



2023

**Environmental, Social and
Governance Report**

ANTAISOLAR



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About This Report

This Report is the first annual Environmental, Social and Governance (ESG) Report (hereinafter referred to as "this Report") released by Antai Technology Co.,Ltd. (hereinafter referred to as "Antaisolar"). This Report will systematically present Antaisolar's strategies, policies, measures, and achievements in corporate sustainable development and social responsibility fulfillment in 2023.

Reporting Period

This Report covers information and data from January 1, 2023, to December 31, 2023 (hereinafter referred to as "the reporting period"). To enhance the comparability and foresight of this Report, certain content has been appropriately extended to preceding and subsequent years.

Reporting Boundary

All other material content covered in this Report pertains to Antai Technology Co.,Ltd. and its subsidiaries.

References

For ease of expression, "Antai Technology Co.,Ltd. and its subsidiaries" is also referred to as "Antaisolar", "Antai", "the Company", "we", "us" and "our" in this Report.

Data Explanation

The information and data disclosed in this Report are sourced from the Company's statistical reports and official documents and have been reviewed by relevant departments. The Company commits that this Report does not contain any false records or misleading statements, and is responsible for the authenticity and accuracy of its content. Unless otherwise specified in this Report, all amounts are expressed in RMB.

Preparation Basis

This Report is primarily prepared in alignment with the *Global Reporting Initiative (GRI) Sustainability Reporting Standards 2021*, with reference to the requirements of the 2030 United Nations Sustainable Development Goals (SDGs).

Report Access

This Report is available for your reading in both printed and electronic formats and is presented in both Chinese and English. In case of any discrepancies in understanding between the two texts, the Chinese version shall prevail.

You can visit the Company's official website at <https://www.antisolar.com/> to read the electronic version of this Report. If you have any questions or suggestions about this Report, please send an email to mkt@antisolar.com.

Message from the CEO

As we navigate an ever-changing global landscape, the commitment to sustainability has never been more crucial. At Antaisolar, we believe that our mission to "Raise a Green World" is not just about creating value for today, but ensuring a brighter, cleaner future for generations to come.

In 2023, we faced challenges, but we also made significant strides in advancing our environmental, social, and governance goals. From driving innovation in PV technology to fostering a culture of integrity and collaboration, we are proud of the progress we've made. However, we know that true impact comes from continued effort and partnerships.

This ESG report reflects our dedication to responsible business practices, transparency, and positive contributions to the environment and society. We remain committed to aligning our actions with sustainable development goals and empowering our partners, employees, and communities to thrive together.

Looking forward, we will continue to innovate, collaborate, and push boundaries in the pursuit of a zero-carbon future. We invite each and every one of you reading this report to join us on this journey - to Raise the Green World we all share.

Jasmine Huang
CEO of Antaisolar



Sustainable development is not just a goal, It is a responsibility and a commitment to future generations.



About Antaisolar

Company Overview

Antaisolar is driven by its mission to "Raise a Green World" and is dedicated to becoming "A Global Leader in Intelligent PV Mounting Solutions" as well as "the World's Leading Clean Energy Solutions Provider". Since its establishment in 2006, we have a strong presence across the entire value chain of the PV mounting system industry and have focused on the research, development, manufacturing, and sales of PV mounting systems. We provide a full range of PV mounting system solutions, including fixed mounting systems and tracking mounting systems, with the aim of offering efficient and reliable PV mounting system solutions to a wide range of customers worldwide, contributing to the green transformation of the global energy structure.

Our honors

Global Top

500

New Energy Enterprises

Global Top

10

Single-Axis Tracking Mounting Systems



Ranked

12th

globally in solar tracker mounting system shipments



Established in 2006

World's Leading

Clean Energy Solutions Provider



Leading position

in the Japanese market, Australian distribution market, Chilean distributed market, Mexico, and Southeast Asian market



12

local offices worldwide



18

years of experience



3

logistics centers

6

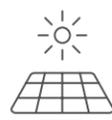
production bases

1

joint venture factory

All-Scenario Solutions

Provide PV fixed mounting systems, tracking mounting systems, BIPV Full-material, full-function, full-service products and solutions



by 2023

33.2 GW

Cumulative global shipments of



over **800**

employees



over **120**

technical experts

Business Layout

Antaisolar aims to provide global customers with full-material, full-function, full-service products and solutions, including PV fixed mounting systems, tracking mounting systems, and BIPV. We have established a global presence, with subsidiaries and offices in multiple countries and regions, including Shanghai (China), Australia, Japan, Brazil, Singapore, Vietnam, the Philippines, and Malaysia. Additionally, we operate five major production and manufacturing bases located in Fujian, Jiangsu, and Tianjin (China), as well as Indonesia, Brazil, and India, providing high-performance products and comprehensive premium services to our global customers.

We focus on providing customers with comprehensive and high-performance PV mounting system solutions, covering a complete range from cutting-edge tracking mounting systems to distributed systems, flexibly integrating into various application scenarios. Whether it is tracking mounting systems that enhance sunlight utilization, integrated solutions for PV buildings, or distributed mounting systems that adapt flexibly to various scenarios, our products are designed to precisely meet customer needs, ensuring the efficient operation and long-lasting stability of PV systems.

By the end of 2023

33.2_{GW}

Antaisolar's cumulative global shipment of PV mounting systems

NO.1

market share in Japan's PV mounting system market
 Ranked first in exports to the Japanese market for eight consecutive years
 leading the PV distribution market in Australia
 number one market share in Chile's distributed PV market



Tracking System

Tailored Solutions for Efficiency and Practicality



Ground Mounting System

Cost-effective and Easy to Install



BIPV

PV Buildings - Seamless Integration

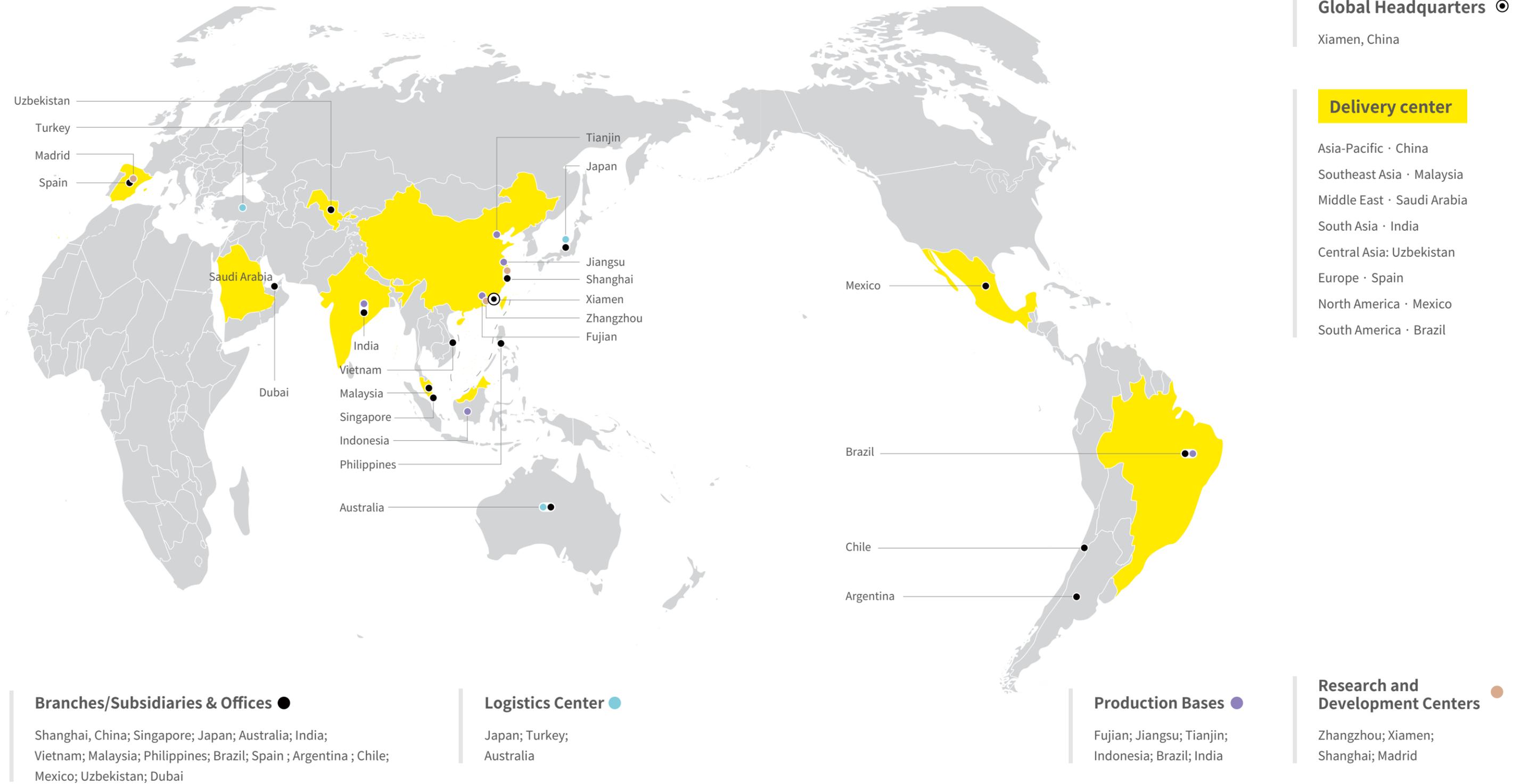


Roof Mounting System

Full scenario & Efficient to install

Antaisolar's Solutions

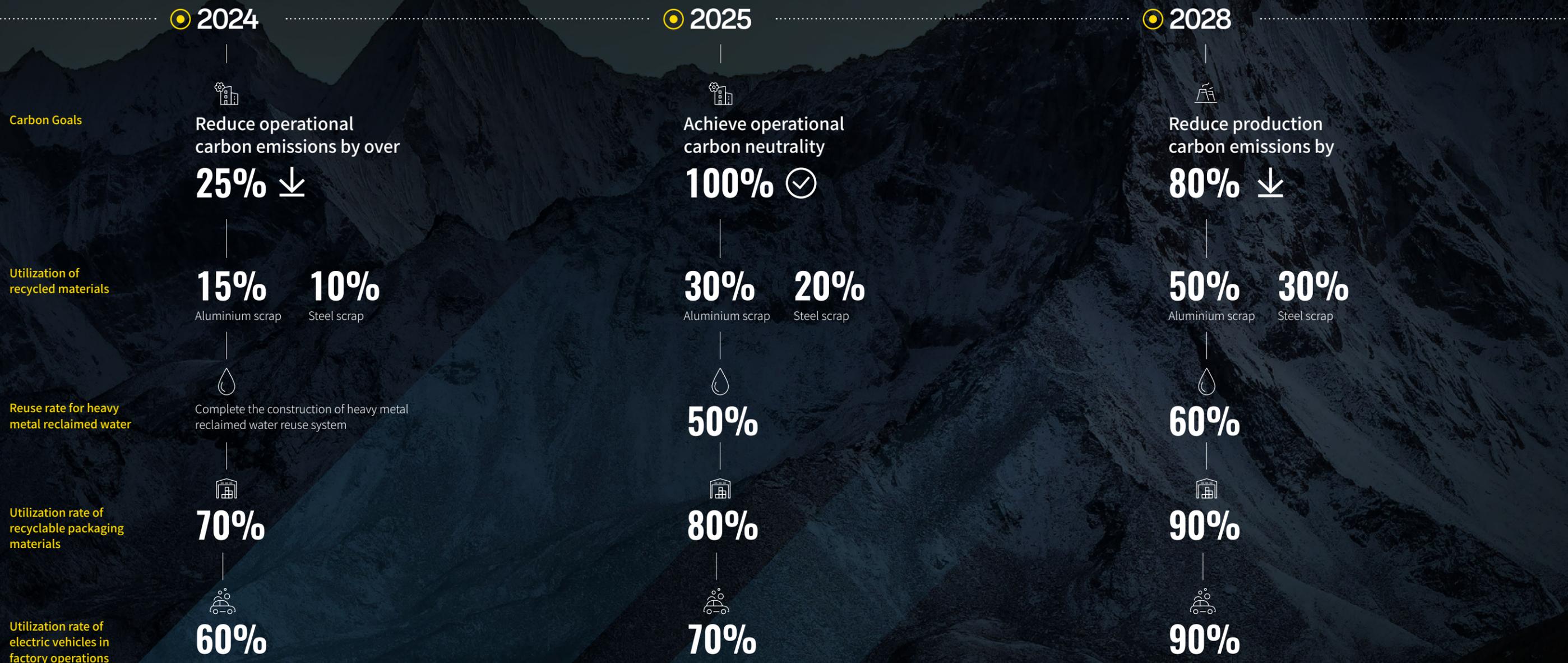
Global Layout



Sustainable Development Goals

WE'RE PROUD TO HAVE FORMALIZED A SET OF GOALS DESIGNED TO GUIDE OUR EFFORTS IN REDUCING OUR CARBON AND ECOLOGICAL FOOTPRINTS, CONSERVING AND PROLONGING RESOURCES, AND EMBRACING PRACTICES THAT CONTRIBUTE TO A CLEANER, HEALTHIER PLANET.

OVER TIME—AND DEPENDING ON THE PROGRESS WE MAKE—THESE GOALS WILL CONTINUALLY EVOLVE. BUT, FOR NOW, THEY



Data in 2023

Key Performance

<p>01. Robustness</p>	<p>4</p> <hr/> <p>integrity training sessions, covering all departments</p>	<p>280+</p> <hr/> <p>participants</p>
<p>02. Advancement</p>	<p>98.8%</p> <hr/> <p>The average monthly yield rate of carbon steel</p> <p>ISO 9001</p> <hr/> <p>All operations comply with Quality Management Systems</p>	<p>99.95%</p> <hr/> <p>The average monthly qualification rate of ground piles</p> <p>91.9%</p> <hr/> <p>Customer satisfaction</p>
	<p>38.3028 million RMB</p> <hr/> <p>Investment in research and development</p>	<p>99</p> <hr/> <p>authorized and valid patents</p>

03. Inclusiveness

<p>RMB 430,000</p> <hr/> <p>Training funds</p>	<p>797</p> <hr/> <p>Training participants</p>	<p>28</p> <hr/> <p>Average training hours per person</p>
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- Carry out annual talent inventory to clearly understand the company's talent level and talent structure

ISO 45001

All operations comply with Occupational Health and Safety Management Systems

04. Symbiosis

	<p>ISO 14001</p> <hr/> <p>All operations comply with Environmental Management Systems</p>	<p>ISO 50001</p> <hr/> <p>All operations comply with Energy Management System</p>
<p>478.74 MWh</p> <hr/> <p>self-consumption of PV generation</p>	<p>100%</p> <hr/> <p>The percentage of industrial wastewater testing results that comply with standards</p>	<p>100%</p> <hr/> <p>The percentage of exhaust emissions that comply with standards</p>

05. Engagement

200,000 RMB

Donation to various sectors of society

- Partnerships with major PV inverter and module manufacturers such as Jinko, JA Solar, and LONGi.
- Research projects with universities including Central South University, Shanghai Jiao Tong University, and Politecnico de Madrid

Sustainable Development Management

Antaisolar firmly believes that an effective sustainable development strategy is the core driving force for the continuous and stable development of the enterprise. Based on the blueprint for sustainable development strategy, the Company continuously monitors ESG performance and identifies and manages ESG-related risks. By establishing a comprehensive ESG governance structure, clear ESG management objectives, and effective ESG management mechanisms, we work hand in hand with all stakeholders to proactively and steadily advance the implementation and execution of ESG initiatives. At the same time, Antaisolar is committed to integrating ESG concepts into daily operations, ensuring that all business activities comply with sustainable development requirements, and contributing to the creation of a green, harmonious, and sustainable future.



Sustainable Development Strategy

Antaisolar has developed a specific sustainable development strategy based on its own and the industry's development status to achieve the Company's long-term sustainable development and better meet regulatory requirements. We have categorized the material issues identified by the Company, with a full understanding of stakeholder needs, into five strategic pillars: Robustness, Advancement, Inclusiveness, Symbiosis, and Engagement. Based on our corporate mission of "Raise A Green World", we have developed a sustainable development strategy blueprint themed "RAISE" and are dedicated to achieving our corporate vision of becoming a global leader in clean energy solutions.

Antaisolar's Sustainable Development Strategy Blueprint



According to Antaisolar's sustainable development strategy framework, we have developed phased strategic plans and action pathways for various issues, with short-term (2 years), medium-term (5 years), and long-term (over 5 years) goals; Moreover, we have outlined the action pathways to each department to ensure the operability and traceability of each measure, facilitating the smooth execution of the sustainable development strategy.

Robustness

- SDG 12 Responsible consumption and production
- SDG 17 Partnerships for the goals

Advancement

- Responsible consumption and production SDG 12
- Partnerships for the goals SDG 17

Engagement

- SDG 01 No Poverty
- SDG 02 Zero hunger
- SDG 04 Quality education

Symbiosis

- SDG 07 Affordable and clean energy
- SDG 13 Climate action
- SDG 15 Life on land

Inclusiveness

- No Poverty SDG 01
- Good health and well-being SDG 03
- Quality education SDG 04
- Gender equality SDG 05
- Decent work and economic growth SDG 08
- Reduced inequality SDG 10
- Partnerships for the goals SDG 17



ESG Governance

ESG Management Framework

Antaisolar firmly believes that the key to achieving long-term value lies in the sustainability of the Company's development. Therefore, the principles of ESG management and sustainable development are deeply embedded in our daily operations and production activities. To strengthen the top-level planning of ESG governance, we will build and continuously optimize the ESG governance system, significantly enhancing the participation of the Board of Directors and management in ESG matters, and continuously improving our capabilities in ESG management and practice.

As of the date of this report, Antaisolar is still in the midst of intensive preparations for the share reform. We firmly believe that a reasonable and well-structured corporate management and operational framework will contribute to the sustainable development of the enterprise and help our stakeholders benefit from it. We plan to establish a top-down, three-tier structure upon the completion of the share reform, with the Board of Directors as the main regulatory body, the Sustainable Development Strategy and Remuneration Committee as the board-authorized management body, and the ESG working group as the primary execution department, to assist us in carrying out effective ESG management and practices. In the future improvement process, we do not rule out the possibility of further refining and updating the currently planned structure. For details, please refer to Antaisolar's future ESG reports.

At the supervisory level, Antaisolar will use the Board of Directors as the highest decision-making and accountable body for the Company's ESG and sustainable development management, responsible for overseeing and reviewing the overall ESG policies, sustainable development strategies, and related major issues. The Company has established an ESG committee tasked with managing and supervising various sustainable development initiatives, formulating the Company's sustainable development and ESG systems, strategies, and goals, and regularly reporting to the Board of Directors.

At the management level, the Company has established a Strategic and Sustainability Committee responsible for formulating ESG strategies, implementing ESG management policies, developing and updating systems, continuously promoting and optimizing ESG management, regularly monitoring the Company's ESG goal performance, conducting research on ESG issues, and gradually improving the level and practice of sustainable development management.

At the execution level, the Company has established an ESG working group composed of sustainability professionals. This group coordinates with ESG teams formed by relevant departments and is jointly responsible for implementing and executing the ESG action plan, identifying and monitoring ESG risks in daily operations, tracking ESG performance, and disclosing sustainability-related information.

ESG Management Framework

Board of Directors

- Review the risks and significance related to the Company's ESG matters;
- Review and approve the Company's sustainable development strategy and goals;
- Supervise and assess the Company's policies, management, performance, and progress related to ESG matters;
- Review and approve the public disclosure of the Company's performance on ESG-related matters.

Strategic and Sustainability Committee

- Identify, define, and assess the risks and significance related to the Company's ESG matters;
- Evaluate and formulate the Company's sustainable development strategy and objectives;
- Supervise, approve, and review the Company's policies, management, performance, and progress related to ESG matters;
- Review and assess the Company's public disclosures related to ESG-related performance;
- Other matters authorized by the Board of Directors.

ESG Working Group

- Assist the ESG Committee in formulating ESG policies and action plans that align with the Company's sustainable development strategy and objectives.
- Implement the ESG management system and continuously improve ESG performance.
- Manage the Company's public disclosures related to ESG performance.
- Handle other matters authorized by the ESG and Sustainable Development Strategy Committee.
- Manage ESG-related risks and issues in the daily operations of the Company.
- Communicate with relevant departments and subsidiaries of the Company, coordinating the implementation of ESG-related matters.
- Collect, organize, and prepare the Company's public disclosures related to ESG matters.
- Handle other ESG-related matters.

ESG Risk Management

Against the backdrop of increasing global attention to sustainable development and environmental protection, the concept of ESG has been integrated into the daily operations of Antaisolar, becoming an indispensable and crucial component. As a global leader in clean energy solutions, the Company has fully recognized that sustainable development is a key pathway to addressing the global energy transformation and climate change risks during its nearly 20 years of operation. Therefore, Antaisolar is steadily advancing its ESG planning and management system project, continuously optimizing and enhancing ESG management on topics such as climate change based on the RAISE strategy. The Company is setting short-, medium-, and long-term goals for ESG and sustainable development, taking and implementing various actions to address ESG risks, and maintaining a responsible attitude to actively lead the industry toward positive development.

Short-term Goals (2024-2025)	Mid-term Goals (2026-2028)	Long-term Goals
<ul style="list-style-type: none"> Fully establishing and operating an ESG management system, integrating ESG content into the Company's risk management and governance framework, and making ESG a core competitive advantage of the enterprise 	<ul style="list-style-type: none"> Aligning the Company's key projects with international best practices and continuously improving ESG standards and performance 	<ul style="list-style-type: none"> Upholding the concept of green and low-carbon development, following the strategic path of high-end products, industrial integration, and international operations, and committing to leading the sustainable development of the global PV mounting system industry while assisting the transition of human society toward a low-carbon economy.



Areas	SDGs	Potential Risks	Potential Opportunities	Our actions
Sustainable Development Management	12 RESPONSIBLE CONSUMER BEHAVIOUR	<ul style="list-style-type: none"> ESG governance risks 	<ul style="list-style-type: none"> ESG strategies for long-term business growth Industry engagement in Sustainability 	<ul style="list-style-type: none"> Improve ESG structure Strengthen stakeholder communication Enhance the ESG management system Setting short-, medium- and long-term ESG goals
Robustness	12 RESPONSIBLE CONSUMER BEHAVIOUR, 17 PARTNERSHIPS FOR THE GOALS	<ul style="list-style-type: none"> Corporate governance risks Business ethics risks Information security risks 	<ul style="list-style-type: none"> Management model innovation Information security upgrades 	<ul style="list-style-type: none"> Compliant Management Enhance the compliance management system Optimize governance structure Standardize information disclosure Full lifecycle data security management Build an Integrity system
Advancement	12 RESPONSIBLE CONSUMER BEHAVIOUR, 17 PARTNERSHIPS FOR THE GOALS	<ul style="list-style-type: none"> Product quality risks User safety risks Technology R&D risks Intellectual property risks Supply chain risks Customer relationship management risks 	<ul style="list-style-type: none"> Industry resource integration Product development and innovation Supply chain reliability and sustainability 	<ul style="list-style-type: none"> Industry cooperation Technology R&D Intelligent manufacturing Supplier management and collaboration Follow suppliers' ESG and compliance performance Localized sourcing Safeguard intellectual property rights Customer satisfaction management
Inclusiveness	1 EQUALITY, 3 GOOD HEALTH AND WELL-BEING, 4 QUALITY EDUCATION, 5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH, 10 REDUCED INEQUALITIES, 17 PARTNERSHIPS FOR THE GOALS	<ul style="list-style-type: none"> Illegal employment risks Talent loss risks Labor cost risks Welfare risks Equal opportunity risks Work safety risks Occupational health risks 	<ul style="list-style-type: none"> Outstanding talent team Human capital empowerment Culture of employee care 	<ul style="list-style-type: none"> Equal employment opportunity Localized hiring Vocational training Diversified talent recruitment Comprehensive promotion system Reasonable remuneration and benefits Enhancement of employee communication Protecting employees' occupational health and safety
Symbiosis	7 AFFORDABLE AND CLEAN ENERGY, 13 CLIMATE ACTION, 15 LIFE ON LAND	<ul style="list-style-type: none"> Policy and regulatory Risks Market risks Energy risks Climate change risks Carbon emission risks from production Processes Water pollution risks Waste management Risks Natural disaster risks 	<ul style="list-style-type: none"> Develop climate change contingency plans Optimize resource acquisition and allocation Recycle and reuse materials 	<ul style="list-style-type: none"> Improve safety and environmental management system Water risk identification and responses Wastewater management Pollutant discharge management Carbon neutrality targets and pathways Carbon neutrality actions Energy management Climate change responses Deploy clean technologies
Engagement	1 EQUALITY, 2 AFFORDABLE AND CLEAN ENERGY, 4 QUALITY EDUCATION	<ul style="list-style-type: none"> Reputational Risks Public safety risks 	<ul style="list-style-type: none"> Enhance the social value of brand Provide jobs Contribute to local economic development Engage in social welfare 	<ul style="list-style-type: none"> Educational support Support for employees in difficulties Employment of local residents

Stakeholder Communication

Antaisolar places great importance on communication and interaction with all stakeholders by actively listening to and deeply understanding their feedback and expectations regarding the Company's ESG planning and implementation. We adopt customized communication strategies to respond proactively to various concerns, aiming to build a long-term and solid partnership based on mutual trust with all stakeholders, ensuring inclusiveness and balance when addressing key issues, thereby promoting continuous improvement at the management level.

Based on the Company's industry characteristics and actual operating conditions, we have identified core stakeholders, including government and regulatory agencies, suppliers, customers, management and non-management employees, partners, the public, and communities. We have designed corresponding communication mechanisms for each group to effectively convey and address their concerns.

Stakeholders	Stakeholder Representatives	Interested Issues	Communication Methods and Channels
 Government and Regulatory Institutions	Local governments, stock exchanges in the countries/regions where we operate	<ul style="list-style-type: none"> ■ Environmental management ■ Pollutant management ■ Labor and human rights ■ Community development and charity 	<ul style="list-style-type: none"> ■ Field research ■ Official correspondence ■ Meetings ■ Policy implementation ■ Information disclosure
 Suppliers	Important supplier partners of domestic and foreign companies	<ul style="list-style-type: none"> ■ Product quality and safety ■ Sustainable supply chain 	<ul style="list-style-type: none"> ■ Supply chain quality/safety/responsible management and auditing ■ Supplier training and improvement ■ Supplier communication conference
 Customers	Important customer partners of domestic and foreign companies	<ul style="list-style-type: none"> ■ Environmental management ■ Pollutant management ■ Product quality and safety ■ R&D innovation 	<ul style="list-style-type: none"> ■ Customer satisfaction survey ■ Customer hotline ■ Official media platform ■ Customer conference
 Management Employees	General managers, deputy general manager, department heads	<ul style="list-style-type: none"> ■ Environmental management ■ Labor and human rights ■ Corporate governance ■ Sustainable development management ■ Business ethics ■ Information security and privacy disclosure 	<ul style="list-style-type: none"> ■ Internal management meetings and reports ■ Training related to corporate governance ■ Internal information communication platform ■ Internal email correspondence
 Non-management Employees	Representatives of workers serving the company	<ul style="list-style-type: none"> ■ Occupational health and safety ■ Employee remuneration and benefits ■ Employee training and development 	<ul style="list-style-type: none"> ■ Various employee activities ■ Employee training ■ Employee assessment ■ Union and employee Representative assembly ■ Internal information Communication platform ■ Internal publications ■ Employee satisfaction survey
 Partners	Country of operation / Local industry association, standard working group, partner universities	<ul style="list-style-type: none"> ■ Product quality and safety ■ Sustainable supply chain ■ Research and development Innovation ■ Labor and human rights 	<ul style="list-style-type: none"> ■ Exchange Visits ■ Industry-related associations, working groups ■ Strategic cooperation projects ■ Information disclosure
 Public and Community	Non-governmental organizations, charities, social organizations, mainstream media	<ul style="list-style-type: none"> ■ Labor and human rights ■ Charity ■ Community development and charity 	<ul style="list-style-type: none"> ■ Exchange visits ■ Media interviews ■ Official media platform ■ Information disclosure ■ Social welfare projects ■ Community volunteer activities

Materiality Assessment

Antaisolar deeply recognizes the critical importance of ESG management and sustainable development for itself and all stakeholders, viewing material issues as the core focus of the company's sustainable development strategy. To this end, we proactively identify material issues closely related to our business, ensuring broad stakeholder participation throughout the process to fully understand their core concerns, and more effectively integrate their valuable suggestions into the Company's ESG and sustainable development management practices, thereby achieving a win-win outcome.

The Company prioritizes issues based on their materiality and incorporates the associated ESG risks into its risk management system, fully safeguarding the rights and interests of stakeholders involved in each material issue, and continuously enhancing its ESG management capabilities.

Material Issue Identification and Analysis Process

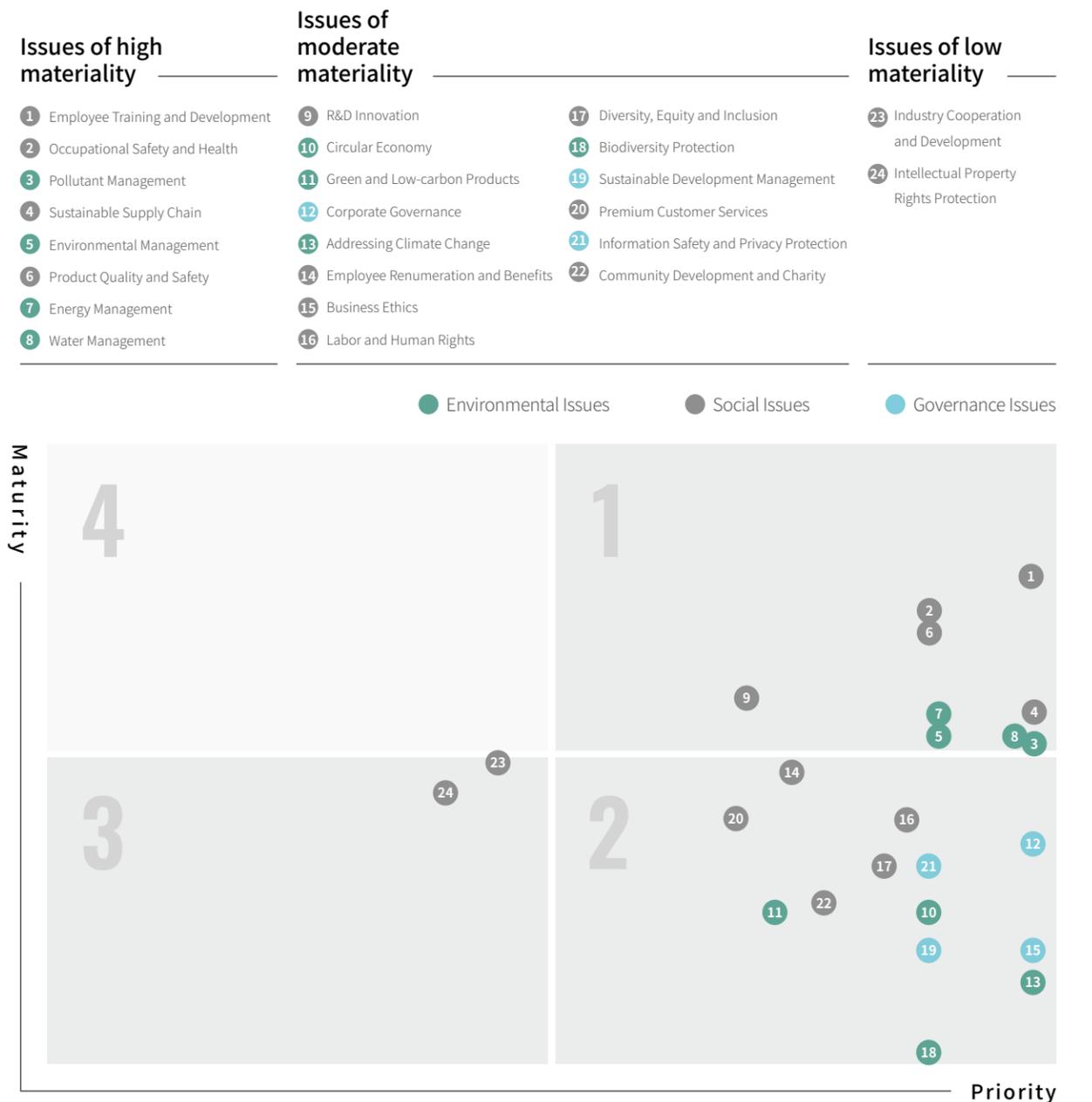
Antaisolar comprehensively identifies material ESG issues based on industry characteristics, sustainable development goals, and policies and regulations, and inviting stakeholders to participate in the assessment. By synthesizing feedback from multiple sources, we prioritize the issues, construct a material issue matrix, and ultimately obtain approval from the Board of Directors to enhance ESG and sustainable development management.

<p>1.1. Material Issue Identification</p> <ul style="list-style-type: none"> Identify the type of industry and its impacts on internal and external stakeholders Identify material issues that align with Antaisolar's strategy, taking into account sustainable development goals and frameworks (such as SDGs), sustainable development policies and regulations in the regions of business operation, updated policies of the Exchange, and industry practices. 	<p>1.2. Stakeholder Engagement</p> <ul style="list-style-type: none"> Identify the different stakeholder groups of the company and the methods and channels used to communicate with them Invite key internal and external stakeholders to complete a survey questionnaire, scoring the identified ESG topics based on their level of impact
<p>1.3. Issue Assessment and Prioritization</p> <ul style="list-style-type: none"> Prioritize the identified material issues based on feedback from stakeholders, expert opinions, and industry experience Assess the severity of both negative and positive impacts on each topic, along with the probability of occurrence and the ability to mitigate those impacts, in order to determine the relative importance of each issue. Then, create a material issue matrix based on internal and external impact levels 	<p>1.4. Issue Approval and Management</p> <ul style="list-style-type: none"> After the Company's ESG committee reviews and confirms the material issue matrix, submit to the Board of Directors for final approval

Antaisolar's Material Issue Identification and Analysis Process

Material Issue Matrix

During the reporting period, we considered both the industry characteristics of the company and the key areas of focus in the capital markets. Adhering to the principle of dual materiality assessment, we incorporated both financial materiality and impact materiality into our evaluation. As a result, we identified and summarized 8 issues of high materiality, 14 issues of moderate materiality, and 2 issues of low materiality. In the diagram below, we place highly, moderately, and lowly material issues in quadrants 1, 2, and 3, respectively, thereby creating the Antaisolar material issue matrix. The management status and performance of these issues will be disclosed in subsequent sections of this Report to address stakeholder concerns.



Material Issue Matrix of Antaisolar



R**obustness**

RAISE

01

Antaisolar firmly believes that robust governance and compliant operations are the cornerstones of the Company's growth. We strictly adhere to the applicable laws and regulations of our operating locations and strive to achieve industry best practices, continuously improving our comprehensive risk management system and internal control mechanisms, standardizing management practices, upholding business ethics, and sharing the benefits of corporate development with customers, suppliers, and industry partners.

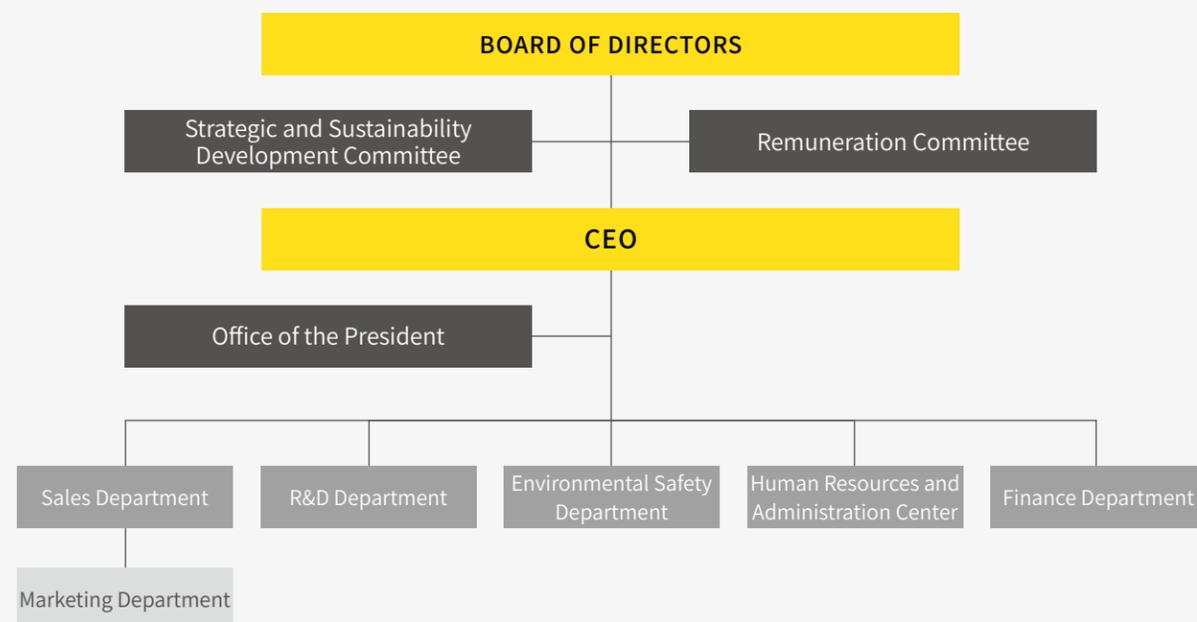


Corporate Governance

Governance Framework

In order to meet market demands and further optimize internal management, Antaisolar has recently initiated a shareholding reform. Based on this, we have initially established the Company's internal governance structure, aimed at enhancing the overall management capability of the enterprise. Antaisolar plans to establish a governance structure composed of the Board of Directors, specialized committees, and the management team. By continuously improving governance systems and enhancing management levels, we aim to create a governance system with clear

responsibilities and well-defined norms, ensuring that the management team fulfills their respective duties, collaborates effectively, complements one another, and continuously improves the transparency and effectiveness of corporate governance. As of the date of preparing this Report, Antaisolar has actively prepared for the share reform. In the future, based on the specific development situation of Antaisolar, we may refine the currently preliminary established management system, including the governance structure. For details, please refer to our subsequent annual ESG report.



Antaisolar drafts governance structure

Antaisolar plans to establish a Board of Directors and various specialized committees in the future, operating in accordance with the *Company Law, Articles of Association, and Rules of Procedure for Board Meetings*, among other laws and regulations. Under this plan, the Board of Directors will establish an audit committee, a strategy committee, a nomination committee, and a remuneration and assessment committee, with the aim of providing professional opinions and suggestions from relevant specialized committees during

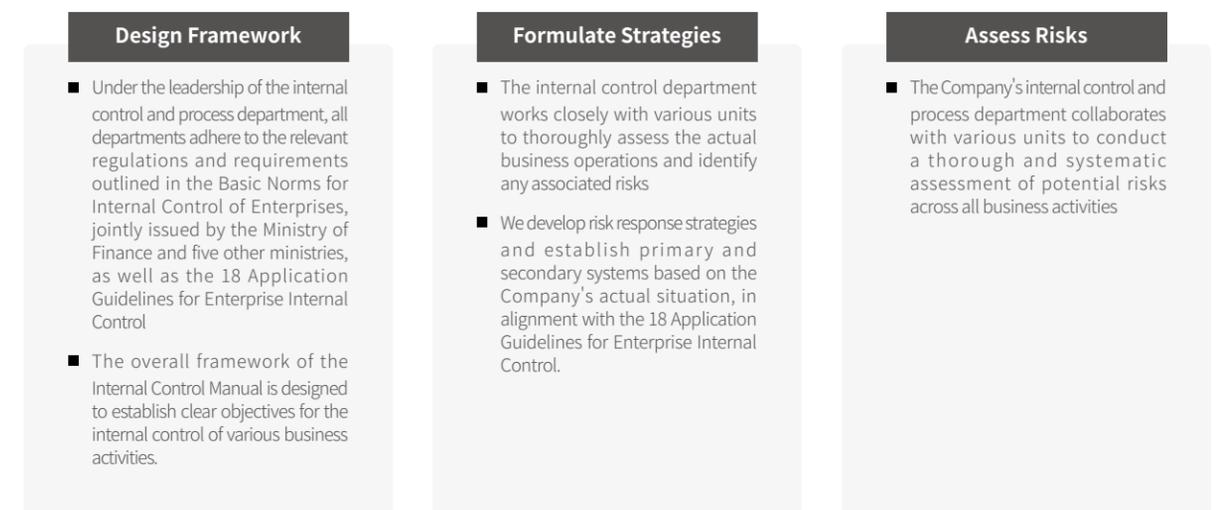
the review of significant matters, to ensure the scientific and rational nature of the board's decisions. In constructing the Board of Directors, the Company will comprehensively consider the diversity of its members, covering various factors such as the age range of directors, cultural backgrounds, gender distribution, educational experiences, professional fields, knowledge reserves, years of service, and compliance with other relevant regulatory requirements.

Internal Control and Risk Management

Antaisolar, in accordance with the *Company Law, Securities Law, Basic Norms for Internal Control of Enterprises, Supervision Law*, and other relevant laws and regulations, has developed a series of policy systems including the *Company's Internal Control Manual and Internal Supervision Management Process*. Through risk identification, strategy design, supervision and inspection, and evaluation and improvement, the Company continuously enhances its internal control and risk management practices, promotes standardized operations and sustainable development, strengthens internal control and risk management, and ensures compliance and stable growth.

Internal Control

The Company's *Internal Control Manual* is based on a risk-oriented approach, covering the requirements and strategies of internal control for all aspects of the Company's daily operations through specific measures centered on processes.



Internal Control Management Planning Process

Internal Audit Charter

The Company plans to establish an audit committee under the Board of Directors after completing the shareholding reform. The head of the internal audit department will oversee the development of the *Internal Audit Charter*, which, after review by the Audit Committee and the Chairman, will be submitted for approval by the Board of Directors. Following approval, the *Internal Supervision and Management Process* will be formulated. This system establishes a complete internal audit process: the Company selects personnel to form an audit team based on the internal audit plan, issues an audit notice, and conducts the audit. After the audit is completed, an audit report is issued and submitted to the chairman. The internal audit department proposes audit decisions or recommendations based on this Report, which are approved by the chairman before being delivered and executed. If there are objections, the audited unit may request a review within the specified time frame, which will be handled by the internal audit department or reported to the Chairman for a ruling.

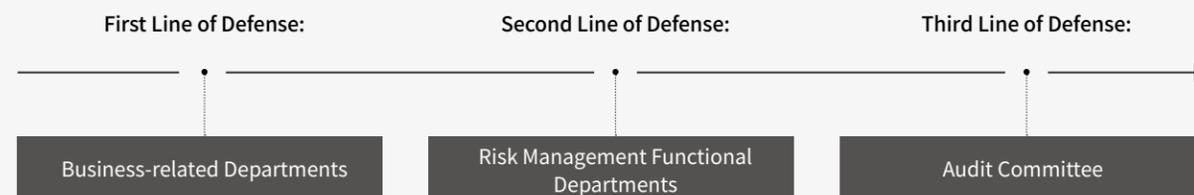


Antaisolar's Internal Audit Process

Risk Management

Antaisolar fully recognizes the importance of a comprehensive risk management system in ensuring the sustainable development of the enterprise. Therefore, we have established a complete risk management framework consisting of three lines of defense: frontline business departments, risk management functional departments, and internal and external audit supervision. This framework ensures that the identification, assessment, prevention, and control of internal and external risks are supported by a robust management system.

In addition, to further meet the increasing demand for a sustainable supply chain from our upstream and downstream partners, the Company has updated several institutional processes, including the Capital Management System and the External Investment Management System, to incorporate ESG risk-related factors such as labor management and sustainable supply chains into existing considerations. We also conduct due diligence to mitigate the potential negative impacts of ESG-related risks in the supply chain.



Antaisolar's Risk Management Framework

To further enhance the Company's ability to identify and manage business risks, we continuously update existing systems and processes, actively promote inter-departmental collaboration for risk identification, and improve the overall risk management capabilities of the Company.

Carbon Steel Production Verification Project

Case

To verify the accuracy of data in the carbon steel production process and further identify internal control deficiencies, Antaisolar launched this verification project. During the collaboration, the finance department first designed a data verification mechanism based on ERP online data and offline forms, verifying it daily with relevant departments to identify the causes of abnormal data and prompt adjustments. Based on the anomalies identified by the finance department, the internal control and process department conducted an anomaly analysis by investigating the carbon steel production process on-site. This involved mapping out the flow of carbon steel orders from planning to production to warehousing, identifying internal control deficiencies in the carbon steel process, and implementing optimization improvements. As of the end of the reporting period, all risk points identified in the warehousing phase have been addressed, and risk points have been identified in both the warehousing and planning phases, with the incomplete parts being addressed in an orderly manner.

Optimizing Contract Management Process

Case

Based on the Basic Norms for Internal Control of Enterprises and the Application Guidelines for Enterprise Internal Control No. 16 – Contract Management, the Company has developed the Contract Management Process. This process primarily regulates the Company's contract signing procedures, identifies potential risks throughout the entire process, and provides corresponding countermeasures. Additionally, we have released supplementary documents on the Preparation and Review of Sales Contracts, as well as Insurance Types Involved in Sales Contracts. These documents aim to identify short, medium, and long-term risk factors related to contracts with credit terms, and include a series of response measures, such as selecting appropriate insurance types based on specific risks. The goal is to continuously strengthen our ability to respond to inherent risks during the contract preparation and signing stages and to enhance the Company's overall internal control and risk management capabilities.

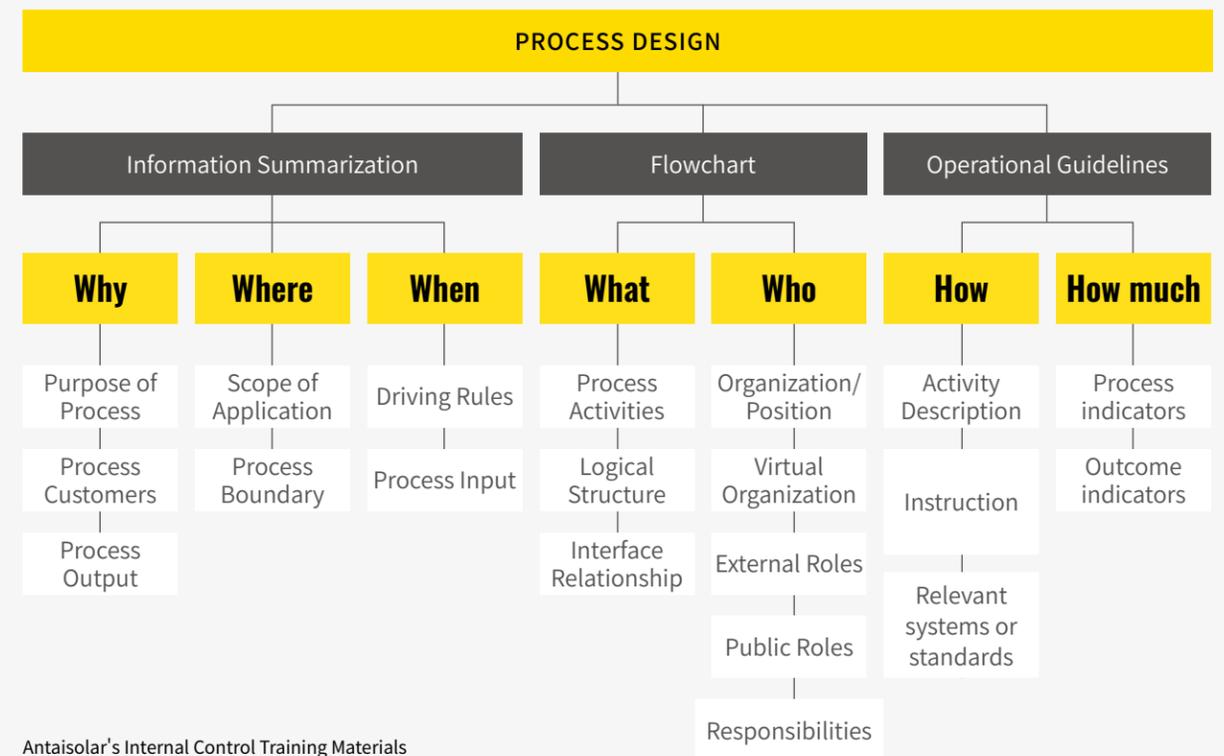


Comprehensive Training on Internal Control and Risk Management

During the reporting period, to further enhance the management's understanding of risk management and internal control, and to improve the overall capabilities of the management team, Antaisolar conducted both online and offline internal control training. This training covered Antaisolar's internal control objectives, principles, and systems, with a specific focus on Antaisolar's current internal control framework and status, supplemented by a series of process management-related

knowledge to help the Company deepen its understanding and improve management decision-making efficiency. Furthermore, we conducted a knowledge-sharing session on risk management and internal control for all employees at the supervisor level and above, using case studies and policy interpretations to comprehensively enhance management's understanding of risks and internal controls.v

Basic Knowledge of Processes Steps in Process Design



In addition, we have held specialized training for relevant employees to enhance their understanding of the new and optimized systems and processes, thereby improving the implementation speed of new policies. During the reporting period, we conducted four quarterly training sessions on contract review risk points and letter of credit precautions, both online and offline. The training content is continuously updated based on identified or actual risks, effectively helping all employees in the global marketing center understand and implement the systems, enhancing team awareness and resulting in improvements in both efficiency and effectiveness.

Business Ethics

Antaisolar upholds integrity and honesty in its business dealings and partnerships, strictly adhering to relevant laws and regulations, and maintaining high ethical standards. We have established a comprehensive business ethics management system that ensures honest operations. We are committed to fostering a fair, transparent, and trustworthy working and business environment, and resolutely eliminate any actions that may harm the Company's integrity and reputation.

Antaisolar upholds to the "humble and pragmatic" "Ant Spirit," striving to cultivate a culture of integrity and honesty. Through the implementation of a diverse and comprehensive business ethics training program, we aim to help employees thoroughly understand the essence of company policies and systems, encouraging them to strictly adhere to the requirements of integrity and self-discipline in their duties. To enhance employees' awareness of integrity, we carefully plan and provide highly targeted and customized business ethics training content based on the differences in employees' career development stages and specific job responsibilities, ensuring that every employee can clearly recognize and uphold the bottom line of ethical integrity. During the reporting period, we conducted a total of 4 integrity training sessions, covering all departments and involving over 280 participants.

As of the end of the reporting period

4 **280+**

we conducted integrity training sessions covering all departments of the company

Total number of participants

Integrity System Construction

Antaisolar explicitly prohibits bribery, facilitation fees, and any other forms of improper transactions in the *Code of Conduct for Employees*, maintaining a zero-tolerance policy towards corruption and bribery, and thoroughly investigating any instances of bribery and corruption. In addition, we have established the *Code of Conduct for Suppliers of Antaisolar*, which outlines our requirements for suppliers regarding

human rights protection, anti-corruption, anti-monopoly, and fair competition. Before officially starting cooperation, we will assess the compliance capabilities and performance of our business partners concerning the obligations mentioned above to ensure they meet the Company's requirements and are committed to fostering an honest, fair, transparent, and compliant operating environment.

Avoiding Potential Conflicts of Interest - Optimizing the Contract Review Process

Case

At the beginning of 2023, to further mitigate potential conflicts of interest and prevent offline special approvals for orders or stocking without contracts, Antaisolar organized sales regions and business legal representatives from China, the UK, and Japan to streamline the process based on contract amounts and the risk levels borne by the heads of each sales region. By the first quarter of 2023, all contract signings were conducted through this streamlined process. This approach facilitated targeted reviews of contracts with higher overall risks, optimized the monitoring path, improved monitoring efficiency, and further reduced improper business practices. It also strengthened the Company's integrity system and raised the overall level of business ethics.

Whistle-blowing and Whistleblower Protection

Antaisolar encourages all employees to report any incidents that violate the employee code of conduct or business ethics. The Company is committed to taking all whistle-blowing matters seriously, conducting thorough investigations, and protecting whistleblowers from any form of retaliation. We accept whistle-blowing reports through various channels such as email and phone, and all relevant whistle-blowing matters will be recorded in the whistle-blowing matters log and submitted to the head of the internal control and process department, who will review the materials of whistle-blowing matters and assess the risk level.

MAILING AND VISITING ADDRESS



30F, Tower A, W Square, 1801 Huandao East Road, Siming District, Xiamen, China

SUPERVISION HOTLINE



0592-5968991

WHISTLE-BLOWING EMAIL



partnership@antaisolar.com

MAJOR EVENTS

- Cases with solid evidence, significant impact from the reported content, and a high likelihood of violations of local laws

GENERAL EVENTS

- Cases with solid evidence, moderate impact from the reported content, and a medium likelihood of violations of local laws

LOW-RISK EVENTS

- Cases without solid evidence

Antaisolar's Whistle-blowing Channels

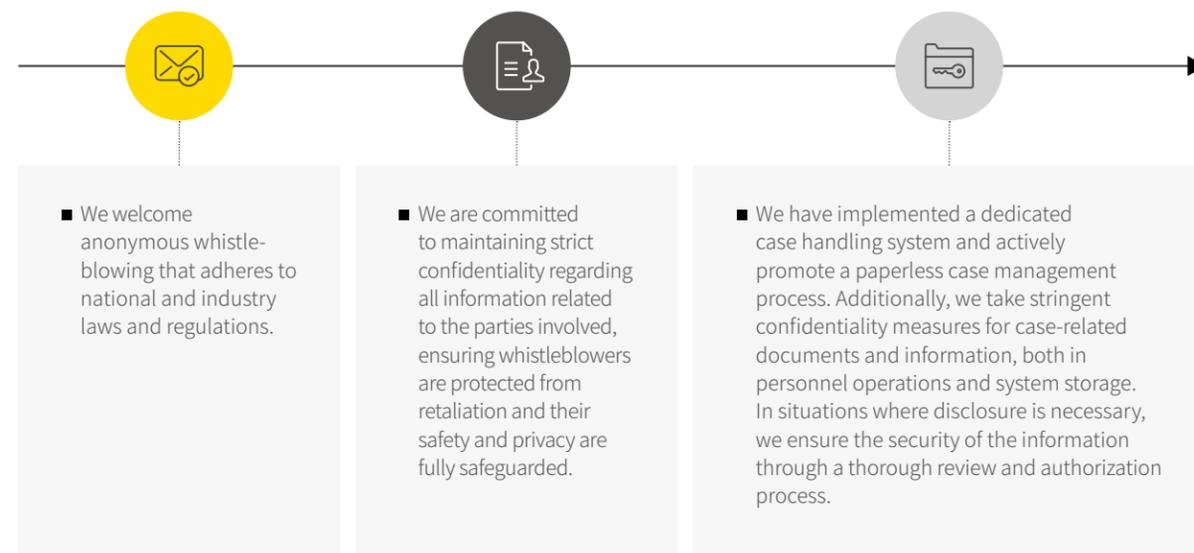
Whistleblower Risk Assessment Process

We have established a comprehensive whistleblower response mechanism to ensure that the Company takes every whistle-blowing matter seriously and maintains compliant operations.

MULTI-CHANNEL WHISTLE-BLOWING	<ul style="list-style-type: none"> ■ We have established multiple complaint and whistleblowing channels, including email, phone, and fax, to ensure the timely receipt and handling of feedback from whistleblowers.
REPORTS TO SENIOR MANAGEMENT FOR INVESTIGATION.	<ul style="list-style-type: none"> ■ The Internal Control and Process Department reports to senior management and forms an investigation team based on the nature of each incident. All investigations are conducted fact-based and handled with a specialized approach.
FOLLOW-UP HANDLING IN ACCORDANCE WITH REGULATIONS	<ul style="list-style-type: none"> ■ Should bribery by a supplier be discovered and verified, the supplier will be held accountable in accordance with the contract, and cooperation will be immediately terminated. Depending on the severity of the case, the supplier may also be blacklisted

Whistle-blowing Response Mechanisms

In addition, we have established a comprehensive whistleblower protection mechanism to fully safeguard the rights of whistleblowers. We place great importance on the confidentiality of whistleblower's personal information and strictly prohibit the disclosure of any whistleblower details or related materials in any form, ensuring that their legal rights are fully protected.



Whistleblower Protection Measures

Information Security and Privacy Protection

Emergency Management

Antaisolar implements strict pre-emptive protection, proactive incident response, and a rapid post-incident response emergency management process. We have established a comprehensive set of information security and privacy protection policies, including the *Email Management System*, *Information System Requirements Management System*, and *Data Backup and Recovery Management System*, to strictly manage the authorization process of system permissions, limit the circulation of sensitive information, and ensure the security of the Company's network and information through supporting hardware and software security devices.

The series of systems designed to safeguard corporate information, prevent data leakage, and guarantee the continuous and stable operation of the business. Through these standardized information management processes, we can not only effectively enhance the efficiency of corporate operations but also lay a solid foundation for the Company's steady development. We are committed to creating a safe and trustworthy information exchange environment for customers, employees, and partners by strictly implementing these policies and systems.

Capacity Building

During the reporting period, the Company conducted information security awareness campaigns for employees through email/Feishu work groups, successfully raised awareness and strengthened understanding of information security and privacy protection, and striving to build a safer and more efficient corporate information environment. In response to information leakage incidents caused by employees for personal reasons, the Company will assess the scope of impact and implement corresponding disciplinary

measures in accordance with the Employee Handbook. To enhance information security management for suppliers, the Company will incorporate information security requirements into the contract terms with suppliers based on specific case situations. If necessary, the Company will conduct checks and assessments of suppliers' information security compliance capabilities, and ensure the information security rights and interests of both parties through confidentiality agreements and service supervision measures.



Advancement

RAISE

02

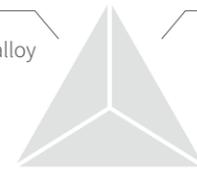
At Antaisolar, we uphold product quality as the cornerstone of our corporate growth, striving to earn market recognition and client trust by delivering reliable, high-quality products. To this end, we have instituted a comprehensive quality control system that spans the entire production process while continuously fostering our R&D innovation capabilities to forge ahead with market-leading sustainable solutions. Moreover, we have implemented a robust intellectual property protection policy framework to safeguard our innovation-driven progress.



Technical Advantages

Premium material

Industry benchmark level self-developed aluminum alloy
 ISO 9001 Certification
 Advanced Metallurgical Engineering
 Enhanced Corrosion Resistance
 Precision Forging
 Custom Alloy Composition
 Heat Treatment Optimization
 Advanced Surface Finishing
 Sustainable Sourcing



Intelligent algorithm

Power Generation Optimization
 Automated Fault Detection & Diagnostics
 Real-Time Monitoring & Analytics
 Adaptive Tilt Angle Adjustment
 Cleaning Robot Integrated System
 Independent R&D Control Kernel
 Machine Learning Potential Risks Forewarning
 Inclement Weather Protection Mode
 IoT (Internet of Things) Integration
 Self-Optimizing Algorithms

Resilient structure

Dynamic Load Testing
 Corrosion-Resistant Coatings
 Wind Tunnel Testing
 High Vibration Resistance
 Modular Design
 Multiple certification (BV, IEC, SGS, UL, TUV)

Antaisolar's Roof Mounting System

Case

Match different accessories according to different roof types and adapt to various types of roofs. Through leading material research and development and structural design, our solution ensures that the project can be quickly installed.

- Versatile and adaptable: Compatible with various roof configurations and includes accessories for all types.
- Cost-effective: Optimized structural design reduces material usage, lowering overall project costs.
- Easy installation: Pre-assembled parts simplify the process, reducing labor costs.
- Durable and corrosion-resistant: Made with AL6006-T6 for long-lasting performance.
- Efficient installation: Snap-fit design increases installation efficiency by 50% through patented structural optimizations.



Antaisolar's BIPV Mounting System

Case

Antaisolar's BIPV Mounting System: The Perfect Integration of Photovoltaics and Buildings
 Building and PV mounting systems are highly integrated, reasonable consideration of building regulatory requirements, extreme waterproofing, minimalist installation, worry-free operation and maintenance.

- Seamless integration: Crafted entirely from aluminum, it blends perfectly with building designs, creating a harmonious and unified exterior.
- Superior waterproofing: The innovative "external drainage and internal water-guiding structure" ensures 100% waterproofing for the roof.
- Easy operation and maintenance: The system's simple and efficient design minimizes operational complexity, enabling lightweight, preventive maintenance.
- Technical support: We offer comprehensive technical assistance for system configuration, installation, commissioning, and troubleshooting.



Antaisolar's Solar Tracking System

Case

Antaisolar's Solar Tracking System: One-Stop Solution for Unmatched Performance

Antaisolar's Tracking System seamlessly combines advanced technology with exceptional performance to deliver infinite possibilities for your PV projects. With comprehensive support spanning design, financing, construction, and full-cycle technical assistance, we ensure hassle-free project execution and maximum returns.

- Self-lubricating slewing drive: Equipped with self-lubricating bearings and coatings, it reduces maintenance costs while ensuring long-term stability and reliability.
- Advanced tracking algorithm (AT 3.0): The system incorporates astronomical and backtracking methods, weather defense strategies, and smart control systems, overcoming terrain and weather challenges for optimal efficiency.
- Modular design: With up to 45% pre-assembly, deployment time is significantly reduced, minimizing construction risks.
- Comprehensive lifecycle support: We provide end-to-end services, ensuring smooth operation, maintenance, and asset security for the long term.



Antaisolar's Ground Mounting System

Case

Antaisolar's Ground Mounting System: Built for Durability and Efficiency

Designed to adapt to diverse terrains, Antaisolar's mounting system uses high-strength materials to ensure exceptional resistance to compression, wind, and corrosion. Through strict quality control and process optimization, the system guarantees long-lasting performance while reducing overall costs and construction time.

- Versatility: The system allows for customized foundation selection based on ground conditions and project requirements.
- High strength: Made with premium carbon steel and zinc-aluminum-magnesium-coated steel, ensuring durability.
- Corrosion protection: The carbon steel mounting is hot-dip galvanized and zinc-aluminum-magnesium coated for superior corrosion resistance.
- Cost-effective and easy installation: The system's pre-assembled design minimizes on-site installation costs, shortens construction time, and reduces labor expenses for efficient project delivery.



Antaisolar has always regarded product quality as the lifeline of its corporate development and is committed to winning the trust of the market and customers by delivering reliable and high-quality products. Therefore, we have established a full-process quality assurance system and continuously enhanced our product R&D and innovation capabilities to create sustainable development solutions that are ahead of the market. Meanwhile, we have established a comprehensive intellectual property protection policy system to safeguard the innovative development of Antaisolar.

Product Responsibility

We strictly adhere international quality standards, ensuring rigorous checks from procurement to manufacturing and final inspection, to deliver safe, reliable, and top-performing products. Our comprehensive, efficient customer service system promptly addresses customer needs with tailored professional solutions, fostering deep collaboration during project delivery. By continuously enhancing our offerings, Antaisolar drives the industry towards excellence.

The Company has a robust product quality management system, enhancing its certification by setting policies and goals. This system ensures comprehensive quality control, minimizes potential quality risks, and protects customer rights.



Antaisolar's ISO 9001 Quality Management System Certification

As of the end of the reporting period

all our operations are ISO 9001 certified.

Delivering quality products and services on time: Ensuring alignment with customer expectations and continuously enhancing customer satisfaction.

Fostering a culture of continuous improvement: Encouraging all staff to drive enhancements in quality across products, services, and business operations.

Advancing environmental, health, and safety performance: Consistently improving our performance in these areas, ensuring a safe and healthy workplace with zero accidents and no environmental harm.

Antaisolar's Product Quality Management Policy

To enhance product quality, Antaisolar has set specific product and quality goals for 2023.

As of the end of the reporting period

98.8%

CARBON STEEL PRODUCTS The annual and monthly average yield

Ground pile qualification rate, annual and monthly average

99.95%

Much higher than the target

99%
The yield rate of carbon steel products is above

99%
The qualification rate of ground piles is above

Antaisolar's 2023 Quality Goals for Carbon Steel and Ground Pile Products

Antaisolar consistently advances product standardization, striving for higher standards and excellence in quality. We rigorously test product reliability across incoming materials, production, and finished products, to ensure stable and dependable product quality. Additionally, the Company enhances on-site quality management across six key areas

such as personnel, equipment, materials, work methods and process discipline, work environment, and testing equipment and instruments. By leveraging our advanced testing center, we drive continuous improvement and advancement in product quality.

Materials

- Aluminum alloy ingot metal
- Aluminum rod
- Industrial chemicals
- Bolt-type parts
- Corrosion-resistant metal fittings
- Carbon steel coil
- Stainless steel

Production

- Molten aluminum for casting
- Mechanical strength of aluminum materials
- Age-hardening hardness of aluminum materials
- Oxide film thickness of aluminum materials
- Corrosion resistance of aluminum material surface
- Treatment strength of aluminum material surface
- Sealing effect of aluminum material surface treatment pores

Products

- Type inspection of products
- RoHS testing of aluminum mounting products
- REACH testing of aluminum mounting products
- Trial assembly of aluminum mounting products
- Trial assembly of carbon steel mounting products

Reliability Testing of Antaisolar's Products

Personnel

- Define competency requirements for each role to ensure task readiness.
- Organize training and development programs to enhance employee skills.
- Encourage employee involvement to improve process control and foster continuous improvement.

Equipment

- Identify measurement tasks and required accuracy, selecting appropriate testing equipment with necessary precision.
- Use calibrated instruments within their validity period, ensuring calibration status is clearly marked.
- Define inspection points, including items, frequency, instruments, control range, and recording requirements.
- Ensure accuracy and proper handling of testing instruments.

Materials

- Set clear quality standards for materials used on-site.
- Label materials clearly, especially those with similar grades, types, or specifications.
- Ensure inspection status is visible, preventing unqualified materials or work-in-progress from advancing.
- Implement adequate protective measures for materials during storage and handling.
- Maintain orderly storage practices, following the First In, First Out (FIFO) principle.

Work Methods and Process Discipline

- Define appropriate processing methods, parameters, and tooling to ensure efficient production.
- Equip staff with essential operational guides and documentation.
- Provide necessary resources, including equipment, tooling, and records, to support operations.
- Enforce process discipline by ensuring adherence to drawings, standards, and procedures. Implement self-inspection practices, empowering employees to distinguish between qualified and unqualified products, and maintain accuracy in self-labeling.

Work Environment

- Ensure a work environment that supports product compliance and promotes the health and safety of on-site personnel.
- Implement "5S" management principles (Sort, Set in order, Shine, Standardize, Sustain) to maintain an organized and efficient workspace.

Testing Equipment and Instruments

- Determine measurement tasks and required accuracy, selecting testing equipment with the necessary precision and capabilities.
- Use calibrated measurement instruments within their valid calibration period, with clear verification or calibration status.
- Define inspection points, including items, frequency, instruments, control range, and recording requirements.
- Ensure accuracy and proper handling of testing instruments during use.

Antaisolar's Measures for On-site Quality Control

Antaisolar Quality Inspection Center

Case

The Antaisolar Quality Inspection Center has been thoughtfully designed with ten functional zones, including material analysis, sample data management, and mechanical properties testing, to streamline the testing process. Our lab is equipped with cutting-edge instruments such as spectrometers, electronic universal testers, automatic vision measuring machines, and salt spray chambers, fully meeting the testing requirements for material composition, mechanical properties, corrosion resistance, and more.



Antaisolar strictly adheres to the CNAS management system and aims to achieve CNAS accreditation by the latter half of 2025, thereby enhancing the credibility and global recognition of its testing services.

Antaisolar has consistently cultivated a quality-oriented culture. By organizing product quality training sessions, we have reinforced our corporate culture and fostered an environment where all employees prioritize product quality.

As of the end of the reporting period

1,459 person-times

93.7%

4,648 Hours

Antaisolar participated in quality and safety training

Training coverage rate

Total length of time

Quality Management System Course Workshops

Case

As the enterprise system gradually improved, Antaisolar swiftly established and implemented its quality management system. In October 2023, Ant Academy launched a series of quality management training sessions, inviting experienced coaches to educate and guide incoming quality management professionals. Two workshops, focused on quality management system curricula, were held to lay the groundwork for its successful implementation.



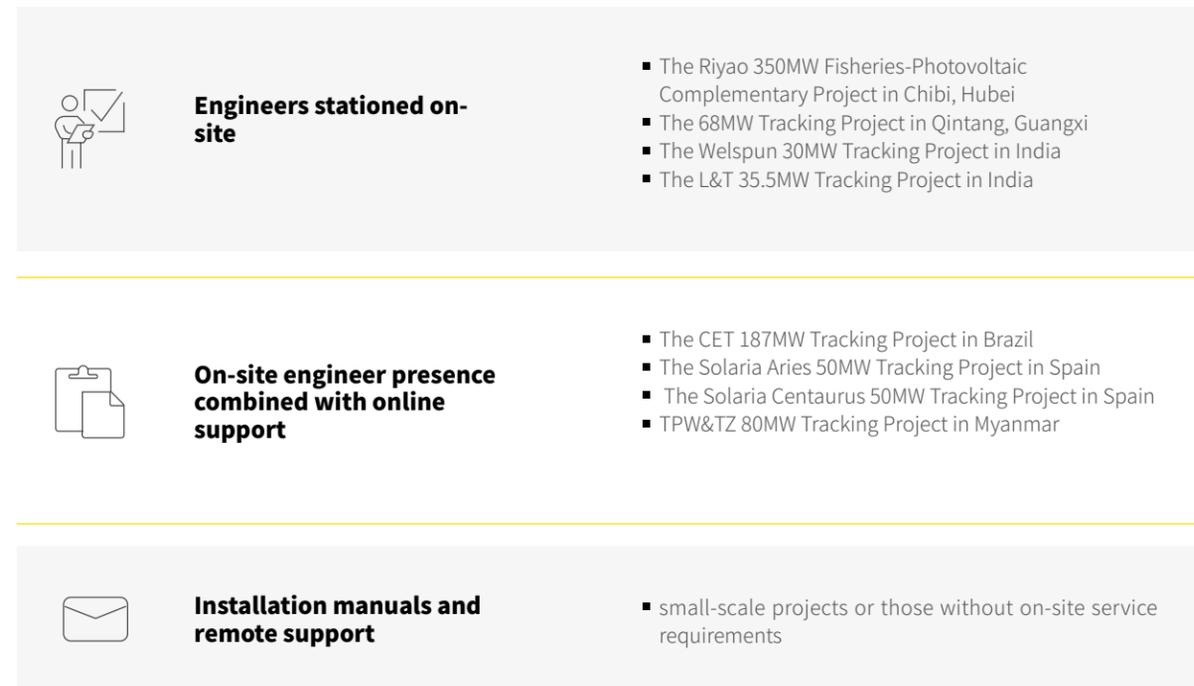
Quality Customer Service

Antaisolar focuses on user needs, strives for service excellence, and upholds responsible marketing practices. Our *Antaisolar Project Management Delivery Guide* covers all stages including design, production, logistics, and after-sales service. Additionally, we organize customer service training to ensure a comprehensive and high-quality customer experience.



Antaisolar's Full-Process Customer Service Management

During the project implementation, we primarily communicate with customers in the following modes:



Antaisolar's Communication Modes with Diverse Customers

Antaisolar's Customer Service Training

Case

In 2023, Antaisolar organized comprehensive sales and service training across the entire supply chain, including pre-sales, technology, R&D, business, project delivery, and service departments. This training helped employees understand the roles and responsibilities of each functional area, improved interdepartmental communication, broadened their knowledge and skillsets, and equipped them with the expertise needed for effective customer interactions.



Antaisolar adheres to its *Customer Complaint Handling Procedure* and integrates best practices from the Lark Cloud Doc *Customer Complaints & After-Sales Processes and Related Process Optimizations*. Customer complaints are systematically addressed through the *External Customer Complaints & After-Sales Handling Application Form* in the OA system.

Customer Complaint Initiating

Upon receiving customer complaints, the Company follows the 5W1H principle (who, where, when, what, how, and quantity involved) for effective summarization and organization.

Customer Complaint Handling

After compiling the complaints, the Company applies the internationally recognized DMAIC (Define-Measure-Analyze-Improve-Control) methodology to ensure accurate and efficient resolution.

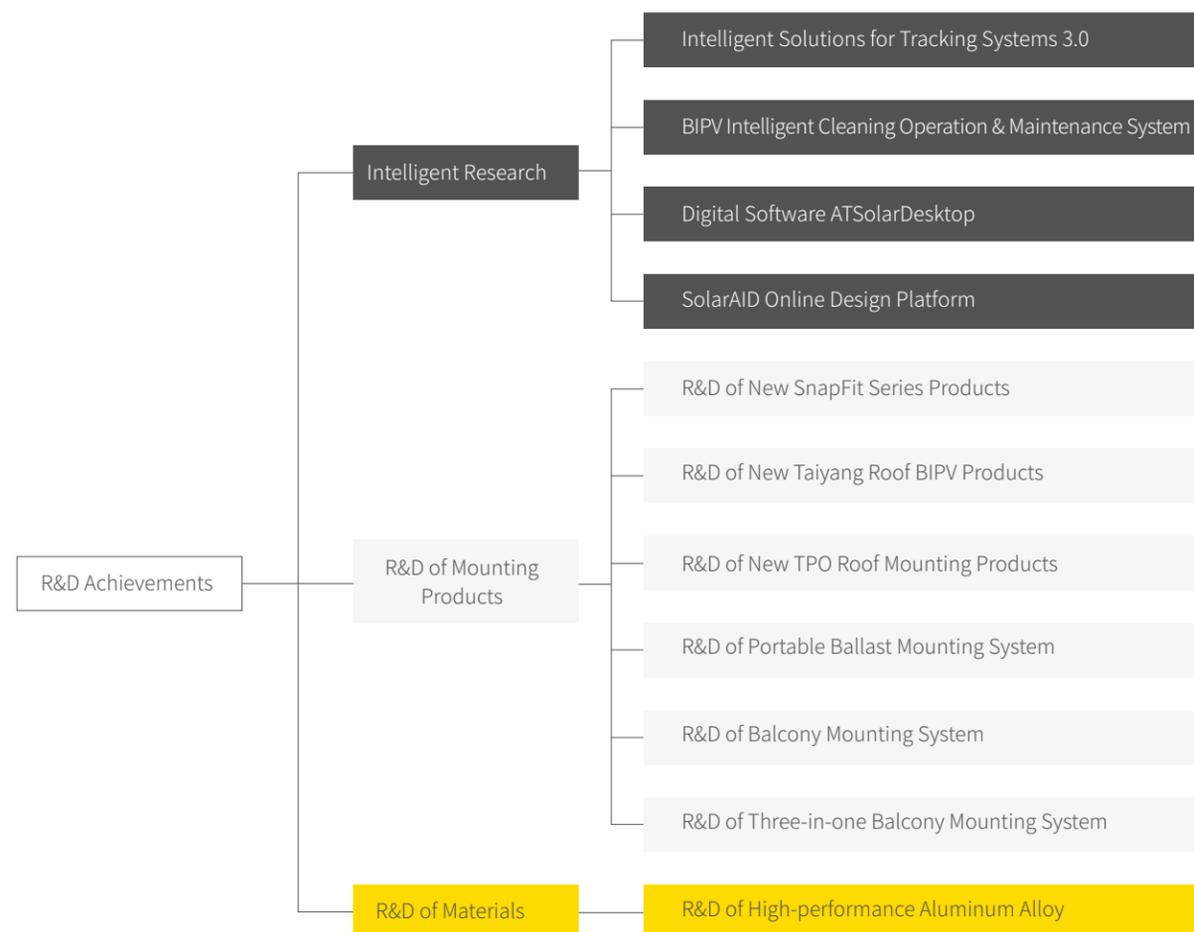
Antaisolar's Customer Complaints Initiating and Handling Process



R&D Innovation

Antaisolar strictly adheres to scientific R&D management processes, striving for excellence while continuously standardizing regulations to ensure steady R&D progress. Meanwhile, we are committed to exploring efficient and reliable mounting products to meet the urgent market demand for evolving PV solutions, leading the industry toward excellence.

We have established the *R&D Management System* and the *R&D Management Process*, standardizing R&D activities from project initiation, process management, and costing to achievement protection, laying a solid foundation for Antaisolar's R&D innovation. Our R&D achievements include material, mounting product, and intelligent technology research.



Antaisolar's R&D Achievement Type

Intelligent Solutions for Tracking Systems 3.0

- The solution optimizes the tracking system in terms of both algorithms and structure to achieve the best power generation results. In terms of intelligent algorithms, Antaisolar's trackers are equipped with the double-sided tracking algorithm, backtracking algorithm, and weather-adaptive tracking algorithm that maximize power generation gain. Moreover, the algorithmic simulation of Antaisolar's tracker products, such as TAI-Simple and TAI-Universal, can accurately reflect the power generation and improve the performance of trackers. Regarding the tracker structure, Antaisolar has cooperated with the Polytechnic University of Madrid to make optimizations to the tracker size, height, and module gap to maximize comprehensive power generation gain in use of bifacial photovoltaic modules for Antaisolar's tracking system.

BIPV Intelligent Cleaning Operation & Maintenance System

- Antaisolar's BIPV intelligent cleaning operation and maintenance system is highly suitable for BIPV roof products, characterized by simplicity, efficiency, and intelligence. The system adopts the cleaning mode of 'Cleaning Robot + Spraying System,' and cleanliness can reach SCP4 level, which is 4 levels higher than the ordinary dry brush SCP8, effectively increasing power generation by 8-20%. The system has a 40mm obstacle-crossing capability and can clean easily without leaving dust, thanks to the roller brush combined with the spraying system. The cleaning robot is equipped with 'AI semantic vision technology + ultrasonic waves,' enabling millimeter-level positioning, millisecond-level deflection correction, and 100% corner-free cleaning, ensuring an effective cleaning process.

Antaisolar's R&D of Intelligent Systems

R&D of New SnapFit Series Products

- The SnapFit Series is an efficient, user-friendly mounting system featuring "Ω-shaped fasteners" and "rotating fasteners." During panel installation, there is no need to manually hold middle or side pressure fasteners, which significantly accelerates the installation process, enhancing construction efficiency.

R&D of New Taiyang Roof BIPV Products

- This solution offers both "single-roof insulation" and dual-roof BIPV options, making it ideal for commercial roofs, industrial roofs, factory roofs, and sunrooms. It guarantees 100% waterproofing and insulation, ensuring optimal performance and protection.

R&D of New TPO Roof Mounting Products

- The TPO roof clamp is designed to leverage the internal steel layer for support, effectively solving fixation issues. It is suitable for commercial, industrial, and greenhouse roofs, ensuring 100% waterproofing for secure and reliable installation.

R&D of Portable Ballast Mounting System

- The modular portable ballast mounting system is tailored to meet project needs. Pre-assembled for ease of use, the installation process is straightforward: simply unfold the components, place the panels, and tighten the bolts, ensuring a quick and efficient setup.

R&D of Balcony Mounting System

- This modular system comes integrated with a PV panel, offering adjustable angles through "multi-hole" designs and easy-to-use "hooks." It simplifies installation, requiring no professional skills. The system is compatible with most round handrails, making it ideal for balconies, hallways, and other applications.

R&D of Three-in-one Balcony Mounting System

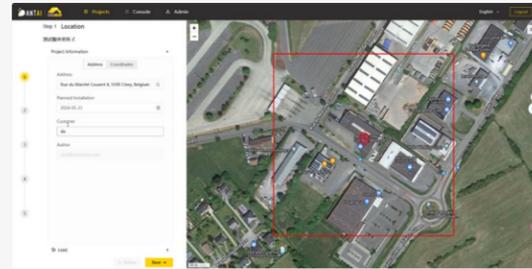
- This versatile product is designed for balconies, wall mounts, and ballast mounts. Featuring a "telescoping pole" for infinite angle adjustment, it allows crossbars to be assembled in different positions to fulfill various functions, enabling seamless transitions between the three mounting scenarios.

Antaisolar's R&D of Mounting Products

SolarAID Design Platform

Case

In 2023, we launched the SolarAID design platform. By simply inputting the project address, users can delineate the installation area on the map, set relevant obstacles, and receive a recommended layout. Based on the specified roof structure and environmental conditions of the project site, the platform provides tailored, safe, and efficient mounting solutions, along with a detailed list of materials required for the project.



R&D of High-performance Aluminum Alloy

Case

Antaisolar's R&D team has made significant strides in microalloying technology, optimizing the microstructure of extruded profiles by precisely controlling the Mg and Si content and introducing Ti and Zr elements. The results demonstrate that the 6A22-T6 aluminum alloy achieves a tensile strength of 300-335 MPa, a yield strength of 285-310 MPa, and an elongation greater than 6.0%. This alloy combines medium-to-high strength with exceptional ductility and has been officially recognized as the 6A22 aluminum alloy grade, setting a new benchmark for performance upgrades in the industry.



Intellectual Property Rights Protection

Antaisolar has established an intellectual property protection system and formulated the *Intellectual Property Management Manual* to fully safeguard our innovations. Additionally, we have implemented warning and tracking mechanisms for infringement risks to bolster our intellectual property protection capabilities, thereby laying a solid foundation for ongoing innovation and development.

Furthermore, to motivate employees' enthusiasm and creativity, and enhance intellectual property output, we have introduced the *Intellectual Property Incentive Policy*, offering rewards to inventors accordingly.

Warning Retrieval of Patents

- Describe the proposed new technical solution in a standardized manner.
- Conduct a patent retrieval.
- Screen the retrieval results and compare technical features.
- Analyze the comparison results to assess the possibility and success rate of existing technology defenses.
- Decide whether to implement the new technical solution.

Infringement Tracking

- Obtain information on suspected infringements of our intellectual property rights through various channels.
- Preserve evidence of infringement through means such as notarization, electronic notarization, and requesting administrative investigations.
- Combat infringement through various measures, including infringement warnings, platform complaints, administrative appeals, and litigation.
- Track the results of our rights protection efforts to ensure enforcement.
- Conduct irregular checks to ensure no ongoing infringement.

Competitors' Patent Layout Investigation

- Obtain information on key layout trends of competitors.
- Retrieve newly filed patents related to competitors' patent layout focus and extended directions.
- Eliminate existing technical features from the obtained technical solutions to identify distinguishing technical features.
- Determine competitors' R&D focus, patent layout characteristics, and layout direction based on the distinguishing technical features.
- Assess the risk level according to Antaisolar's current technical R&D focus and its patent layout areas.

Antaisolar's Measures for Intellectual Property Protection and Infringement Prevention

38.3 million RMB

Investment in R&D

99 Person

Number of R&D experts

3.35%

The ratio of R&D expenses to revenue

8

Number of new R&D projects

330.96 million RMB

Income from new R&D projects

25

Number of patent applications

99

Number of valid patent grants



RAISE

Inclusiveness

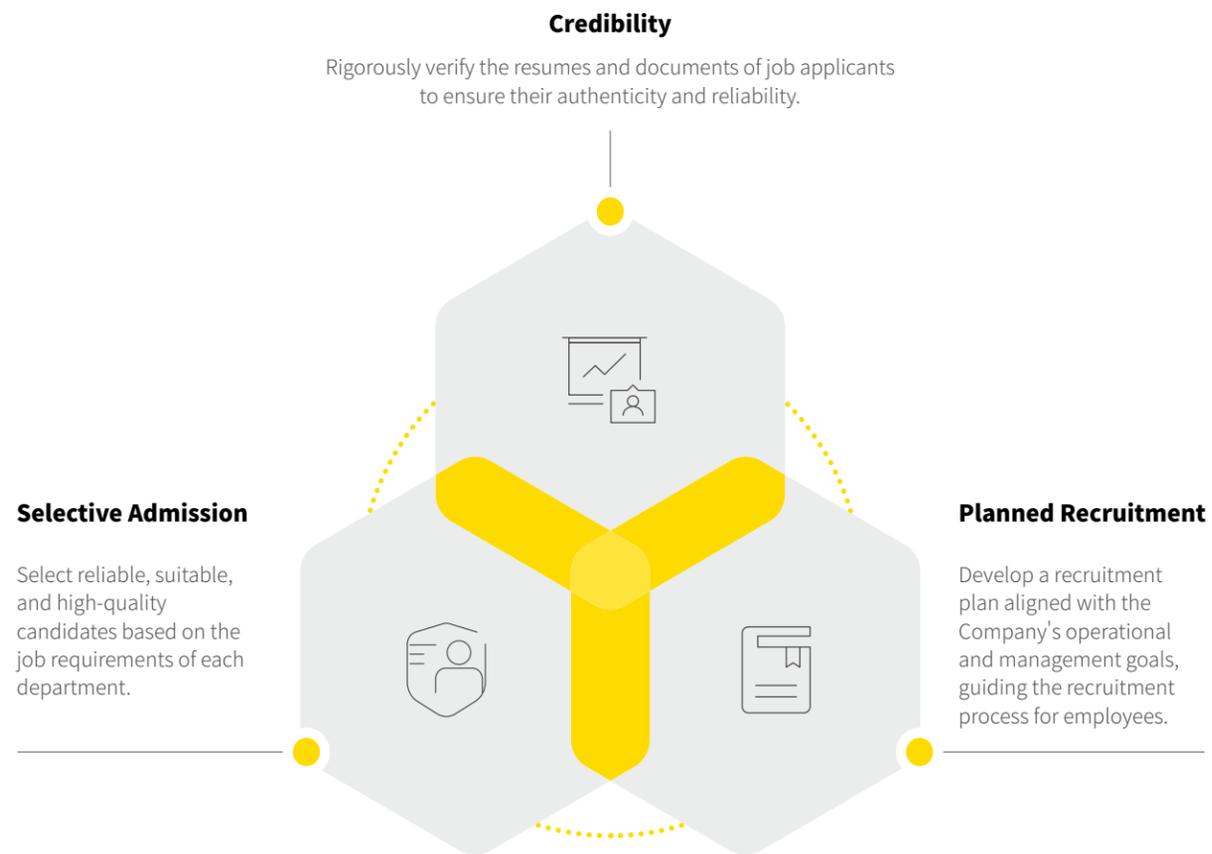
03

We have come together from different backgrounds, each determinedly advancing in our specialized fields, realizing individual value while embracing the bright future of green energy. The Company adopts a people-centric approach, attracting diverse talents through various channels to foster an inclusive, equitable, open, and secure workplace.



Diverse, Equal, and Compliant Employment

Antaisolar strictly adheres to laws and regulations such as the *Labor Law of the People's Republic of China* and the *Labor Contract Law of the People's Republic of China*. We have formulated various employee management systems, including the *Regulations on Recruitment and Induction* and the *Regulations on Rank and Position Management*, to protect employees' legitimate rights and interests. We are committed to equal treatment for all employees, regardless of ethnicity, race, age, gender, marital status, social groups, or religious beliefs, ensuring that we maximize the potential of every individual and make the best use of their abilities.



Antaisolar's Recruitment Principles

Antaisolar prohibits child and forced labor. We conduct pre-employment background checks, verify new hires' information and ensure labor contracts are signed accordingly. Additionally, we regularly conduct internal human rights audits and impact assessments. In the event of any forced labor, we will summon the management for an interview and impose penalties as stipulated. During the reporting period, Antaisolar had no incidents of child or forced labor, with human rights audits covering all sites.

Embracing the "Ant Spirit", we boldly explore and steadfastly advance, adhering to sincere cooperation, humility, and pragmatism. Our culture champions openness and diversity. Guided by these values, we pursue innovation and excellence, and foster a collaborative, respectful workplace that unleashes every employee's potential. This commitment serves as a guiding principle for all employees and reflects our dedication to our customers and partners.

Core Value

- Be courageous and trailblazing
- Be Determined and advanced
- Be sincere and cooperative
- Be humble and grounded
- Be open and pluralistic

Bold Exploration

- Embracing changes and maintaining optimism towards uncertainties
- Daring to challenge stereotypes, break with convention, and propose better solutions
- Viewing the world from different perspectives, where problems are often discovered and solved
- Courageously pushing boundaries and seeking optimal solutions within a broader scope



Steadfast Advancement

- Striving for excellence and continuously raising our standards
- Feeling excited about challenges instead of fearing them
- Resilient and never give up
- Delving into problems and pondering their essence



Sincere Cooperation

- Maintaining proactive communication during work
- Trusting our partners and cherishing their trust
- Frank with each other and daring to express true thoughts face to face
- Excel at thinking from others' perspectives and not quick to say no
- Having no objection to taking on extra tasks that fall within the scope of our responsibilities, in order to better accomplish our work



Humility and Pragmatism

- Humble, perceptive, and open to advice
- Admitting mistakes and willing to seek help from others when encountering difficulties
- Focusing on results, being practical and realistic, and avoiding formalism.
- We dare to make decisions and take responsibility with accountability.



Openness and Diversity

- Possessing open minds and expansive perspectives
- Remaining curious and engaging with the external world and others, and being eager to apply our knowledge practically
- Embracing and honoring diversity, and seeing it through an objective and equitable lens
- Welcoming talents from various cultures and backgrounds, and fostering mutual inspiration and growth



Antaisolar's Core Value

At Antaisolar, we strive to foster harmonious and stable labor relations, cultivate a diverse workplace, and uphold the freedoms of association and collective bargaining, all aimed at promoting the stable and healthy development of our Company. We strictly adhere to laws and regulations such as the *Law of the People's Republic of China on Safeguarding the Rights and Interests of Women* and the *Special Rules on Labor Protection for Female Employees*. Additionally,

our policies including the *Employee Handbook*, resolutely eliminate discriminatory behaviors based on nationality, age, ethnicity, gender, religious belief, illness, or psychological and physiological impairments. We prohibit any form of employee harassment, intimidation, or discrimination, and are committed to treating every employee fairly and impartially, safeguarding their legitimate rights and interests.

Grand Celebration for Domestic and Overseas Employees

Case

During the reporting period, our domestic and international colleagues gathered at Antaisolar's Xiamen Headquarters, fostering cross-cultural exchanges and enriching our diverse talent pool.



The Company upholds principles of planned recruitment, merit-based employment, and good faith, ensuring a diverse, standardized, and transparent recruitment process. By leveraging social, campus, and internal referrals, we attract talented individuals from various nationalities, ethnicities, genders, and social backgrounds, fostering employee diversity and creativity and meeting our long-term staffing needs.

"Youthful Dreams, Future Builders" Spring Campus Job Fair

Case

To foster communication between universities and employers and support talent acquisition, Antaisolar hosted the 'Youthful Dreams, Future Builders' Spring Campus Job Fair for 2023 graduates at the School of Civil Engineering and Architecture, Xiamen University of Technology, in April 2023. The event resulted in 10 resumes being submitted on-site and 4 interview invitations extended.



505 person **Factory**

Total permanent employees

298 person **207** person
Male Female

505 person

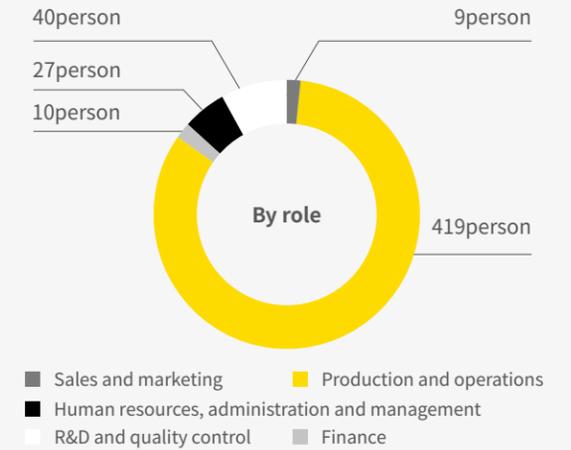
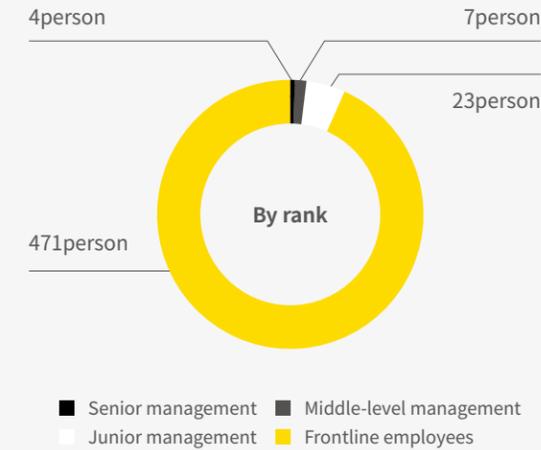
Chinese mainland, Hong Kong SAR, Macao SAR and Taiwan

0 person
Overseas

30 and below **64** person

31 to 49 **279** person

50 and above **162** person



288 person **Office**

Total permanent employees

Non-direct employment of employees **36** person

122 person **166** person
Male Female

284 person

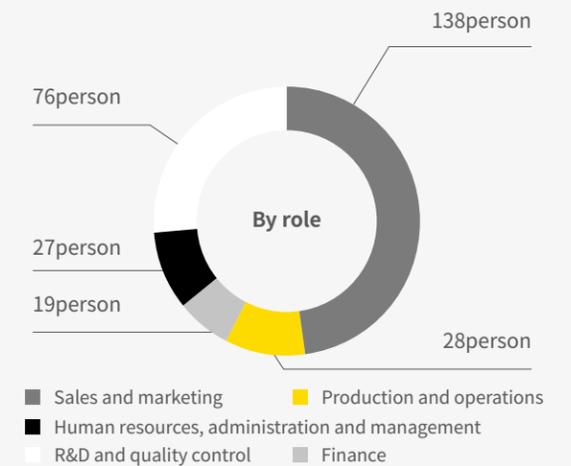
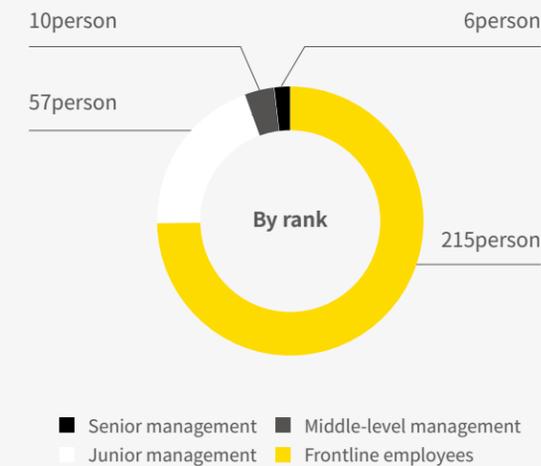
Chinese mainland, Hong Kong SAR, Macao SAR and Taiwan

4 person
Overseas

30 and below **157** person

31 to 49 **130** person

50 and above **1** person



793 person **Whole company**

Total permanent employees

420 person **373** person
Male Female

789 person

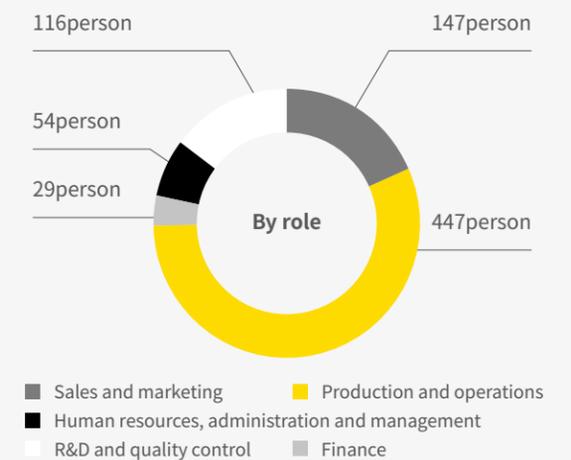
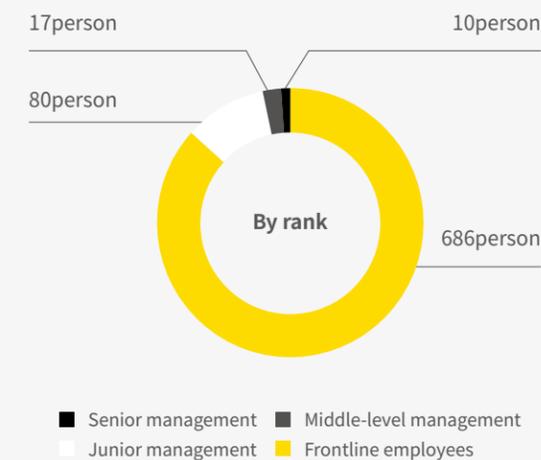
Chinese mainland, Hong Kong SAR, Macao SAR and Taiwan

4 person
Overseas

30 and below **221** person

31 to 49 **409** person

50 and above **163** person



Employee Training and Development

Talents fuel sustainable corporate growth and core competitiveness. Antaisolar strives to grow and create value together with our employees, offering comprehensive career advancement opportunities and diverse training programs to meet their learning needs and help them achieve their long-term career goals.

Employee Training

Antaisolar is committed to building a robust employee training system, governed by internal regulations like the *Training Management Guidelines*, to foster employee and team growth for sustainable talent development. Training plans, aligned with our business strategies and goals, integrate with our long-term vision, enhancing employee careers and skills at all levels. These plans cater to employees' needs by selecting precise and targeted training content and methods.

To accommodate the unique characteristics of our diverse talent pool, we have tailored training systems for the management, professionals, and new hires, developing varied standards based on skills and qualifications to offer tailored development platforms for employees at all levels.

Training for Guiding New Hires

- Helping new hires gain a comprehensive understanding of the Company, facilitating seamless team integration, and enhancing their overall satisfaction by minimizing the break-in process and cognitive gaps.

Training for Cultivating Preliminary Knowledge of Talent Pool Candidates

- Ensuring backup for core and management talents in the face of rapid growth, with internal promotion paths to support employees' career development.

Training for Developing Internal Instructors' Teaching Skills

- Establishing a professional team of internal instructors to implement the Company's training plans with high quality, efficiency, and low cost, while passing down knowledge and experience to cultivate talents that meet the enterprise's development needs.

Training for Improving Job Skill

- Equipping employees with the necessary knowledge, skills, and attitudes to perform their job duties effectively, thereby enhancing individual performance and ultimately contributing to the achievement of the team's overall performance.

Training for Developing the Middle and Senior Management's Capabilities

- Promoting the upgrade of learning organizations by introducing emerging management thinking and enhancing the professionalism and specialization of middle and senior management.

Training for Advancing Employees' Academic Qualifications and Professional Titles

- Assisting the Company in retaining key members by offering them opportunities for further education and growth, and turning the Company into a unified platform for professional development by fostering a culture of learning beyond work hours.

Antaisolar's Employee Training System

In addition, the Company encourages employees to pursue on-the-job academic advancements and external certifications and professional qualifications. Rewards for career development motivate employees' growth, ensuring a skilled and professional talent team.

Academic Qualification Upgrade

- Rewarding employees who pursue further academic qualifications at the master's level or above, or obtain nationally recognized certificates at the advanced level or higher.

External Professional Titles

- Encouraging and assisting R&D employees to apply for intermediate engineering titles.

Qualification Certificate Acquisition

- Funding PMP training and certification for employees.
- Supporting senior executives in acquiring EDP (Executive Development Program) course certifications.

Employee Training Incentive System

As of the end of the reporting period



430 thousand RMB

Company training fund investment



797 person-times

Total number of trainees



28 hours

Length of training per capita



100%

Coverage of human rights training



The Ant Academy

Case

On June 1, 2023, Antaisolar officially launched The Ant Academy, its internal training platform. This platform allows employees to learn anytime, anywhere. It features a structured learning path designed to enhance efficiency, ensuring the content is repeatable and actionable, leading to concrete results. The Ant Academy offers a diverse range of courses tailored to various departments and age groups, covering corporate culture, system training, business skills, product knowledge, employee development, and leadership. With over 30 online courses and more than 30 offline company-level programs, it effectively enhances employees' expertise, performance, and, ultimately, the company's growth and competitiveness.



Leadership Training

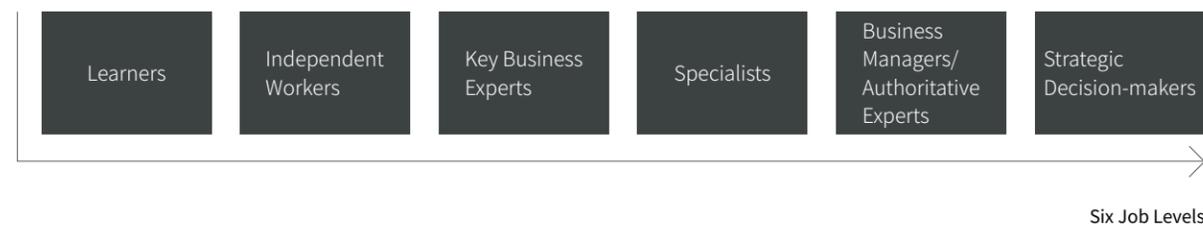
Case

In March 2023, Antaisolar officially launched its Mentor Program with a ceremonial kickoff. During the event, mentors and trainees connected more deeply, exchanged tokens, and mentors created tailored learning plans for their mentees. The company selected three seasoned leaders from its senior management team to guide newly promoted managers in their growth and development, focusing on team and corporate management. With over a decade of experience and distinctive leadership qualities, these mentors provided guidance, support, and inspiration, helping their mentees thrive and advance quickly.



Employee Development

Antaisolar has established internal regulations such as the *Regulations on Rank and Position Management* and the *Detailed Rules for Promotion Management* to provide clear career advancement paths for staff across different ranks. These measures help identify high-potential talents aligned with our strategic goals, fostering a stronger sense of belonging and achievement among employees. We organize annual promotions, categorizing roles into five sequences based on our value chain, including management, technology, sales, professionalism, and manufacturing, spanning six levels and 12 ranks. Employees are promoted or transferred gradually or across different career paths based on a comprehensive assessment of their abilities and performance. We focus on employees' overall competence instead of solely basing promotions on performance metrics. Key events, significant achievements, value creation, and cultural values are the basis for a holistic evaluation of employee advancement.



In 2023, we conducted a comprehensive review of our human resources (HR), systematically evaluating their composition, quantity, level, and strengths. This assessment provided a solid foundation for our HR strategy, enabling us to retain talent, prevent misallocation, and enhance our core competitiveness.

Annual HR Review

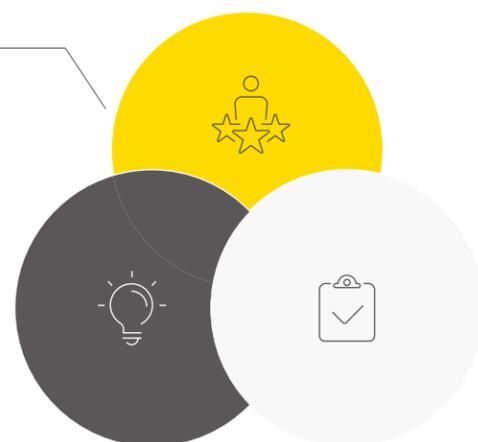
We assess the performance and potential of key position holders in alignment with our corporate strategy, categorizing employees using a nine-box matrix through an HR review process. This approach reveals our talent hierarchy and structure, allowing us to anticipate recruitment needs and identify gaps. As a result, we define each employee's strengths, weaknesses, development paths, and future talent deployment plans, which guide our strategies for talent acquisition, development, and progression.

Capability

- Business shaping
- Outcome delivery
- Team Capacity Enhancement

Career Development Aspirations

- Motivation + Interest

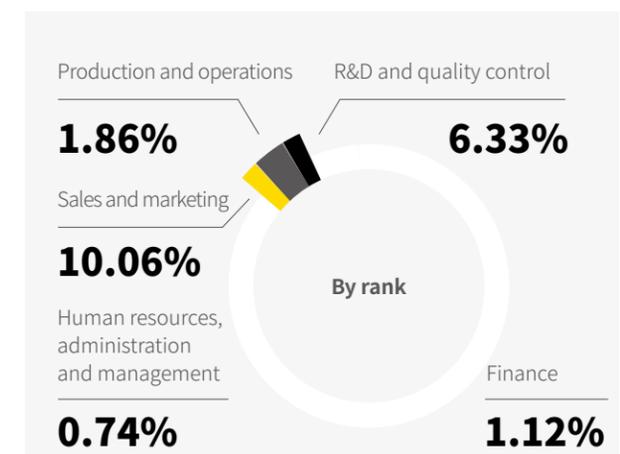
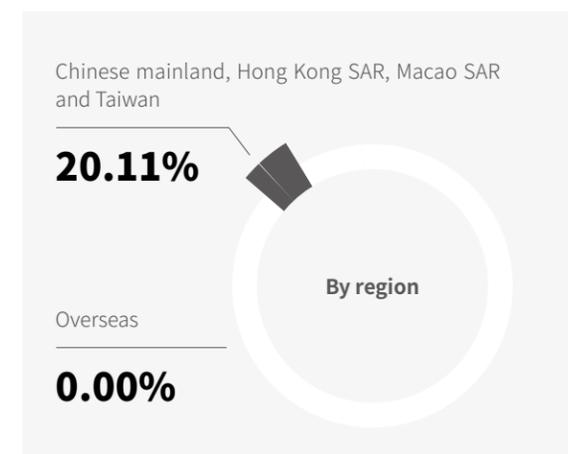
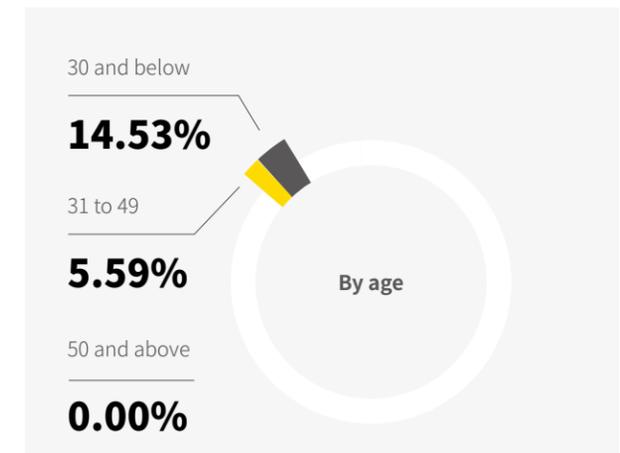
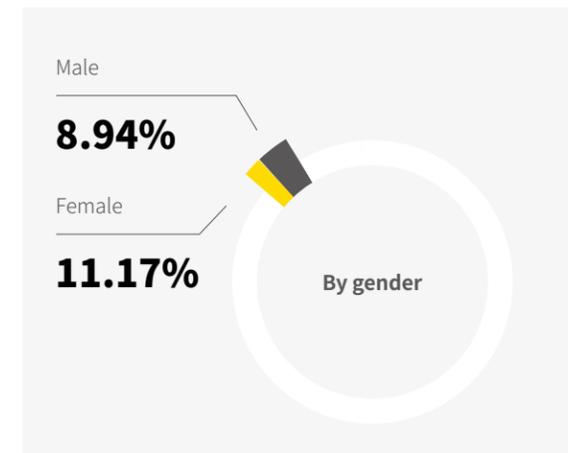
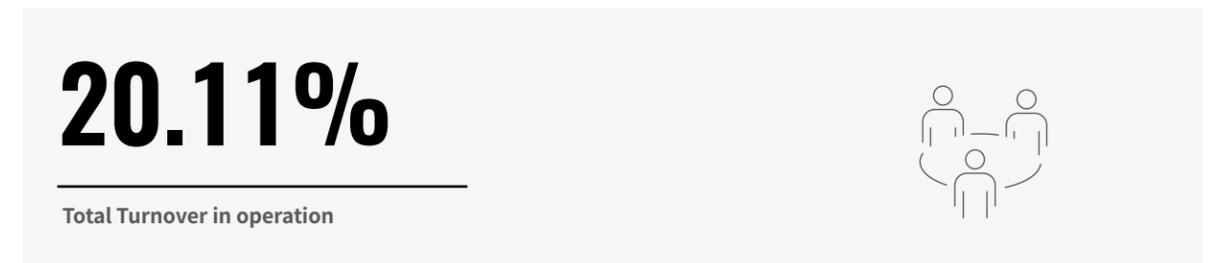


Learning Agility

- Mental agility
- Interpersonal agility
- Change agility
- Outcome agility

员工潜力评价模型

Antaisolar encourages cross-regional and cross-departmental mobility among staff, continuously refining job rotation policies and subsidy standards. In addition, we prioritize the development, cultivation, and motivation of rotating employees, ensuring optimal talent mobility and allocation. This energizes our talent pool and fosters a positive and healthy growth environment. By the end of the reporting period, Antaisolar's employee turnover rate stood at 1.74%, as detailed below:



Employee Remuneration and Benefits

Antaisolar upholds humanistic care by building a comprehensive employee welfare and communication system to foster a nurturing work environment. We provide competitive salaries, enriching activities, and robust health coverage, ensuring all-around care and support for employees' well-being.

Employee Remuneration

Our *Regulations on Rank and Position Management* sets salary standards and structures based on market levels for employees of different sequences and ranks. We uphold equal pay for equal work and regularly monitor and analyze salary indicators to guarantee fairness across our workforce.

Our employees' remuneration includes fixed salaries, piecework pays, performance bonuses, and commissions. The Company adjusts employees' salaries in April and October each year based on Company and individual performance. Additionally, we prioritize transparency and fairness in employee performance assessments, requiring managers to engage in performance discussions to help employees clarify their development plans. For underperformers, we actively assist them in identifying gaps and formulating improvement plans.

Employee Benefits

We have established the *Employee Benefits Management Regulations* to standardize and enhance our benefits system, fostering a stronger sense of belonging and boosting employee motivation. These regulations cater to employee needs and acknowledge everyone's contributions to enhance their loyalty.

Employee Benefits System

Insurance and Health

- Social insurance
- Commercial insurance
- Housing provident fund
- Employee physical examination

Vacation Benefits

- Paid annual leave
- Wedding and funeral leave
- Privileged leave

Employee Care

- Club activities
- Festival benefits
- Cash gift benefits
- Birthday benefits

Other Benefits

- Activity funds
- Academic Advancement award
- Flexible time

In addition to statutory benefits such as "paid leave", the Company offers specific perks on personal milestones like birthdays and weddings. Additionally, we provide exclusive maternity and paternity leave for employees who are parents of infants. Here are the performance-related maternity leave benefits:



We prioritize work-life balance for our employees by organizing cultural and recreational activities to enrich their leisure time. During the reporting period, Antaisolar hosted a variety of events like badminton tournaments, bike rides, and activities for Children's Day, fostering a sense of unity and making every employee feel at home.



Study Tour for Children's Day

Employee Communication

Antaisolar values employees' voices in the Company's growth journey. We have built a flexible communication system with diverse channels to foster engagement. Respecting the right to associate and bargain collectively, we have also established a Staff and Workers' Congress that approved the *Employee Handbook of Antai Technology Co., Ltd.*



Our employee interviews primarily target new hires, employees who passed probation, and those who are leaving the Company.

Interview for New Hires

- Understanding new hires' adaptation, including their work, peer relations, and work coordination with supervisors, to gather suggestions and identify improvement pathways regarding their onboarding experience, training, and personal growth

Interview for Regular Employment

- Thoroughly evaluating employees' performance throughout the probation period, assessing their abilities and potential to gauge our talent pool, giving feedback and suggestions on their work to help them understand their strengths and weaknesses, and providing guidance for their growth

Interview for Leave

- Understanding employees' reasons for leaving and their demands, identifying potential issues within the Company and departments, and continuously adjusting and optimizing our policies, procedures, and management practices based on the interview

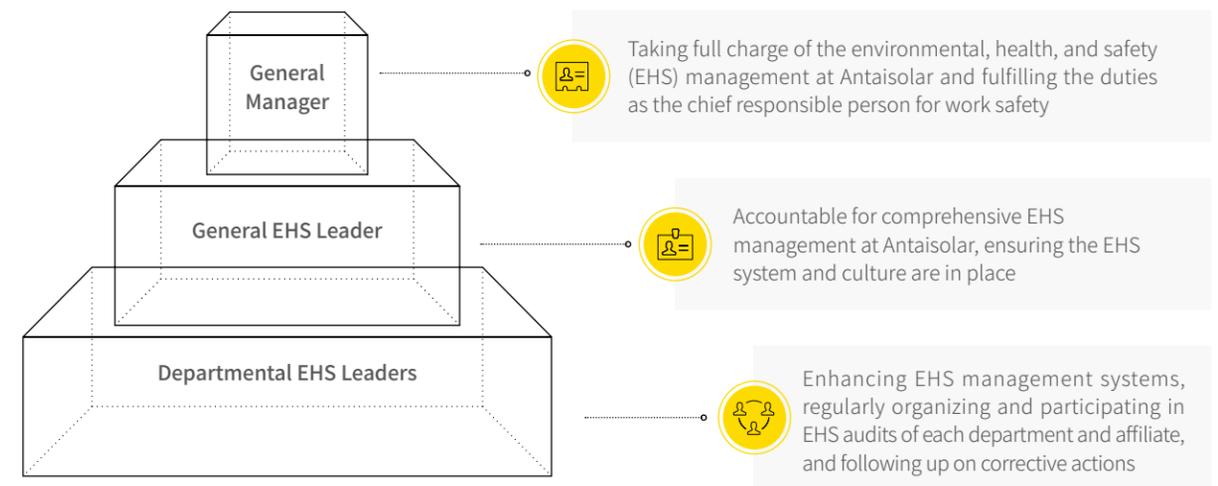
Employee Interview Mechanism

Occupational Health and Safety

Antaisolar strictly complies with laws and regulations such as the *Production Safety Law of the People's Republic of China* and the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*. It has formulated a series of health and safety management systems, including the *Production Safety Responsibility System* and the *Safety Inspection and Hazard Rectification Management System*. The Company effectively ensures employees' health and safety by actively implementing annual health and safety management objectives and plans.

Occupational Health and Safety Management System

The Company has established a comprehensive, top-down safety supervision and support system to clarify departmental responsibilities, standardize safety standards, and enhance work safety management, thereby ensuring the implementation of occupational health and safety policies and objectives.



Occupational Health and Safety Management Structure

The Company established the EHS goals for 2023, monitored each department's progress throughout the year, and maintained records and ledgers for reference.



EHS Management Goals for 2023

As of the end of the reporting period

Antaisolar has passed ISO 45001 occupational health and safety management system recognition

100%

Certification coverage rate



ISO 45001 Occupational Health and Safety Management System

Production Hazard Identification and Inspection

Antaisolar, guided by the principle of "prevention first", conducts comprehensive hazard identification and periodic as well as daily safety inspections across all business processes. By recognizing potential risks and deploying tailored preventive measures, we mitigate their impacts. During the reporting period, we implemented tiered control over facilities and key operations as per our *Safety Risk Identification, Assessment and Management System*, and successfully passed local government safety inspections without any significant critical deficiencies or hazards.



Safety Culture Development

To boost employees' safety awareness, the Company has implemented policies like the *Safety Training and Education System* and the *Emergency Response Management System*, actively engaging in safety training to enhance employees' emergency response and hazard prevention skills. All safety personnel, hazardous material handlers, occupational health managers, special operators, and special equipment handlers must hold relevant qualifications. New, transferred, and returning employees must undergo three-tier safety education. Within the reporting period, we organized a knowledge contest during the "Safe Production Month" to educate employees on safety and emphasize its importance. Additionally, we consistently elevate safety awareness through emergency drills and posting EHS warnings in workshops and on bulletin boards.



Safety Knowledge Contest during the "Safe Production Month"



Occupational Health Bulletin Board

01

The worker suddenly fainted from working in the heat for a long time



02

Contact the leader



03

Immediately move workers to a ventilated, cool place



06

Fan the employee to create a cooling breeze, put ice-cold drinks under his/her armpits to lower the body temperature, and at the same time, let him/her drink some refreshing beverages or water orally.



05

Confirm that the employee is suffering from heat stroke, unbuckle the garment and belt, lift the shirt, slightly wring it out with cool water and towel, and cool the forehead with cold compress.



04

Immediately move workers to a ventilated, cool place



07

After a tense and safe emergency patient woke up, the employee initially recovered sanity.



08

Leaders make comments on the exercise process.

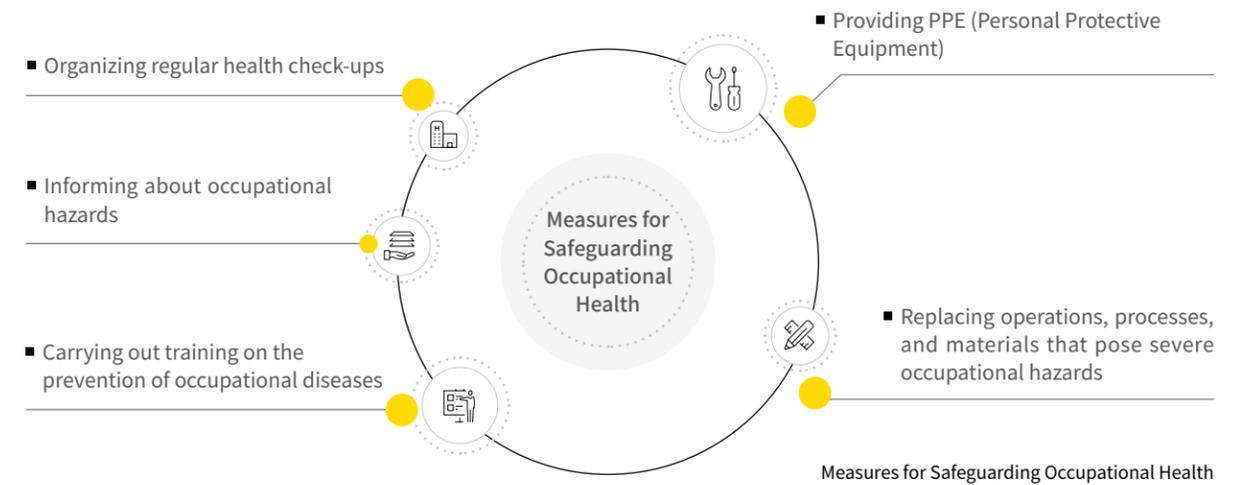


Emergency Drill for Heatstroke Rescue

Prevention of Occupational Diseases

Antaisolar has established the *Regulations on the Prevention and Control of Occupational Diseases* in accordance with laws and regulations such as the *Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases*, the *Regulations on Labor Protection in Workplaces Where Toxic Substances Are Present*, and the *Prevention and Control of Occupational Diseases Law of the People's Republic of China* to safeguard employees' legal right to occupational health protection. These regulations strengthen the management of occupational disease prevention and control in toxic and hazardous workplaces, aiming to prevent, control, and eliminate occupational hazards and protect employees' health.

During the reporting period, we took various measures to safeguard the occupational health of all employees, such as organizing educational programs and regular check-ups, monitoring workplaces, and providing personal protective equipment (PPE). Tailored health check-ups for different job roles helped employees assess their health status, especially those exposed to hazards.



As of the end of the reporting period

Antaisolar has never had any incidents that violated the laws and regulations related to occupational health and safety, nor any incidents that led to the death of employees due to work-related reasons. Antaisolar has never had any incidents that violated the laws and regulations related to occupational health and safety, nor any incidents that led to the death of employees due to work-related reasons.



In 2023, Antaisolar had

23

industrial accidents

3,333 hours

Total hours of work lost



Symbiosis

RAISE

04

Antaisolar remains committed to the concept of low-carbon development and continuously strengthens its energy and environmental management systems. By integrating energy conservation, emission reduction, resource management, and pollution control into every aspect of its operations, the Company consistently minimizes the environmental impact of its activities and drives green and sustainable development to create a better future for all.



Water Management

Antaisolar strictly complies with laws and regulations such as the *Water Law of the People's Republic of China*, the *Regulations on Water Extraction Permits and Water Resource Fees*, and the *Law on the Prevention and Control of Water Pollution of the People's Republic of China*, as well as relevant regulations in its overseas operating locations, emphasizing water resource management and conservation throughout the entire value chain to ensure efficient and sustainable use of water resources.



All production water units must be equipped with water meters and undergo monthly assessments according to the Company's consumption standards.



Each department using water must enhance on-site management of water consumption, ensuring that continuous water flow is strictly prohibited.



Any instances of water waste will result in corresponding penalties.



The Company actively promotes water conservation and has placed water-saving signs at all water extraction points.

Water Management Measures of Antaisolar

Water Conservation Sign of Antaisolar

Case

Antaisolar has strategically placed prominent water-saving slogans next to faucets in both its offices and factories. These concise and impactful messages serve as constant reminders for employees to value every drop of water. This initiative not only raises awareness about the importance of water conservation but also encourages changes in daily water usage habits, ultimately reducing unnecessary waste.



Wastewater Management

Antaisolar places great importance on wastewater discharge during the production process, establishing a comprehensive water pollution prevention and control management program, actively conducting wastewater management, strictly adhering to relevant laws and regulations in the operating area, and rigorously testing indicators such as aluminum, copper, total phosphorus, total nitrogen, suspended solids, and fluorides in the water to ensure that wastewater is discharged in compliance with standards. The Company commissions a third-party organization to conduct three tests on production wastewater each year, ensuring that the test results meet 100% of the standards.

Wastewater Treatment and Leak Prevention Practices

Case

For wastewater treatment, we adhere strictly to the Operating Procedures for Wastewater Treatment outlined in the Profile Wastewater Treatment Project of Fujian Antaisolar Tech Co., Ltd. These procedures detail the preparation methods for reagents, treatment processes, and safety and environmental protection requirements. In the wastewater treatment area, we have implemented stringent leak prevention measures to safeguard both the treatment facilities and the surrounding environment, ensuring no leakage during the treatment process.



Emergency Pool for Leakage Prevention

Online Wastewater Monitoring System

Case

Antaisolar has implemented an advanced online wastewater monitoring system that accurately tracks key pollutants, including Chemical Oxygen Demand (COD) and ammonia nitrogen. Using high-precision sensors and intelligent analysis software, the system provides real-time data on the emission concentrations of various pollutants. If any monitored parameter exceeds the preset environmental protection standards, the system automatically triggers an alarm and activates control devices to adjust the wastewater treatment process. This ensures the effective reduction of pollutant concentrations and the safe discharge of treated wastewater.



Wastewater Monitoring Equipment of Antaisolar

Indicator		Unit	Data in 2023
Water consumption	Total water withdrawl ¹	ton	153,326
	Total wastewater discharge	ton	66,245
Wastewater discharge	Total COD discharge	ton	3.73
	Total ammonia nitrogen discharge	Ton	0.30

¹ 安泰新能源取用的水都通过市政供水提供

Pollutant Management

Antaisolar strictly complies with the Air Pollution Prevention and Control Law of the People's Republic of China, Solid Waste Pollution Prevention and Control Law of the People's Republic of China, Emission Standards for Air Pollutants, and other laws and regulations, as well as applicable requirements in overseas operating locations. According to the Company's internal regulations, standards, and requirements, emissions generated during production and operation are managed in a classified manner.

The Company will continue to use advanced technology to reduce pollutant emissions and adopt stricter emission standards. For various pollutants and waste generated by the project, we are committed to enhancing the resource recovery of general solid waste and continuously increasing proportion of solid waste that is reused or resource-utilized. Additionally, we are improving the treatment capacity of exhaust gas treatment facilities to continuously reduce pollutant emissions.

Waste Gas Management

The exhaust gas emitted during our production process primarily consists of particulate matter, sulfur oxides, and nitrogen oxides. To ensure compliance with exhaust gas emissions standards, we have commissioned a qualified third-party testing agency to conduct comprehensive and accurate testing of exhaust gas components. Additionally, for specific sources of exhaust gas emissions, such as acid mist and alkaline mist, we have implemented strict monitoring measures at the emission points, adhering to the stringent standards and requirements set by the Company for systematic and standardized monitoring and management of the exhaust gas generated during production operations.

During the reporting period, the exhaust gas from the production process was 100% compliant with emissions standards as verified by a third-party inspection agency, and there were no incidents of non-compliance in exhaust gas emissions at Antaisolar.

Indicator	Unit	Data in 2023
Total waste gas emissions	m ³	107,052,000
Total particulate emissions	ton	1.43
Average particulate emission concentration	mg/m ³	13.35
Total sulfur dioxide (SO ₂) emissions	ton	1.201
Average sulfur dioxide (SO ₂) emission concentration	mg/m ³	52
Total nitrogen oxides (NO _x) Emissions	ton	3.331
Average nitrogen oxides (NO _x) emission concentration	mg/m ³	97

Waste Management

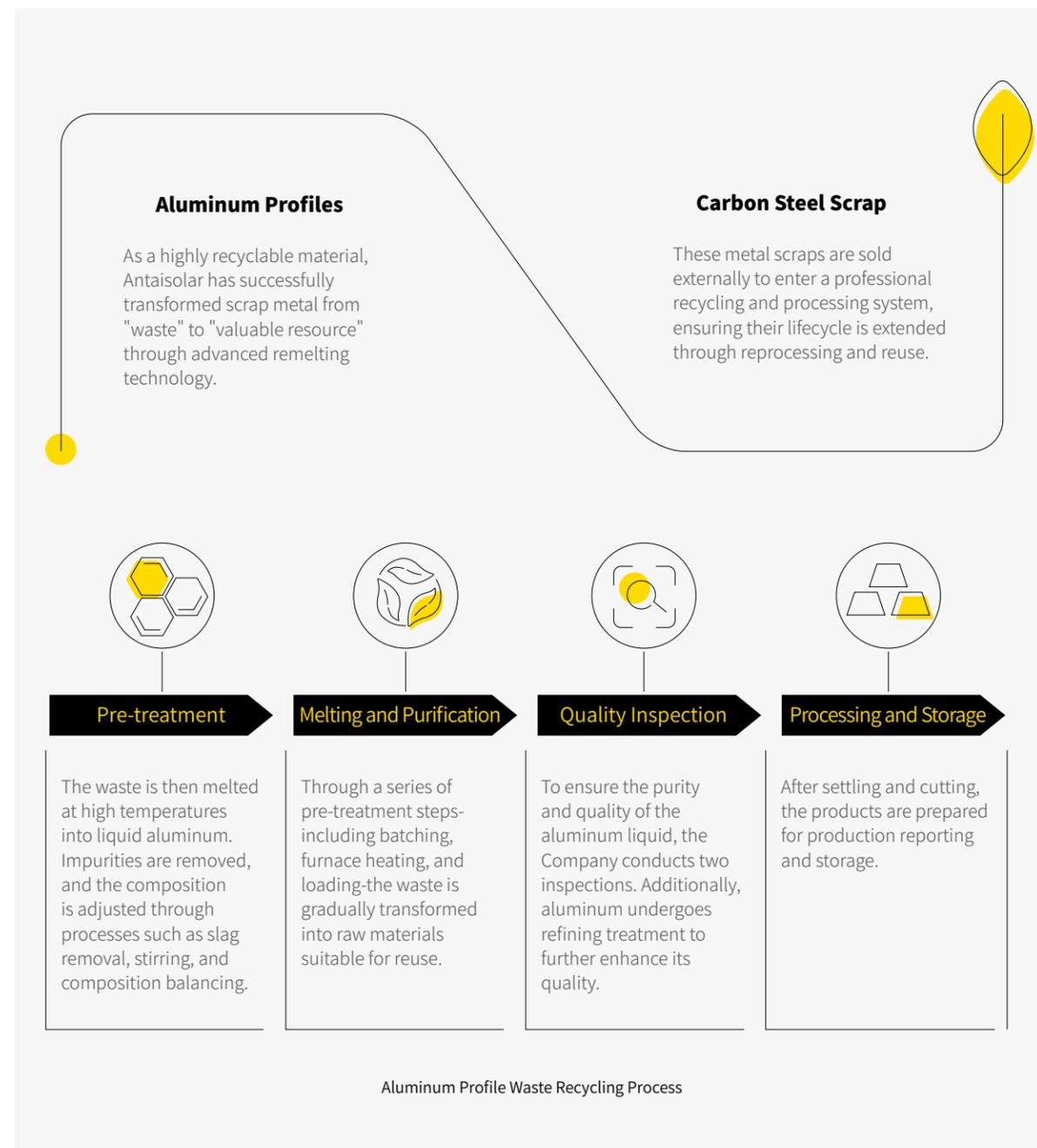
Antaisolar strictly complies with the Solid Waste Pollution Prevention and Control Law of the People's Republic of China, Technical Specifications for the Collection, Storage, and Transportation of Hazardous Waste, Measures for the Management of Hazardous Waste Transfer, and other laws and regulations, as well as relevant regulations in overseas operating locations. This ensures the safe and effective disposal of hazardous waste while promoting the recycling of general solid waste.

For hazardous waste, Antaisolar has established internal regulations such as the Hazardous Waste Management Specifications and Hazardous Waste Utilization and Disposal Process to further standardize the management of hazardous waste. In 2023, through identification by the Institute of Urban Environment of the Chinese Academy of Sciences, the comprehensive sludge generated from Antaisolar's aluminum profile production was classified as general solid waste, significantly reducing the amount of hazardous waste.

Indicator		Unit	Data in 2023
Hazardous waste	Total hazardous waste generated	ton	401.68
	Total general solid waste generated	ton	3,107.39
General waste	Total general solid waste that has been comprehensively utilized	ton	3,090.37

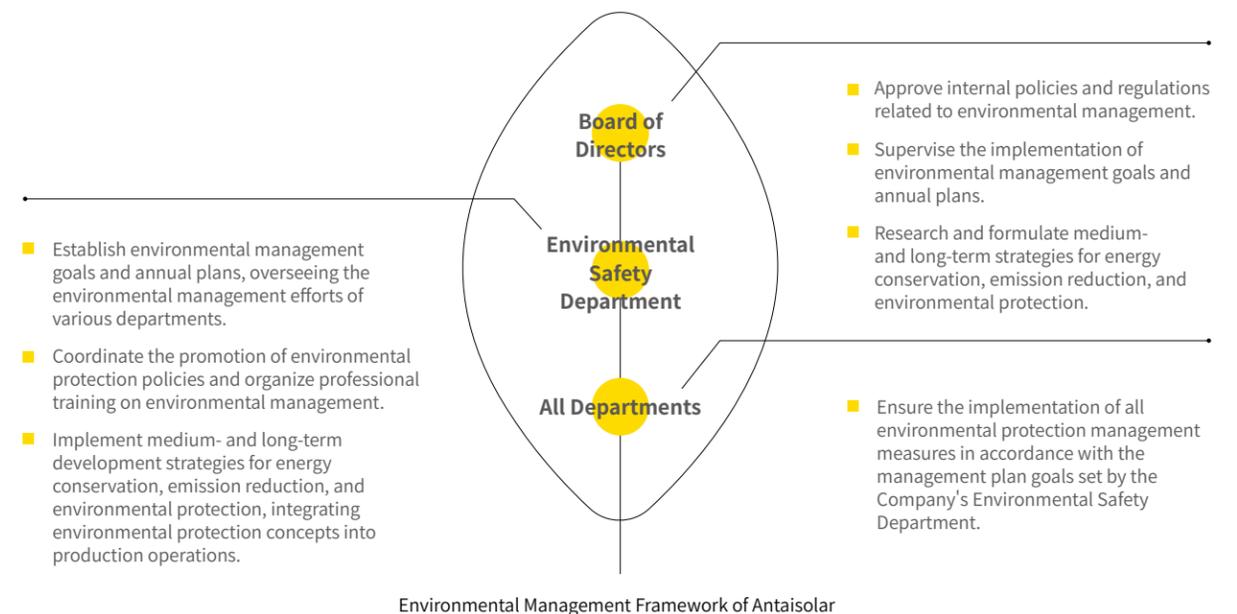
Circular Economy

Guided by the core principles of the circular economy, Antaisolar actively promotes efficient resource utilization and recycling. The general solid waste generated during its production process, such as aluminum profiles and carbon steel, is properly managed and reused as valuable resources.



Environmental Management

Antaisolar strictly complies with the *Environmental Protection Law of the People's Republic of China* and other domestic and international environmental protection laws and regulations, ensuring that operations worldwide adhere to local legal requirements and fulfill environmental management responsibilities. The Company regularly updates and improves environmental protection systems, optimizes management processes, establishes a systematic checklist, and effectively integrates assessment, incentives, and accountability mechanisms into the system to achieve uniformity and effective implementation of systems globally. At the same time, a comprehensive environmental management organizational structure is established, clearly defining environmental management responsibilities at all levels, and continuously enhancing environmental governance capabilities.



During the internal review process, Antaisolar identified significant environmental issues or major environmental incidents. Based on the severity of these issues, they are classified and addressed accordingly, with serious penalties imposed on the responsible departments and individuals, including but not limited to performance impacts, economic penalties, and even administrative sanctions. During the reporting period, the Company did not experience any major environmental pollution incidents and did not receive any administrative penalties related to environment issues. As of the end of the reporting period, Antaisolar has achieved full certification for ISO 14001 Environmental Management Systems.

As of the end of the reporting period

Antaisolar has fully implemented the ISO 14001 environmental management system.



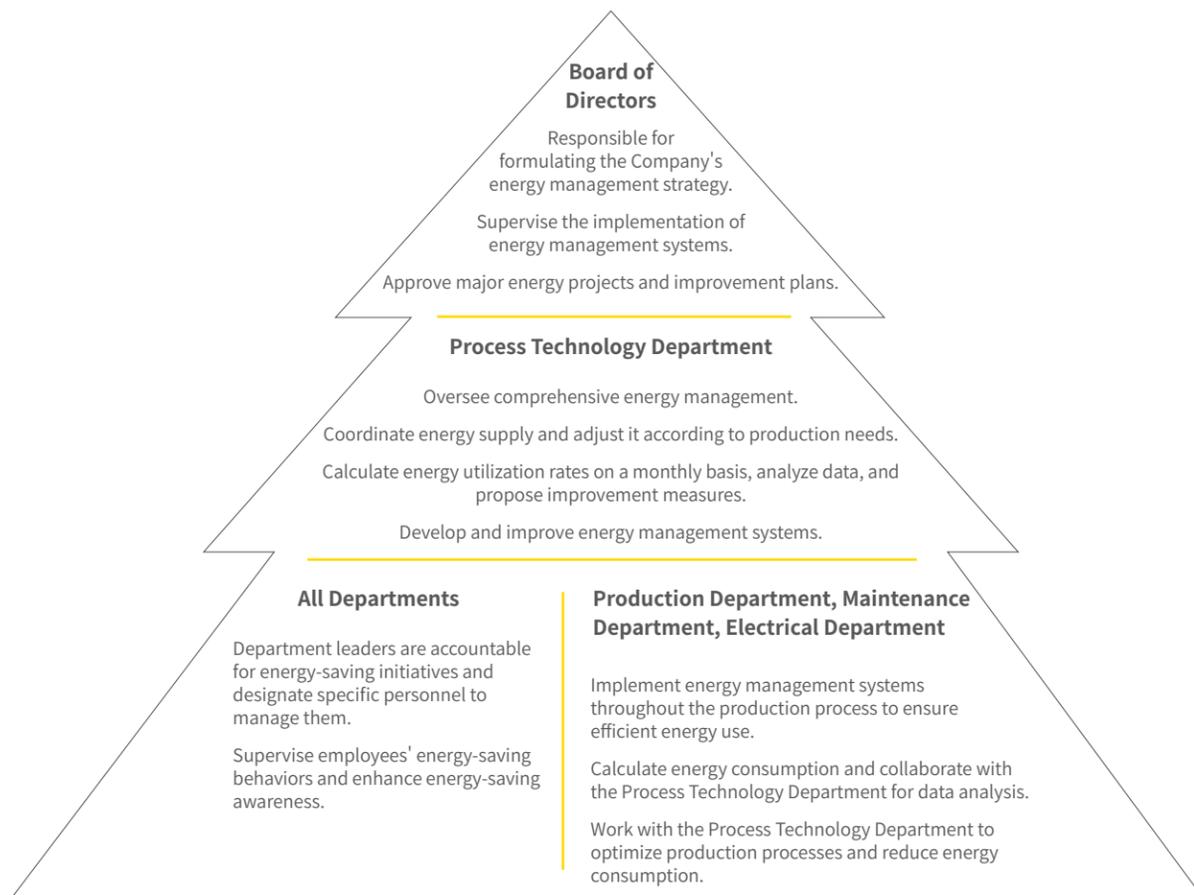
ISO 14001 Environmental Management Systems Certification Certificate

Energy Management

Climate change is a major global challenge facing humanity today. In response to the national dual carbon goals, Antaisolar actively identifies risks and opportunities related to climate change, formulates strategies to address these risks and opportunities, and incorporating low-carbon development into strategic planning to strengthen the company's overall ability to respond to climate change.

Energy Management

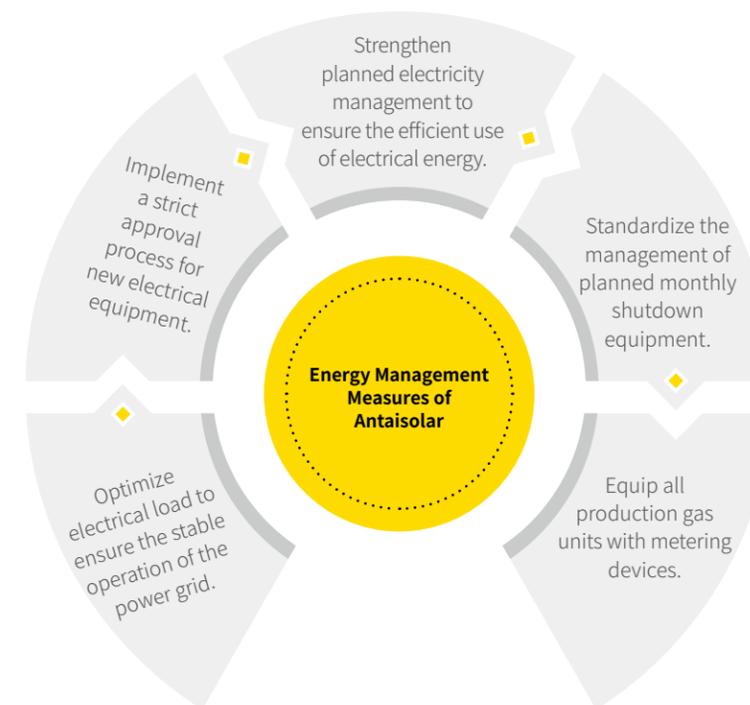
Antaisolar has established a comprehensive energy management system and continues to refine its energy management organizational structure. In this structure, the Board of Directors serves as the core supervisory body, responsible for the strategic oversight and guidance of energy management. The process technology department is responsible for the comprehensive management of energy, planning, and coordination. The Production Department, Mechanical Maintenance Department, Electrical Department, and other departments work closely together to manage energy accounting and oversee energy use, forming an efficient and well-defined organizational structure for energy management.



Organizational Management Structure of Antaisolar

Antaisolar officially adopted and implemented the ISO 50001 Energy Management System in 2023 and established a professional energy management team to oversee its operations. Currently, the energy management system is integrated into the company's daily operational management and performance evaluation systems. As the company is undergoing significant renovation and expansion, the core focus of energy management at this stage is to solidify energy performance indicators by identifying shortcomings in the existing system and, based on this, formulating and implementing continuous improvement strategies to enhance energy efficiency.

To further reduce energy consumption in the production process, Antaisolar has set specific targets for reducing energy consumption per unit of products such as aluminum alloy profiles, aluminum alloy brackets, and carbon steel brackets. These targets are detailed across each production stage, including melting, extrusion, surface oxidation, finishing, and spraying. Antaisolar is committed to achieving an annual energy consumption reduction target of 1.5%, driving the comprehensive optimization of production processes and the efficient use of energy.



During the reporting period

Antaisolar generated

478.74 kWh

of self-produced green electricity from PV sources.



ISO 50001 Energy Management Systems Certification

Indicator	Unit	Data in 2023
Direct energy use	Natural gas	m ³ 1,252,961
	Diesel	liter 32,980
Indirect energy use	Purchased electricity	kWh 20,277,621
GHG emissions	Scope 1	tce 244.44
	Scope 2	tce 793.31
	Total GHG emissions (Scope 1+Scope 2)	tce 1,037.76
Self-consumed PV electricity	MWh	478.74

Biodiversity Protection

Biodiversity is the most valuable asset in Earth's life system. It supports the stability and prosperity of ecosystems, forming a solid foundation for human survival and development. Antaisolar strictly adheres to local and international laws and regulations regarding biodiversity impact assessments and management. We are committed to minimizing ecological impacts during the construction and daily operations of our facilities, actively implementing ecological restoration and protection measures to ensure that our business activities do not cause irreversible damage to biodiversity.

To advance the Company's biodiversity efforts and protect the habitats essential for life, we have developed a soil and water conservation plan for the facility, scientifically guiding the construction of the Ganshan Industrial Park and rationally developing and utilizing the various land uses within the park.



Nature-based Solutions

The main project integrates the site's topography, landforms, geological conditions, hydrological conditions, and cultural environment characteristics into the layout and vertical elevation design. This ensures that the design scheme harmoniously coexists with the natural environment.



Reduce Earthwork Operations

Through meticulous design, the main project aims to minimize surface disturbance and earthwork excavation and filling, reducing direct intervention in the environment, preserving soil structure and vegetation cover, and providing a stable living environment for soil microorganisms, insects, and other organisms.



Protect Soil and Water Resources

During the project implementation process, the company refrains from overexploiting or polluting water and soil resources, thus maintaining the stability and health of the ecosystem and providing suitable habitats for various forms of life.



Emphasize Drainage Systems

The drainage system of the industrial park has been carefully designed to ensure effective discharge and treatment of rainwater, sewage, and other waste, thereby protecting the health of the aquatic ecosystem.



E^{ngagement}

RAISE

05

Antaisolar ensures the efficient use of resources and environmental protection through responsible procurement practices. At Antaisolar, we highly value our engagement in industrial cooperation and joint exploration of innovative technologies, to promote sustainable development across the industrial chain. At the same time, we prioritize community development high on our agenda and strengthen communication with local communities through a variety of social activities, endeavoring to build a greener and more harmonious future.



Sustainable Supply Chain

Antaisolar is committed to working with business partners to integrate sustainability into supply chain management. In addition to our ongoing efforts to standardize supplier management procedures, we also enhance our supply chain sustainability management, actively adopt green procurement practices, and work collaboratively with suppliers to drive mutual advancement.

Enhancing supply chain management

In strict compliance with the *Law of the People's Republic of China on Bid Invitation and Bidding*, the *Government Procurement Law of the People's Republic of China* and other laws and regulations, Antaisolar has developed the policies and guidelines, including the Supplier Code of Conduct, the Supplier Management Procedures. These documents outline the supplier admission process, performance assessment, and rating system, and establish a strict control framework for the entire supplier lifecycle, from admission to elimination. As of the end of the reporting period, Antaisolar had a total of 149 suppliers.

The Category Management Department of Antaisolar's Supply Chain Center formulates supply strategy and supplier development plan annually, selecting suppliers accordingly. The evaluation process of general material suppliers includes preliminary examination and sample evaluation; For important material suppliers, it involves four stages, namely preliminary examination, sample evaluation, on-site audit and small batch trial. After learning the suppliers' supply capacity, product quality, price, performance and other basic information, the Category Management Department of Antaisolar Supply Chain Center or the manufacturing base will carry out desk evaluation or on-site inspection on their business status and capabilities. Based on the evaluation results, the supplier is required to send samples to be verified and approved by the department in charge of quality before being included in the pool of qualified suppliers.

Antaisolar prioritizes product quality and extends quality management throughout the supply chain. We implement differentiated assessment strategies for direct material suppliers and indirect material suppliers, strengthening lean management across the supply chain to ensure effective supplier quality management.



149

Antaisolar has suppliers

Direct Material Suppliers

- The materials sourced from these suppliers are directly related to Antaisolar's fixed mounting systems, tracking mounting systems, and BIPV products, including raw materials, stamping parts, electronic control parts, and more.
- These suppliers are primarily informal and included in the annual supplier assessment.

Indirect Material Suppliers

- The products or services sourced from these suppliers are indirectly related to Antaisolar's PV products, such as food, decoration, software, and other non-production-related items.
- These suppliers are primarily informal and excluded from the annual supplier assessment.

We conduct performance assessments on formal suppliers every six months, involving the procurement, quality and category departments. With a combination of subjective assessments and objective scoring, the suppliers are classified into four grades based on their grades, namely A, B, C and D. We maintain partnerships with our suppliers based on their grading results and apply corresponding rewards or penalties to promote continuous improvement and safeguard supply quality.

A Excellent Supplier

Preference will be given to these suppliers in the event of equal quotations.

B Qualified Supplier

The current order volume should be maintained appropriately, and assistance will be provided to increase it, with the aim of upgrading these suppliers to A-status.

C Basically-qualified Supplier

Such suppliers will be notified of their issues and offered assistance if necessary. If the rectification is verified as valid, their supply qualification will be retained; if not, their qualification will be canceled.

D Unqualified Supplier

In principle, the qualification of these suppliers will be canceled. If eliminated suppliers wish to supply materials again, they must pass the supplier inspections and assessments.

Supplier Rating and Corresponding Management Measures

To secure a stable and uninterrupted supply chain, we have incorporated ESG factors and compliance risks into the supplier admission process. For important material suppliers, we conduct risk evaluations covering the loss of key personnel, major changes in the supplier's operations, compliance risks, natural disaster risks, etc., ensuring that the quality of products

and services provided meets our standards. In addition, we have developed clear integrity requirements for suppliers and procurement personnel, and work with suppliers to foster a clean and transparent procurement process. All suppliers are required to sign a *Supplier Code of Conduct* to ensure that suppliers understand our anti-corruption requirements.

Promoting A Green Supply Chain

In order to promote the sustainable development of the supply chain and the creation of a green supply chain, Antaisolar integrates ESG factors into the supplier management process, identifies and evaluates potential risks related to safety, environmental protection, occupational health, and other environmental and social aspects, and refraining from signing a contract with the supplier if the supplier fails to meet ESG requirements.

In addition, we encourage suppliers to provide products that meet environmental protection standards, and encourage them

to pass internationally or domestically recognized environmental management system certifications, such as ISO 14001, as evidence of their commitment to environmental protection. In the supplier selection and evaluation process, we consider ESG-related performance as a bonus factor, and prioritize cooperation with suppliers with environmental protection certifications or sustainable practices in their production processes. In the future, Antaisolar will continue to improve sustainable supply chain management and actively promote suppliers to provide more environmentally friendly products and services.

Supporting Supplier Development

To enhance communication and interaction between the Company and its suppliers and help the cooperative relationship develop further, Antaisolar organizes supplier empowerment actions with diverse forms and rich content. Antaisolar regularly organizes supplier training and exchanges around topics such as cooperation requirements, safety and environmental protection, and business ethics. At the same time, we organize monthly communication meetings with suppliers, engaging key personnel in face-to-face discussions, we convey our requirements for production quality, understand the suppliers' execution in production, quality control, delivery time and other aspects, and negotiate and jointly resolve difficulties encountered in all links.

Training on First Article Inspection Requirements for Supplier Processes

Case

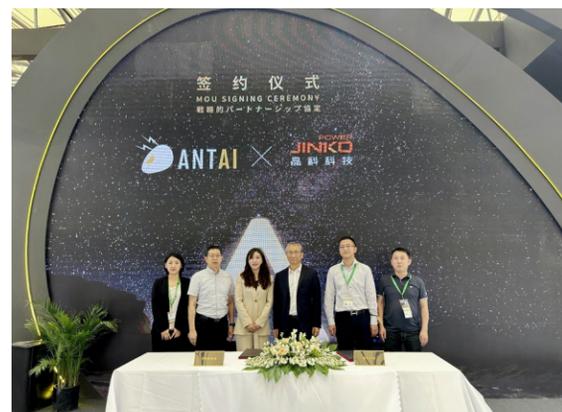
To prevent batch errors during supplier production processes, we conducted training for key suppliers on first article inspection requirements. Antaisolar emphasized the importance of first article inspection, introduced new inspection methods, and reaffirmed the agreement with suppliers on its implementation, effectively preventing potential batch errors.

Industry Cooperation and Development

Antaisolar values in-depth cooperation with industry peers to achieve optimal resource allocation, complementarity, and to jointly promote technological innovation and industrial upgrading in the photovoltaic sector. As we deepen industry exchanges and collaborations, we remain committed to enhancing the efficiency of supply chain coordination and integration. We also actively explore best practices in technology application and market development across the entire photovoltaic mounting industry chain. Antaisolar looks forward to working with industry peers to embrace the bright future of green and clean energy and to co-author a new chapter in the development of renewable energy.

As a member of the China Photovoltaic Industry Association, Antaisolar has always made it a mission to promote the sustainable development of the photovoltaic industry and strengthen cooperation and exchanges with all industry stakeholders. We actively participate in seminars, technical exchanges, and business training organized by industry associations, sharing experiences and discussing challenges with peers. Together, we work to enhance the technical level and market competitiveness of the industry. Additionally, we advocate for the establishment of an open and win-win cooperation model, collaborating with universities on industry-university-research activities and maintaining close communication with upstream and downstream companies to tackle market challenges and foster coordinated development across the entire photovoltaic industry chain.

During the reporting period, we collaborated with major PV inverter and PV module manufacturers, including Jinko Power Technology, JA Solar, LONGi Green Energy, Sungrow, GoodWe, and Risen Energy. Additionally, we carried out industry-university-research projects with university platforms such as Central South University, Shanghai Jiao Tong University, Polytechnic University of Madrid, and various provincial R&D platforms.



We signed a global strategic cooperation agreement with JinkoSolar, with both parties agreeing to deepen cooperation and exchange in areas such as projects, technology, and talent.



We organized customer events with JA Solar and Sungrow, where the three parties worked together in areas such as market development, brand promotion, and customer service.



We collaborated with LONGi to develop solar carport products, which were successfully launched in the market.

Industry Cooperation

■ Provincial R&D Platform

The company collaborates with provincial academicians and expert workstations (provincial academicians and expert demonstration stations), provincial enterprise technology centers, and provincial new R&D institutions to drive technological innovation and development.

■ Polytechnic University of Madrid

The company has been working closely with the Polytechnic University of Madrid to study intelligent tracking system. Together, they established an outdoor testing base, and conducted research on power generation optimization and simulation about using bifacial photovoltaic modules for Antaisolar's tracking system.

■ Zhangzhou Intelligent Tracking Mounting System Innovation Consortium

The company integrates innovative resources from well-known domestic universities and research institutes, as well as from upstream and downstream partners in the industrial chain. It undertakes key provincial and municipal science and technology projects, focusing on tackling core technologies in manufacturing. The company is committed to continuously digesting and absorbing advanced technologies both domestically and internationally, while also developing and improving products to promote the transformation of scientific and technological achievements.

The company took the lead in establishing the Zhangzhou Intelligent Tracking Mounting System Innovation Consortium. In collaboration with Fujian University of Technology, Minnan Normal University, Minnan University of Science and Technology, Fujian Chuanzheng Communications College, Zhangzhou Institute of Technology, and other universities, the consortium drives innovation in R&D, shares resources, and leverages each party's strengths. This collaboration aims to reduce R&D costs, improve efficiency, address bottleneck technologies, explore key core technologies that restrict industrial development, and promote talent training and mobility.

■ Central South University

The company has partnered with Central South University to conduct in-depth research on the composition of aluminum alloy materials. The goal is to enhance the mechanical properties and surface effects of aluminum alloys by optimizing the material formula, ensuring that the products deliver excellent cost-effectiveness. Additionally, both parties have collaborated on research into aluminum alloy extrusion production technology, jointly optimizing the production process of existing extrusion equipment. By using software to simulate flow rates, they have identified and improved defects in extrusion die design, while also making reasonable adjustments to the diversion hole setting, ultimately improving production efficiency and the quality of extruded profiles.

■ Shanghai Jiao Tong University

The company and Shanghai Jiao Tong University jointly launched a project titled *Wind Characteristics Testing, Modeling, and Simulation Research of Photovoltaic Support Structures*. This project covers several key aspects, including the analysis and interpretation of CPP reports, verification of Reynolds number independence, static pressure testing in a photovoltaic wind tunnel, simulation calculations of 1P three-dimensional numerical values, and exploring the impact of various parameters on calculation results. The cooperation began in 2021 and is set to continue until 2024.

Industry-University-Research Cooperation

Community Development and Charity

Antaisolar places great emphasis on community development, public welfare, and charity, and is committed to fostering synchronous development with local communities to promote social harmony through the fulfillment of social responsibilities and public welfare activities. Through our ongoing efforts, we aim not only to drive society's transition to clean energy but also to play an active role in community building, educational support, and environmental protection, working together to create a bright and sustainable future.

Charity Performance

We have implemented a series of initiatives to give back to the community. These include poverty relief efforts for villagers affected by natural disasters, support for elderly associations in project areas, and educational donations, such as books, to rural areas. Based on the nature of the donations and the recipients, Antaisolar's public welfare and charity initiatives can be categorized into three main areas: 'disaster relief support' to assist disaster victims, 'donations for education and culture' aimed at improving local education, and 'donations for community development' to support local growth.

During the report period

Antaisolar donated a total of approximately

RMB 200,000

to various sectors of society.

<p>Disaster Relief Support</p>	<ul style="list-style-type: none"> ■ Donations to communities affected by the May 2023 typhoon in Myanmar
<p>Donations for Education and Culture</p>	<ul style="list-style-type: none"> ■ Donation to Wu'an Education Fund ■ Donation to Changtai District Library ■ Donation to Guanshan Primary School, Lindun Primary School, and Wu'an Primary School
<p>Support Community Development</p>	<ul style="list-style-type: none"> ■ Materials donations to Guagou Village and Gaoceng Village. ■ Donation to the Guanshan Village Elderly Association of Wu'an Town. ■ Donation to Changtai District for introducing medical and technological talents and technologies. ■ Donation to the Xiamen Anxi Chamber of Commerce.

Charity Highlights

Antaisolar Donated to Wuan Town Education Fund

Case

During the reporting period, a signing ceremony was held in Wu'an Town, Changtai District, Zhangzhou City, Fujian Province, for the "Strategic Cooperation Project of Chengguan Credit Union Serving Rural Revitalization," developed jointly by the village and the enterprise. The same event also included a mobilization meeting for the Wu'an Town Chamber of Commerce Education Fund. At the meeting, participants voted to approve the Education Fundraising and Management Measures of the Wu'an Town Chamber of Commerce.



During the meeting, we donated RMB 50,000 to the Wu'an Town Education Fund, strongly supporting the development of local education. This donation is aimed at improving teaching conditions, helping students grow and reach their full potential, and contributing to the future of education in Wu'an Town.

Antaisolar Donated Books to the Changtai District Library in Zhangzhou City

Case

During the reporting period, to support the development of the local library and meet the growing reading needs of young people and the general public, the CPPCC Zhangzhou Changtai District Committee held a donation ceremony at the library with the theme "Together Toward the Future · Love for Reading Cultivated by Committee Members."



At the ceremony, Antaisolar donated RMB 30,000 in book funds to expand the library's collection. The donation aims to increase the variety of books suitable for young readers, promote knowledge dissemination, encourage cultural exchange, and help build a social atmosphere that fosters a love for reading. It also contributes to enhancing the reading ability and cultural literacy of the local community.

Appendix 1: Performance Indicators

Indicator	Unit	Data in 2023		
Integrity Management				
Integrity training	sessions	4		
Total training participants	/	280+		
Product Responsibility				
Number of customer complaints	/	174		
Customer complaint rate	%	5.68%		
Customer complaint handling rate	%	97.1%		
Number of customer re-visits by telephone	/	3,240		
Customer satisfaction	%	91.9%		
R&D Innovation				
Investment in R&D	million RMB	38.3028		
Number of R&D personnel	person	99		
The proportion of R&D expenditure to operating revenue	%	3.35%		
Number of new R&D projects	/	8		
Income from new R&D projects	million RMB	330.9687		
Intellectual Property Rights Protection				
Number of patent applications	/	25		
Number of valid patent grants	/	99		
Human Resources				
Total permanent employees	person	767		
By gender	Male	person	405	53%
	Female	person	362	47%
By age	30 and below	person	192	25%
	31 to 49	person	426	56%
	50 and above	person	149	19%

Indicator	Unit	Data in 2023		
By rank	Senior management	person	7	1%
	Middle-level management	person	13	2%
	Junior management	person	82	11%
	Frontline employees	person	665	87%
By role	Sales and marketing	person	144	19%
	Production and operations	person	423	55%
	Human resources, administration and management	person	59	8%
	Finance	person	29	4%
By region	R&D and quality control	person	112	15%
	Chinese mainland, Hong Kong SAR, Macao SAR and Taiwan	person	761	99%
	Overseas	person	6	1%
Employee Turnover				
Total Turnover	person	20.11%		
By gender	Male	%	8.94%	
	Female	%	11.17%	
By age	30 and below	%	14.53%	
	31 to 49	%	5.59%	
	50 and above	%	0.00%	
By role	Sales and marketing	%	10.06%	
	Production and operations	%	1.86%	
	Human resources, administration and management	%	0.74%	
	Finance	%	1.12%	
	R&D and quality control	%	6.33%	
By region	Chinese mainland, Hong Kong SAR, Macao SAR and Taiwan	%	20.11%	
	Overseas	%	0.00	
Employee Benefits				
Number of employees entitled to parental leave	Male	person	20	
	Female	person	15	

Indicator		Unit	Data in 2023
Number of employees who took parental leave	Male	person	8
	Female	person	14
Total number of employees who returned to work during the reporting period after taking parental leave	Male	person	8
	Female	person	14
Water Management			
Water consumption	Total water withdrawal	ton	153,326
Wastewater discharge	Total wastewater discharge	ton	66,245
	Total COD discharge	ton	3.73
	Total ammonia nitrogen discharge	ton	0.30
Pollutant Management			
Total waste gas emissions		m ³	107,052,000
Total particulate emissions		ton	1.43
Average particulate emission concentration		mg/m ³	13.35
Total sulfur dioxide (SO ₂) emissions		ton	1.201
Average sulfur dioxide (SO ₂) emission concentration		mg/m ³	52
Total nitrogen oxides (NO _x) Emissions		ton	3.331
Average nitrogen oxides (NO _x) emission concentration		mg/m ³	97
Hazardous waste	Total hazardous waste generated	ton	401.686
	Total general solid waste generated	ton	3,107.39
General waste	Total general solid waste that has been comprehensively utilized	ton	3,090.37
Energy Management			
Direct energy use	Natural gas	m ³	1,252,961
	Diesel	liter	32,980
Indirect energy use	Purchased electricity	kWh	20,277,621
GHG emissions	Scope 1	tce	244.44
	Scope 2	tce	793.31
	Total GHG emissions (Scope 1+Scope 2)	tce	1,037.76
Self-generated PV electricity		MWh	478.74

Appendix 2: GRI Content Index

Disclosure Item	Disclosure Title	Section
Universal Standards		
GRI 1: Foundation 2021		
GRI 2: General Disclosure 2021		
The organization and its reporting practices		
2-1	Organizational details	About This Report
2-2	Entities included in the organization's sustainability reporting	About This Report
2-3	Reporting period, frequency and contact point	About This Report
Activities and workers		
2-6	Activities, value chain and other business relationships	7.1 Diverse, Equal and Compliant Employment
2-7	Employees	7.1 Diverse, Equal and Compliant Employment
2-8	Workers who are not employee	7.1 Diverse, Equal and Compliant Employment
Governance		
2-9	Governance structure and composition	5.1 Corporate Governance
2-11	Chair of the highest governance body	5.1 Corporate Governance
2-12	Role of the highest governance body in overseeing the management of impacts	5.1 Corporate Governance
2-13	Delegation of responsibility for managing impacts	5.1 Corporate Governance
2-14	Role of the highest governance body in sustainability reporting	5.1 Corporate Governance
2-16	Communication of critical concerns	5.1 Corporate Governance
Strategies, policies and practices		
2-22	Statement on sustainable development strategy	4.1 Sustainability Strategies
2-23	Policy commitments	4.1 Sustainability Strategies
Stakeholder statement		
2-29	Approach to stakeholder engagement	4.4 Stakeholder Communication
2-30	Collective bargaining agreements	7.1 Diverse, Equal and Compliant Employment
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	4.5 Materiality Assessment
3-2	List of material topics	4.5 Materiality Assessment
3-3	Management of material topics	4.5 Materiality Assessment

Disclosure Item	Disclosure Title	Section
Issue Standard		
GRI 201: Economic Performance 2016		
201-2	Financial implications and other risks and opportunities due to climate change	7.3 Employee Remuneration and Benefits
201-3	Defined benefit plan obligations and other retirement plans	7.3 Employee Remuneration and Benefits
GRI 205: Anti-corruption 2016		
205-2	Communication and training about anti-corruption policies and procedures	5.2 Business Ethics
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	5.2 Business Ethics
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	8.5 Energy Management
302-2	Energy consumption outside the organization	8.5 Energy Management
302-3	Energy intensity	8.5 Energy Management
GRI 303: Water and Effluents 2018		
303-2	Management of water discharge related impacts	8.2 Water Management
303-3	Water withdrawal	8.2 Water Management
303-4	Water discharge	8.2 Water Management
303-5	Water consumption	8.2 Water Management
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	8.1 Environmental Management
305-2	Indirect (Scope 2) GHG emissions	8.1 Environmental Management
305-4	GHG emissions intensity	8.1 Environmental Management
305-5	Reduction of GHG emissions	8.1 Environmental Management
305-6	Emissions of ozone-depleting substances (ODS)	8.1 Environmental Management
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	8.1 Environmental Management
GRI 306: Effluents and Waste 2020		
306-1	Waste generation and significant waste-related impacts	8.3 Pollutant Management
306-2	Actions taken to prevent waste generation	8.3 Pollutant Management
306-3	Composition of waste generated	8.3 Pollutant Management

Disclosure Item	Disclosure Title	Section
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	9.1 Sustainable Supply Chain
308-2	Negative environmental impacts in the supply chain and actions taken	9.1 Sustainable Supply Chain
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	7.1 Diverse, Equal and Compliant Employment
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	7.1 Diverse, Equal and Compliant Employment
401-3	Parental leave	7.1 Diverse, Equal and Compliant Employment
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	8.2 Occupational Health and Safety
403-2	Hazard identification, risk assessment, and incident investigation	8.2 Occupational Health and Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	8.2 Occupational Health and Safety
403-5	Worker training on occupational health and safety	8.2 Occupational Health and Safety
403-6	Promotion of worker health	8.2 Occupational Health and Safety
403-9	Work-related injuries	8.2 Occupational Health and Safety
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	7.2 Employee Training and Development
404-2	Programs for upgrading employee skills and transition assistance programs	7.2 Employee Training and Development
404-3	Percentage of employees receiving regular performance and career development reviews	7.2 Employee Training and Development
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	7.1 Diverse, Equal and Compliant Employment
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	7.1 Diverse, Equal and Compliant Employment
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	9.1 Sustainable Supply Chain
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	6.1 Production Responsibility
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	6.1 Production Responsibility

