. 00

Statement on Independence and Verification Capability

TÜV SÜD is a trusted partner of choice for safety, security and sustainability solutions. It specializes in testing, certification, auditing and advisory services. Since 1866, the company has remained committed to its purpose of enabling progress by protecting people, the environment and assets from technology-related risks. Today, TÜV SÜD is present in over 1,000 locations worldwide with its headquarters in Munich, Germany. Through expert teams represented by more than 28,000 employees, it adds value to customers and partners by enabling market access and managing risks. By anticipating technological developments and facilitating change, TÜV SÜD inspires trust in a physical and digital world to create a safer and more sustainable future.

TÜV SÜD Certification and Testing (China) Co., Ltd is one of TÜV SÜD's global branches and has an expert team whose members have professional background and rich industrial experiences.

TÜV SÜD and Eaglerise are two entities independent of each other and both TÜV SÜD and Eaglerise and their branches or stakeholders have no conflict of interest. No member of the verification team has business relationship with the Company. The verification is completely neutral. All the data and information in the Report are provided by Eaglerise. TÜV SÜD has not been involved in preparation and drafting of the Report, except for the verification itself and issuance of this Independent Verification Statement.

Signature:



On Behalf of TÜV SÜD Certification and Testing (China) Co., Ltd.

Wenjun Zhu
TÜV SÜD Certification and Testing (China) Co., Ltd. Technical Certifier
Shanghai, China, 26/03/2026

Note: In case of any inconsistency or discrepancy, the simplified Chinese version "Independent Verification Statement" of this verification statement shall prevail, English translation are used for reference only.

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Key Performance Indicators

Environment

Indicator	Unit	2023	2024	2025	
Emission and waste management	Nitrogen oxides (NOx)	kg	22.71	20.70	21.41
	Sulfur oxides (SOx)	kg	0.85	0.90	1.07
	Particulate matter (PM)	kg	1.67	1.52	1.58
	Hazardous waste generated	tonnes	93.91	109.36	186.37
	Hazardous waste density	tonnes/CNY 1 million revenue	0.03	0.02	0.04
	Non-hazardous waste generated	tonnes	1,639.95	2,739.84	2,998.53
Climate* response	Non-hazardous waste density	tonnes/CNY 1 million revenue	0.45	0.59	0.57
	CO ₂ emissions (Scope 1)	tCO ₂ e	2,023.39	3,150.29	4,140.89
	CO ₂ emissions (Scope 2)	tCO ₂ e	15,837.52	17,994.85	24,614.18
	GHG emission intensity (Scope 1 & Scope 2)	tCO ₂ e/CNY 10,000 revenue	0.0492	0.0456	0.0546
	CO ₂ emissions (Scope 3 - Category 6: Business travel)	tCO ₂ e	264.35	1,868.86	2,660.44
	Total CO ₂ emissions (Scope 1, 2 & 3)	tCO ₂ e	18,125.26	23,014.00	31,415.51
Energy management	Gasoline	kg	23,390.82	21,316.67	22,042.26
	Diesel	kg	19,678.84	24,353.31	32,686.67
	Natural gas	Nm ³	673,970.00	995,899.00	999,040.00
	Solar energy	kWh	3,260,483.00	7,099,705.20	7,326,809.00
	Purchased electricity	kWh	27,609,074.00	36,676,977.00	45,081,656.15
Water resource management	Water consumption	tonnes	291,949.80	436,218.99	403,681.35

*Note: The boundary for carbon emission verification in 2025 encompasses the headquarters functions and those companies with manufacturing operations that have entered mass production.

Sustainability-related Governance

Indicator	Unit	2023	2024	2025	
Operation of the "three governance bodies"	Frequency of shareholders' meetings	times	4	4	3
	Frequency of Board meetings	times	12	9	9
	Frequency of the Board of Supervisors meetings *	times	10	8	5
Board diversity	Directors	persons	5	5	7
	Independent directors	persons	2	2	3
	Female directors	persons	0	0	1

Operation

Indicator	Unit	2023	2024	2025
Operating revenue	CNY 100 million	36.30	46.39	52.64
Net profit attributable to shareholders	CNY 100 million	2.09	2.93	2.00
Total assets	CNY 100 million	52.96	73.98	91.01

*Note: According to the *Company Law of the Republic of China and the Guidelines for Articles of Association of Listed Companies*, the Board of Supervisors was abolished in the fourth quarter of 2025.

Community

Indicator	Unit	2023	2024	2025		
Labor rights	Total number of employees	persons	2,775	3,134	3,398	
	By gender	Male employees	persons	1,561	1,821	1,995
		Female employees	persons	1,214	1,313	1,403
	By management level	Senior management	persons	28	39	43
		Mid-level management	persons	170	239	255
		Frontline employees	persons	2,577	2,856	3,100
	By age	Employees under 30	persons	582	1,054	1,326
		Employees aged 30-50	persons	1,860	1,596	1,629
		Employees over 50	persons	333	484	443
	By region	Employees in the Chinese Mainland	persons	2,732	2,966	2,872
Overseas employees		persons	43	168	526	
Employee turnover rate	%	27.75	27.57	24.03		
Percentage of female middle and senior managers	%	16.16	18.71	19.80		
Employee development and training	Percentage of employees accepting training	%	100.00	96.00	100.00	
	By gender	Percentage of male employees accepting training	%	56.25	55.78	58.71
		Percentage of female employees accepting training	%	43.75	40.22	41.29
	Average training hours per employee	hours	19.08	23.60	30.26	
	By gender	Average training hours per male employee	hours	22.39	26.93	33.51
Average training hours per female employee		hours	14.83	19.04	25.65	
Employee health and safety	Work-related fatalities	persons	0	1 ^{*1}	0	
	Work injury workdays lost	days	255	6,240	344.5	
Intellectual property protection	Invention patents obtained in total	pcs	19	47	42	
	Utility model patents obtained in total	pcs	238	281	164	
	Design patents obtained in total	pcs	10	20	52	
Customer relationship management	Complaints about products and services	pcs	93	303	184	
	Sustainable supply chain	Total number of suppliers	companies	1,376	1,948 ^{*2}	2,322
By region		Number of suppliers in South China	companies	933	1,235	1,380
		Number of suppliers in Central China	companies	49	66	88
		Number of suppliers in North China	companies	24	31	45
		Number of suppliers in East China	companies	307	430	548
		Number of suppliers in Northwest China	companies	10	23	25
		Number of suppliers in Southwest China	companies	14	22	25
		Number of suppliers in Northeast China	companies	11	11	14
		Number of suppliers in Hong Kong, Macao, and Taiwan	companies	5	10	11
	Number of overseas suppliers	companies	23	120	186	

*1 Note: In April 2024, a fatal work-related accident occurred in a production workshop of the company. In response to the hazards exposed by this accident, the company has completed special rectification and implemented more stringent safety protection standards. Upon determination by the competent authority, this accident does not constitute a major illegal act. Taking this as a warning, the company continues to strengthen the awareness of safety production as a red line, ensuring a safe working environment.

*2 Note: To ensure the comparability of the data for the years 2023-2025, the 2024 data has been retrospectively adjusted, which is why there are differences compared to the data disclosed in the previous year's report.

Indexes

Shenzhen Stock Exchange Listed Companies Self-Regulatory Guidelines No. 17--Sustainability Reporting (Trial) Index Table

Dimension	No.	Topic	Corresponding terms	Page /remarks
Environment	1	Climate response	Articles 21 to 28	20-23
	2	Pollutant discharge	Article 30	24-25
	3	Waste disposal	Article 31	25
	4	Ecosystem and biodiversity protection	Article 32	29
	5	Environmental compliance management	Article 33	26
	6	Energy utilization	Article 35	26-28
	7	Water resources utilization	Article 36	28
	8	Circular economy	Article 37	29
Community	9	Rural revitalization	Article 39	55
	10	Social contributions	Article 40	55
	11	Innovation	Article 42	32-37
	12	Ethics of science and technology	Article 43	Inapplicable
	13	Supply chain security	Article 45	38-42
	14	Equal treatment of SMEs	Article 46	No overdue payments to SMEs
	15	Product and service safety and quality	Article 47	43-46
	16	Data security and customer privacy	Article 48	47
Sustainability-related governance	17	Employees	Article 50	48-54
	18	Due diligence	Article 52	/
	19	Stakeholder engagement	Article 53	14
	20	Anti-commercial bribery and anti-corruption	Article 55	63-65
	21	Fair competition	Article 56	65

Hong Kong Stock Exchange ESG Reporting Guide Index Table

Aspects	Indicator	Indicator description	Chapters/ Remarks
A1: Emissions	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	24-25
	A1.1	The types of emissions and respective emissions data.	24-25, 70
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	25, 70
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	25, 70
	A1.5	Description of emission target(s) set and steps taken to achieve them.	24-25
	A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	25
A2: Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water, and other raw materials.	26
	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	27
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	28
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	27-28
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	28
A3: The Environment and Natural Resources	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	/
	General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	26
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	28-29
B1: Employment	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	52
	B1.1	Total workforce by gender, employment type (for example, full- or parttime), age group and geographical region.	71
	B1.2	Employee turnover rate by gender, age group, and geographical region.	/
B2: Health and Safety	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	48
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	71
	B2.2	Lost days due to work injury.	49
	B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	48

Aspects	Indicator	Indicator description	Chapters/ Remarks
B3: Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	49-51
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	71
	B3.2	The average training hours completed per employee by gender and employee category.	71
B4: Labor Standards	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	52
	B4.1	Description of measures to review employment practices to avoid child and forced labour.	52
	B4.2	Description of steps taken to eliminate such practices when discovered.	52
B5: Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	38
	B5.1	Number of suppliers by geographical region.	42
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	40-42
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	39-40
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	41
B6: Product Responsibility	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	43
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	/
	B6.2	Number of products and service related complaints received and how they are dealt with.	46, 71
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	35
	B6.4	Description of quality assurance process and recall procedures.	44
	B6.5	Description of consumer data protection and privacy policies, including implementation and monitoring methods.	47
	B7: Anti-corruption	General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.
B7.1		Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	63
B7.2		Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	63-64
B7.3		Description of anti-corruption training provided to directors and staff.	64
B8: Community Investment	General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	55
	B8.1	Focus areas of contribution (e.g., education, environmental concerns, labor needs, health, culture, sports).	55
	B8.2	Resources contributed (e.g. money or time) to the focus area.	55

GRI Sustainability Reporting Standards Index Table

Statement of use	Eaglerise has reported the information cited in this GRI content index for the period January 1, 2025 to December 31, 2025 in accordance with the GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	
Applicable GRI Sector Standard(s)	No Applicable GRI Sector Standard	
Disclosure		Page /remarks
GRI 2: General disclosures 2021		
2-1	Organizational details	6
2-2	Entities included in the organization's sustainability reporting	About this report
2-3	Reporting period, frequency and contact point	About this report
2-4	Restatements of information	No information restatement
2-5	External assurance	67-69
2-6	Activities, value chain and other business relationships	6-7
2-7	Employees	52
2-9	Governance structure and composition	58
2-10	Nomination and selection of the highest governance body	58
2-11	Chair of the highest governance body	58
2-12	Role of the highest governance body in overseeing the management of impacts	10
2-13	Delegation of responsibility for managing impacts	10
2-14	Role of the highest governance body in sustainability reporting	10
2-15	Conflicts of interest	Detailed information can be found in the annual report
2-16	Communication of critical concerns	10
2-17	Collective knowledge of the highest governance body	10
2-19	Remuneration policies	53
2-22	Statement on sustainable development strategy	4-5
2-27	Compliance with laws and regulations	24-26, 52-54, 63-65
2-28	Membership associations	8-9
2-29	Approach to stakeholder engagement	14
2-30	Collective bargaining agreements	52-54
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	15
3-2	List of material topics	15
3-3	Management of material topics	15
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	12, 70
201-2	Financial implications and other risks and opportunities due to climate change	20-23

Disclosure	Page /remarks
GRI 204: Procurement Practices 2016	
204-1 Proportion of spending on local suppliers	42
GRI 205: Anti-corruption 2016	
205-1 Operations assessed for risks related to corruption	63-64
205-2 Communication and training about anti-corruption policies and procedures	63-64
205-3 Confirmed incidents of corruption and actions taken	63-64
GRI 206: Anti-competitive Behavior 2016	
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	65
GRI 207: Tax 2019	
207-1 Approach to tax	Information confidentiality
207-2 Tax governance, control, and risk management	Information confidentiality
207-3 Stakeholder engagement and management of concerns related	14
GRI 301: Materials 2016	
301-3 Reclaimed products and their packaging materials	29
GRI 302: Energy 2016	
302-1 Energy consumption within the organization	27
302-3 Energy intensity	27
302-5 Reductions in energy requirements of products and services	26-29
GRI 303: Water and Effluents 2018	
303-2 Management of water discharge-related impacts	28
303-3 Water withdrawal	28
303-4 Water discharge	28
303-5 Water consumption	28
GRI 305: Emissions 2016	
305-1 Direct (Scope 1) GHG emissions	23
305-2 Energy indirect (Scope 2) GHG emissions	23
305-4 GHG emissions intensity	23
305-5 Reduction of GHG emissions	23
GRI 306: Waste 2020	
306-1 Waste generation and significant waste-related impacts	25
306-2 Management of significant waste-related impacts	25
306-3 Waste generated	25
GRI 308: Supplier Environmental Assessment 2016	
308-1 New suppliers that were screened using environmental criteria	40-41
GRI 401: Employment 2016	
401-1 New employee hires and employee turnover	53
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	48-54

Disclosure	Page /remarks
GRI 403: Occupational Health and Safety 2018	
403-1 Occupational health and safety management system	48-49
403-2 Hazard identification, risk assessment, and incident investigation	48-49
403-3 Occupational health services	48-49
403-4 Worker participation, consultation, and communication on occupational health and safety	48-49
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	48-49
403-8 Workers covered by an occupational health and safety management system	48-49
403-9 Work-related injuries	48-49
GRI 404: Training and Education 2016	
404-1 Average hours of training per year per employee	49-51
404-2 Programs for upgrading employee skills and transition assistance programs	49-51
404-3 Percentage of employees receiving regular performance and career development reviews	49-51
GRI 405: Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees	52
GRI 406: Non-discrimination 2016	
406-1 Incidents of discrimination and corrective actions taken	52
GRI 408: Child Labor 2016	
408-1 Operations and suppliers at significant risk for incidents of child labor	52
GRI 409: Forced or Compulsory Labor 2016	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	52
GRI 413: Local Communities 2016	
413-1 Operations with local community engagement, impact assessments, and development programs	55
GRI 414: Supplier Social Assessment 2016	
414-1 New suppliers that were screened using social criteria	38-42
GRI 415: Public Policy 2016	
415-1 Political contributions	Inapplicable
GRI 416: Customer Health and Safety 2016	
416-1 Assessment of the health and safety impacts of product and service categories	43-46
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	43-46
GRI 417: Marketing and Labeling 2016	
417-1 Requirements for product and service information and labeling	43-46
417-2 Incidents of non-compliance concerning product and service information and labeling	43-46
417-3 Incidents of non-compliance concerning marketing communications	43-46
GRI 418: Customer Privacy 2016	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	47