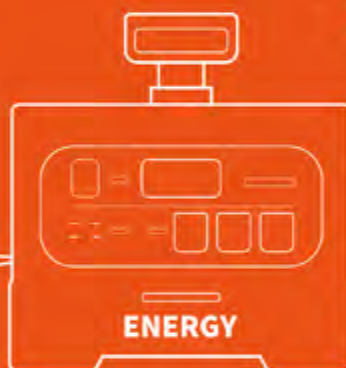
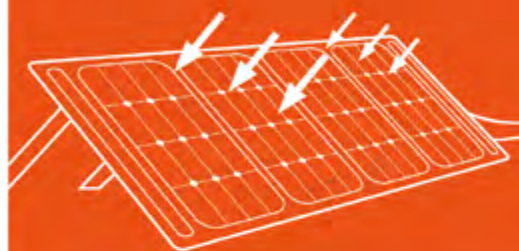


ENVIRONMENTAL
SOCIAL
GOVERNANCE



Hello Tech 2023

Environmental, Social and Governance Report

Bring Green Energy to All



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About This Report

This is the second environmental, social and governance (ESG) report released by Shenzhen Hello Tech Energy Co., Ltd. (hereinafter referred to as “Hello Tech”, “the Company” or “we”), in which the Company’s strategies, practices and performance in corporate social responsibility and sustainable development in 2023 are disclosed.

▶ Reporting Boundary

Organizational boundary: Unless otherwise specified, the organizational boundary of this report is consistent with that of Hello Tech’s (301327.SZ) annual consolidated financial statements.
Time frame: From January 1, 2023 to December 31, 2023. A small amount of information outside of this time frame is included.
Reporting cycle: Once a year. The last ESG report was released in April 2023.

▶ Basis for Compilation

- Self-regulatory Guidelines for Shenzhen Stock Exchange Listed Companies No. 2: Standardized Operations of Companies Listed on the Growth Enterprise Market
- Global Reporting Initiative (GRI) Standards 2021
- Sustainability Accounting Standards Board (SASB) for Fuel Cells and Industrial Batteries Industry
- Task Force on Climate-Related Financial Disclosures (TCFD)
- United Nations Sustainable Development Goals (UN SDGs)

▶ Data Sources

Information and data in this report come from our original ledgers, documents, audit reports, etc. Some data is from our 2023 annual report which has been audited by Tianjian Certified Public Accountants (Special General Partnership). Unless otherwise specified, the amounts herein are all presented in CNY.

▶ Third-party Assurance

In order to ensure the authenticity and reliability of this report, we have invited TÜV SÜD Certification and Testing (China) Co., Ltd. Shanghai Branch to conduct third-party assurance on its content in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): Assurance Engagements Other than Audits or Reviews of Historical Financial Information. TÜV SÜD has issued an assurance statement for this report, with a conclusion of “Limited Assurance”, that can be found on page 64.

▶ How to Obtain

This report is published online in simplified Chinese and English. Should there be any discrepancy between the two versions, the Chinese version shall prevail. Please view or download it at www.cninfo.com.cn or www.hello-tech.com.

For comments and suggestions on this report, please contact us via:
Tel: 0755-21013327
Email: irm@hello-tech.com
Our website: www.hello-tech.com



ESG Highlights in 2023

Our long-term focuses



1281

employees

100 %

coverage of labor contract, social insurance, and human rights training for security personnel

29.33 hours

training per employee on average

42.86 %

independent directors

367 people

anti-fraud internal training

43.33 %

female employees

0

child labor, forced labor, occupational diseases, work-related injuries, and work-related deaths

100 %

risk assessment coverage in our operating locations

CNY 2.14 million

charitable contribution

Core goals



0

major environmental violations

Industry's first

five-star quality certification by China Quality Certification Centre (CQC)

7

products received carbon footprint verification

3

times industry and group standards were drafted by us

CNY 2.731 million

investments in environment, health and safety

All suppliers

were screened using environmental and social criteria

0

Product hazards to customer health and safety incidents

0

marketing violations

100 %

response to and closing of customer complaints

Chairman's Message



The World Meteorological Organization (WMO) released the State of the Global Climate 2023 report, pointing out that 2023 is the warmest year on record, and the past decade is also the warmest decade on record. Ever rising greenhouse gas concentration has driven historical highs in land and ocean temperatures, accelerating glacier melting and sea-level rise. As time progresses, rising temperatures are reshaping our climate and destabilizing the balance of nature. **Climate change undoubtedly stands as one of the most urgent global challenges of our time.**

In this context, our planet, on which our survival depends, is facing unprecedented threats. As called for by representatives from many countries at the 28th UN Climate Change Conference (COP28), taking climate action is now imperative. **Reducing carbon emissions and transitioning to green and clean energy sources is no longer just an option, but an inevitable choice to address future challenges for humanity.**

Hello Tech, an **active promoter and participant in global green energy transition**, recognizes the immense responsibility we bear. We are not leading this transformation alone, **but instead we are fighting alongside numerous global forces to advance this necessary shift towards green energy.** We adhere to a forward-looking environmental, social, and governance (ESG) strategy, committed to contributing our efforts and persistence to **accelerate the global trend towards clean and green energy.**

The 28th UN Climate Change Conference held recently captured global attention. During this conference, Hello Tech, as one of China's representative companies in green energy transition, not only showcased our advanced practices in low-carbon sustainable development, but also reiterated the urgency of accelerating the global process of green energy transition. **This represents both our vision and the shared responsibility of all humanity.**

Currently, there is a broad consensus globally regarding the transition to clean energy. Particularly in the field of energy storage, we are at a historical turning point where rapidly developing artificial intelligence and electric vehicles bring huge challenges to traditional power grids, and more green energy is required at a faster speed to accelerate the adoption of green energy. Implementing ESG practices is seen as key to driving this transition. Hello Tech has long been committed to exploration and innovation in the ESG domain. We have built a green and low-carbon value chain that covers all scenarios and the entire product lifecycle, which not only promotes value upgrading in our industrial chain, but also sets a benchmark for the green development of the entire industry.

With outstanding green manufacturing practices, Hello Tech has passed national "Green Factory" certification, becoming the first company in the solar generator sector to receive this authoritative recognition. Besides, our outdoor power brand Jackery has undergone product carbon footprint verification by international third-party certification body TÜV SÜD, which enables us to accurately grasp the carbon emission performance during the whole life cycle of our products, thus further reducing the use of high-carbon emission materials, optimizing the structure of our supply chain, and facilitating the green upgrading of the entire industry chain.

Within our green strategic layout across the entire value chain, the Company has achieved significant accomplishments in energy conservation and emissions reduction. As of August 2023, our solar panels have generated 590 million kilowatt-hours of electricity, which resulted in a reduction of 585000 tons of carbon emissions, equivalent to planting 397000 trees. This achievement significantly affirms our determination and strength in promoting the transition to clean energy.

Furthermore, we co-operate with top non-governmental organizations such as the China Green Foundation and the World Wildlife Fund (WWF), actively participating in environmental projects. This demonstrates our deep commitment and broad influence in global ecological conservation. Through these actions, we have not only set ourselves a model of green development within the industry, but also made contributions to global environmental protection.

Since its establishment, Hello Tech has been committed to providing global users with safe, reliable, intelligent, user-friendly, and affordable all-scenario energy solutions. Upholding the mission of "providing green power everywhere", we have pioneered solar generators and full-scenario green energy storage solutions, successfully creating leading brand Jackery for the former sector and professional brand Geneverse for the latter sector.

Through innovative M2C global direct selling and leading digitalized value chain, we currently have branches in California, Dusseldorf, Tokyo, Seoul, and Shenzhen, expanding our business to 40 countries and regions worldwide. Our cumulative global sales have nearly 4 million units, which places us at the forefront of the global market in terms of sales and market share. Looking ahead, we plan to expand our green energy solutions to over 100 countries in the next three years, further solidifying our leadership position in the global new energy field.

ESG principles are deeply rooted in our core values and serve as our guiding strategic compass. Our practices have demonstrated that integrating ESG principles into our corporate culture and strategic planning not only promotes our own healthy growth, but also provides effective solutions for global energy and environmental challenges, offering new ideas for global green energy transformation.

With a steadfast ESG strategy and outstanding technological innovation capabilities, Hello Tech is leading the new chapter of global green energy transition. In the future, we will continue to deepen ESG practices, strive for continuous technological innovation, enrich our product portfolio, and expand our network of partners. We aim to build a healthy and green industry ecosystem to achieve green and sustainable development, becoming the most trusted global green energy brand for consumers, and continuously driving the transition of people's lives towards a green and low-carbon manner.

Sun Zhongwei, Chairman of Hello Tech

Get to Know Hello Tech

About Us

Hello Tech, founded in 2011, was listed on the Growth Enterprise Market (GEM) of the Shenzhen Stock Exchange (stock code: 301327) on September 19, 2022, being the first portable energy storage manufacturer included in the A-share market. Following the mission of “Bring Green Energy to All”, we have created two new product categories, i.e., solar generators and full-scenario residential energy storage systems, for which we own two new product categories - solar generators and full-scenario. Based on digital full-value chain M2C direct selling, we offer products and services to 40 countries and regions, and have sold nearly 4 million devices in total, which places us at the forefront of the global market in terms of sales and market share.

As a pioneer in the industry, the Company adheres to independent innovation and keeps increasing investment in technology R&D over the years. By the end of the reporting period, we have obtained 512 domestic and foreign patents, including 50 invention patents. Excellent product design capabilities have won us 67 international industrial design awards including Red Dot: Best of the Best 2023, Red Dot: Product Design, iF Design Award, CES Best of Innovation Award, International Design Excellence Award and China Excellent Industrial Design Award.

Looking into the future, Hello Tech will continue to provide safe, reliable, convenient, easy-to-use, and affordable green energy solutions to hundreds of millions of consumers around the world. We strive to become the most trusted green energy brand for global consumers, boosting their transition to a green and low carbon lifestyle.



Headquartered in
Shenzhen, Guangdong



Total assets
69.91 billion



Total employees worldwide
1281



Two business sectors
Portable Energy Storage and Photovoltaic Cell
Full-scenario Residential Energy Storage Solution



Accumulative global sales volume nearly
4 million



Industry experience in solar generators
13 years

Two self-owned brands



Jackery, a leading brand for solar generators



Geneverse, a professional brand for full-scenario residential energy storage solutions



► Business Distribution

Our manufacturing bases for portable energy stations and solar products are located in Shenzhen. With branches in California, Düsseldorf, Tokyo, Seoul, and Shenzhen, our business covers 40 countries and regions including China, the US, Germany, the UK, Spain, France, Italy, Japan and others.



► Corporate Culture

Our mission

Providing green power everywhere

Our vision

Becoming the most trusted green energy brand

Our values

Customer first, openness and innovation, simple and efficient, solidarity and cooperation

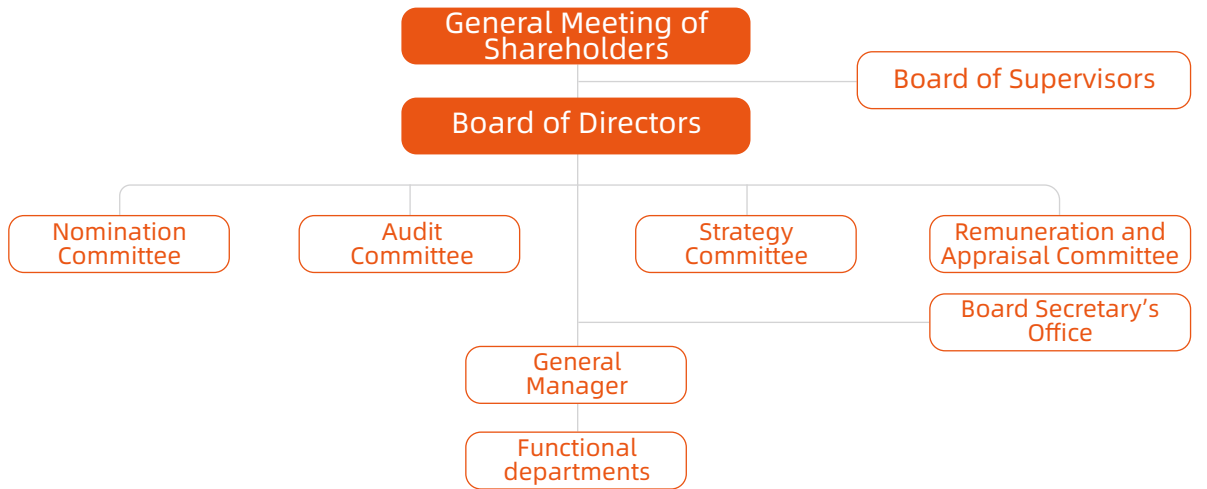
► Contributions to the Industry

While focusing on our main business, we actively join associations that are highly related to our operations, and participate in the formulation of industry and group standards. We also leverage our advantages to contribute value to the industry, and foster a healthy capital market with a high degree of corporate self-discipline.



Association joined by us	Shenzhen Public Companies Association	Association joined by us	Guangdong Electronic Digital Industry Association
Association joined by us	Shenzhen Industrial Design Profession Association	Association joined by us	China Industrial Association of Power Sources
Association joined by us	China Photovoltaic Industry Association	Association joined by us	Shenzhen Battery Industry Association
Association joined by us	FEDERATION OF SHENZHEN INDUSTRIES		

Standards drafted by us		
Industry standard: Technical Specification for Portable Energy Storage of Lithium Battery SJ/T 11893-2023	Group standard (as deputy leader unit): General Technical Requirements for Portable Energy Storage Power Supplies T/GDEDIA0004-2022	Group standard: Portable Power Supply Performance Tests & Rating Criteria T/CIAPS0030-2023



Structure of Organization



ESG Rating



Wind ESG Rating
A




EcoVadis Sustainability Rating
Bronze

Honors and Awards

► Operation recognition


Received by	Award/honor
Hello Tech	One of the first enterprises to pass energy storage group standard tests by Guangdong Testing Institute of Product Quality Supervision
	Carbon Road China 2023 Guangdong-Hong Kong-Macao Greater Bay Area Energy Storage Technology Innovation and Development Award: Energy Storage Innovation Award
	2023 Forbes China Top 50 ESG Innovative Enterprises
	2023 SEAL Business Sustainability Award
	The first “Green Factory” certification in solar generator sector recognized by China’s Ministry of Industry and Information Technology
	Cailian Press 2023 New Consumption Growth Enterprise
	National Business Daily 2023 Chinese Listed Companies Reputation List–Most Growing Listed New Energy and New Materials Companies Award
	Huxiu 2023 Sustainable Brands List–Most Growing Listed New Energy and New Materials Company Award
	Gaogong Industrial Institute (GGII) 2023 China Top 50 Energy Storage Enterprises
	One of the first enterprises to pass CCC certification in portable energy storage sector
Jackery	2023 Industry Responsibility Award for High-Quality Development in the Greater Bay Area jointly initiated by Nanfang Daily Media Group and Shenzhen Federation of Industry and Commerce
	EBRUN Global Premium Selection Award
	International Renowned Brand
	2023 China Green and Low Carbon New Energy Storage Product Award
	VGP 2024 Awards, the largest comprehensive awards in Japan for audiovisual equipment, for Jackery 1000 Plus
	Best Inventions of 2023 by Time Magazine for Jackery Solar Generator Mars Bot
	Included into The Best of CES 2023 list by many technological media
	Four CES 2023 Innovation Awards
	2023 Best of IFA
	Best of the best award 2023
Jackery	Red Dot Award: Product Design 2023
	iF Design Award
	International Design Excellence Award
Jackery	China Excellent Industrial Design Award

► System certification




Certification:
ISO 9001:2015
Quality Management System

Valid until:
May 26, 2025




Certification:
ISO 14001:2015
Environmental Management System

Valid until:
May 26, 2025




Certification:
ISO 45001:2018
Occupational Health and Safety Management System

Valid until:
May 15, 2025




Certification:
ISO 50001:2018
Energy Management System

Valid until:
May 11, 2025




Certification:
IECQ QC 080000:2017
Hazardous Substances Process Management System

Valid until:
August 30, 2026



Certification:
SA8000:2014
Corporate Social Responsibility Management System

Valid until:
July 30, 2026



Certification:
IPC J-STD-001 / IPC A-610
Requirements for Soldered Electrical and Electronic Assemblies QML Level 3

Valid until:
November 1, 2026

► Industrial Designs



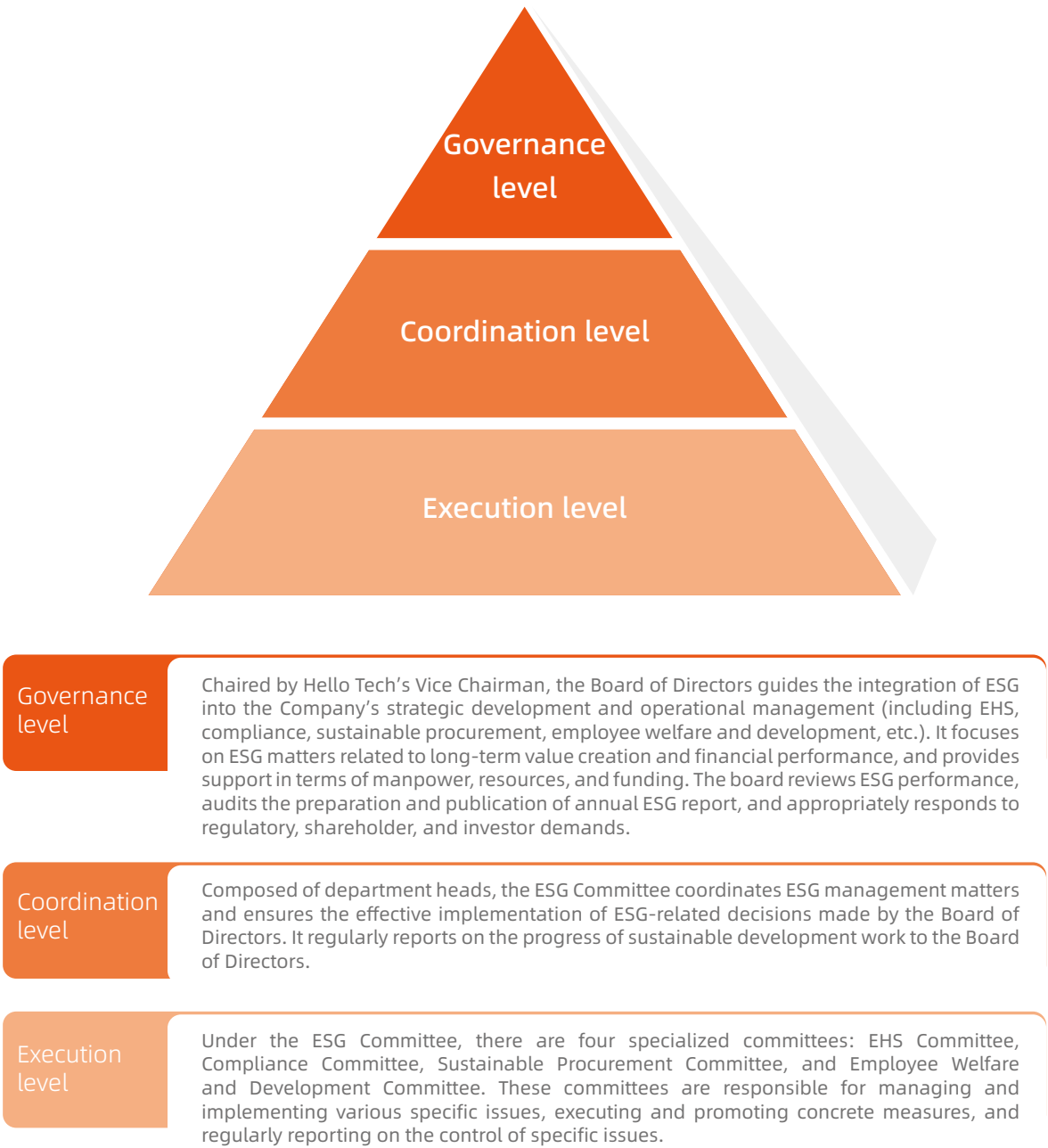




Practicing Sustainable Development

Sustainability Management Structure

Hello Tech responds to both domestic and international regulations and initiatives, continuously strengthens the level of ESG participation across various departments, and establishes a three-tier sustainable management structure composed of the board of directors, ESG committee, and functional departments. We explore the integration of sustainable development concepts, stakeholder demands, and organizational development, forming a collective force for sustainable development to promote the organic unity of company prosperity and social well-being.



Stakeholder Engagement

Stakeholder	Main expectations	Channels/ways and frequency of stakeholder engagement
Customers	Information security and privacy protection Customer relations management Product quality and safety	1) Customer meetings and satisfaction surveys, as needed 2) Our website 3) Our online flagship store
Employees and Labor Union	Employment, diversity and inclusion Human capital development Occupational health and safety Waste and hazardous substance management	1) Staff forum, once a month 2) DingTalk, WeChat, emails, phone calls and face-to-face communication, on a daily basis 3) General Manager’s mailbox, once a week
Shareholders and investors	Corporate governance Risk management Business ethics Investor relations	1) General Meeting of Shareholders, once a year 2) Investor hotline, answered every day 3) Shenzhen Stock Exchange’s irm.cninfo.com.cn, responded in time 4) Investor email, responded on a regular basis 5) Our official accounts on media (Xueqiu, Eastmoney and 10jqka) 6) Road shows, phone calls, etc., on a daily basis
Suppliers and partners	Product quality and safety Sustainable supply chain Conflict minerals	1) Communication on a regular basis 2) Supplier code of conduct and supplier audits 3) Cooperative development and regulated execution of cooperation agreements
Government and regulatory agencies	Corporate governance Environmental compliance management Energy management Water management Climate actions Ecological impact and biodiversity conservation	1) Phone calls, emails, review meetings and field visits, as needed
Local communities and non-governmental organizations	Community relations, charity and public welfare Waste and hazardous substance management	1) Phone calls, emails and meetings, as needed 2) Charity donations and charity activities, from time to time
General public	Product lifecycle management Climate actions	1) WeChat, emails and phone calls during major external events 2) Our official accounts on social media

Material Topics

We analyze material topics for the Company on an annual basis to fully identify the ESG risks and opportunities we face, and collect stakeholders’ concerns, expectations and suggestions on ESG to guide our information disclosure and action planning.

Identified material topics

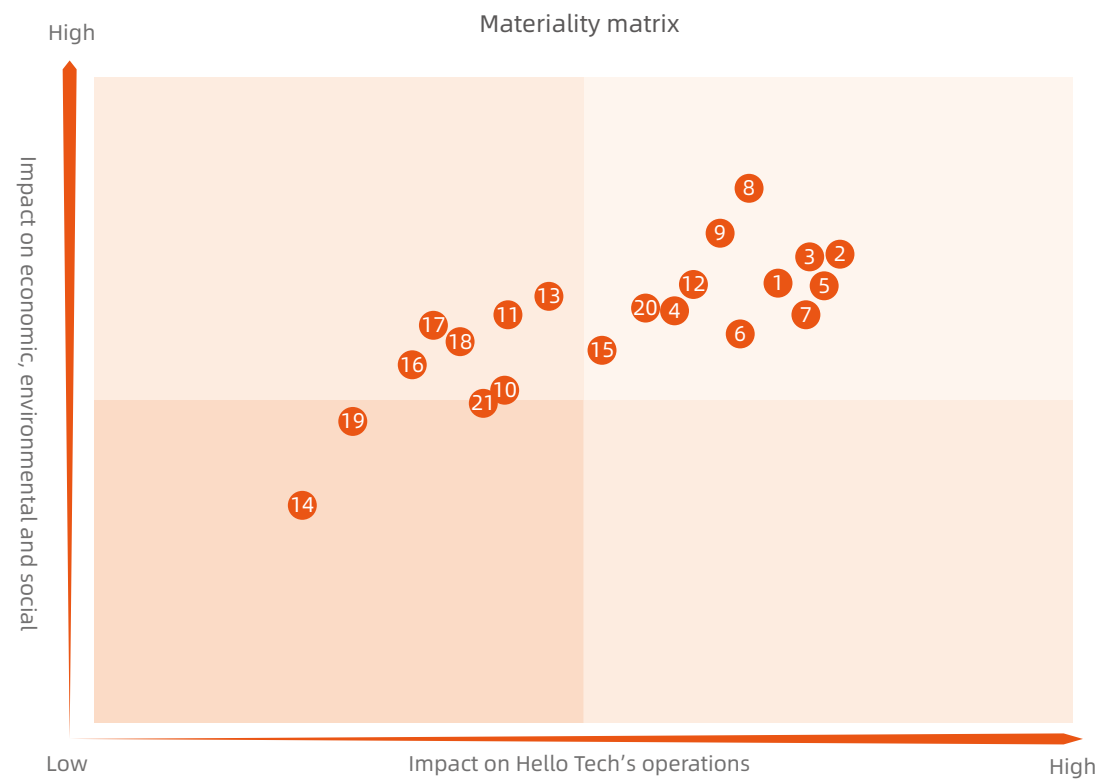
With the support of an independent third party, we identified our material topics after consulting international standards, rating indicators, industry trends, and peer practices.

Conducted questionnaire survey

We distributed our survey questionnaire 2023 to stakeholders, and collected their comments and suggestions on the material issues.

Ranked the priority of the material issues

Based on advice from experts and the Company’s management, we prioritized the material issues from financial materiality and impact materiality, and formed a matrix of material issues for 2023.



High	Medium	Low
1. Corporate governance	4. Information security and privacy protection	14. Community relations and charity
2. Risk management	6. Investor relations	19. Ecological impacts and biodiversity conservation
3. Business ethics	10. Conflict minerals	
5. Customer relationship management	11. Employee hiring, diversity and inclusion	
7. Technological innovation	12. Human capital development	
8. Product quality and safety	13. Occupational health and safety	
9. Sustainable supply chain	15. Environmental compliance management	
	16. Energy management	
	17. Waste and hazardous materials management	
	18. Water resources management	
	20. Product life cycle	
	21. Climate action	

Special Topic
Reliable Products,
Trusted Services

Technology Research
and Development

Product Quality and
Safety

Product Lifecycle
Management

Customer Service

Green and
Sustainable for
a Low-Carbon
Ecosystem

Climate Actions

Energy Management

Water Resource
Management

Waste and
Hazardous Emissions
Management

Ecological
Conservation

Putting
Responsibility
First and Creating
Diverse Values

Sustainable Supply
Chain

Employee Rights

Human Capital
Development

Occupational Health
and Safety

Community
Contribution, Charity
and Public Welfare

Rational
and Orderly
Sustainable
Governance

Corporate
Governance

Compliance in
Operations

Information Security

Investor Relations

Special Topic

Reliable Products, Trusted Services

Technology Research and Development

We adhere to independent R&D, having established a comprehensive R&D system and innovation mechanism. Guided by customer needs and market trends, we continuously invest resources to support the development of new products and technologies, aiming to become a leading provider of top-notch product solutions and supporting services in the fields of portable energy storage, solar generation, and residential energy storage.

R&D team:
200+ persons

R&D investment: CNY
151.55 million

The annual compound growth rate of R&D
expenses in recent three years
86.31 %

Our project Development and Industrialization of Key Technologies for High-Security Integrated Mobile Energy Storage and Solar Charging won the second prize of **2023 Shenzhen Science and Technology Progress Award**.

► Product Development

Based on an integrated product development (IPD) system, our strong R&D technical team develops products in the light of actual customer and market demands. During the reporting period, we revised Design and Development Control Procedures to enhance management in product development, ensure that new products comply with relevant standards and meet customer and market requirements, and enhance product quality. During the year 2023, the Company set up a total of 12 new product research and development projects. In addition, the Company and Shenzhen University jointly applied for the 2023 Shenzhen Science and Technology Major Special Project "Heavy 2023N Wide Temperature Dual System Mobile Energy Storage Key Technology Research and Development", and maintained a positive cooperative relationship with the university to improve the research and development level.



► Innovation Culture

We actively foster an atmosphere of innovation among all employees and offer a series of innovation-related training such as Patent Overview and Patent Infringement Analysis and Avoidance Design to foster an innovative culture. In order to encourage employee innovation, we have created innovation and R&D incentives, and hold an annual “King of Patent Commendation” event to inspire teams and individuals to continuously innovate and support the sustainable development of the Company. During the reporting period, we provided a total of CNY1,109,350 intellectual property incentives to 112 individuals.



Annual “King of Patent Commendation” event

Special Topic
Reliable Products,
Trusted Services

- Technology Research and Development
- Product Quality and Safety
- Product Lifecycle Management
- Customer Service

Green and Sustainable for a Low-Carbon Ecosystem

- Climate Actions
- Energy Management
- Water Resource Management
- Waste and Hazardous Emissions Management
- Ecological Conservation

Putting Responsibility First and Creating Diverse Values

- Sustainable Supply Chain
- Employee Rights
- Human Capital Development
- Occupational Health and Safety
- Community Contribution, Charity and Public Welfare

Rational and Orderly Sustainable Governance

- Corporate Governance
- Compliance in Operations
- Information Security
- Investor Relations

► Intellectual Property Protection

We follow GB/T 29490 Enterprise intellectual property compliance management system—Requirements, and keep improving our intellectual property management system. Our Patent Management Measures, Copyright Management Measures, Trademark Management Measures, Trade Secret Management System and other related documents provide clear guidelines for product development and intellectual property management, and ensure sound protection of our intellectual property rights. Our intellectual property capabilities are recognized by external communities. To illustrate, we received “National Intellectual Property Advantage Enterprise” from China National Intellectual Property Administration and “Guangdong Province Intellectual Property Demonstration Enterprise” from Guangdong Intellectual Property Protection Association.



Statistics of patents obtained by us

Place of registration	Type	2022	2023	Unit
China	Invention patent	28	40	Item
	Utility model patent	109	224	
	Industrial design patent	68	99	
	Subtotal	205	363	
Overseas	Invention patent	8	10	Item
	Industrial design patent	88	139	
	Subtotal	96	149	
Total		301	512	

Product Quality and Safety

Hello Tech aims to meet customer demands. Guided by international, national, and industry standards, we have set the quality policy of “technological innovation, high-grade and efficient, customer first, and keeping promises”. We follow the principles of product lifecycle management and implement a verification process that aligns with product characteristics throughout various stages, including technology R&D, product testing, packaging, and mass production. All our production facilities have passed ISO 9001 quality management system certification during the reporting period.

We adhere to 5S management standards and use multiple lines of assurance to ensure quality assurance. This covers key processes and links such as raw material procurement, production processes, and shipment. We also conduct on-site control of personnel, machinery, materials, methods, and environment to ensure production progress and product quality, having formed a strict quality control system. During the reporting period, our portable energy storage solutions and solar modules obtained mandatory certifications from the EU CE, North American UL, China CCC, and Japan PSE, among other countries and regions. Additionally, voluntary certifications from CQC and TÜV Rheinland have been obtained to enhance product quality and market competitiveness. For example, our portable energy storage power product 300 Plus has obtained the first CQC five-star certification in portable energy storage sector, and no product recall incidents have occurred.



One of the first portable energy storage products to pass mandatory certification



One of the first enterprises in Guangdong to meet evaluation standards for energy storage power group standards by Guangdong Testing Institute of Product Quality Supervision

In order to further improve product quality, we have set multiple quality objectives and key performance indicators from the dimensions of supplier quality and process quality. In 2023, all quality objectives were achieved. We also encourage employees to propose suggestions for product quality improvement, aiming to gather diverse insights. During the reporting period, a total of 37 quality improvement proposals were implemented.



Our quality improvement hero billboard

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Investor Relations

Participated in the development of industry standards

As a leading enterprise in China's portable energy storage sector, Hello Tech, with its advanced management level in product quality and safety, chaired the drafting of national industry standard SJ/T 11893-2023 Technical Specification for Portable Lithium-Ion Battery Energy Storage Power Supply which was released by the Ministry of Industry and Information Technology. This standard provides unified technical requirements and testing methods for products, and regulates standards on product quality and safety. It was officially implemented in August 2023. In addition, we chaired the drafting of Guangdong's General Technical Standard for Portable Energy Storage Power (Group Standard), and participated in the compilation of Performance Testing and Grading Evaluation Standard for Portable Power Stations, and promoted the development of industry towards standardization.



Established Advanced Manufacturing & Technology Product Laboratory

To further enhance product quality, our Quality Center established Advanced Manufacturing & Technology Product Laboratory in June 2023, which has been put into operation. The laboratory monitors product quality throughout the entire lifecycle, including component selection, product reliability, verification in various stages of R&D, and mass production quality etc. By the end of the reporting period, Phase 1 of the laboratory's information management system had been put into service, and application materials for laboratory accreditation by China National Accreditation Service for Conformity Assessment (CNAS) had been submitted in December 2023. The laboratory is expected to obtain CNAS accreditation in July 2024.



Entrance of our Advanced Manufacturing & Technology Product Laboratory



Testing area of our Advanced Manufacturing & Technology Product Laboratory

Furthermore, we are concerned about the impact of chemical substances in our products on human health. We have established hazardous substance control procedures to ensure that harmful substances in our products comply with international, regional, and national standards and meet customer requirements, thereby avoiding harm to user health. Our products also meet local hazardous substance control requirements and pass tests by internationally authoritative institutions such as SGS and TÜV SÜD. For example, our products meet environmental standards of the EU (RoHS, REACH, POPs), the US (California Proposition 65, TSCA), and other countries/regions. As of the end of the reporting period, no incidents of products endangering customer health and safety have occurred.

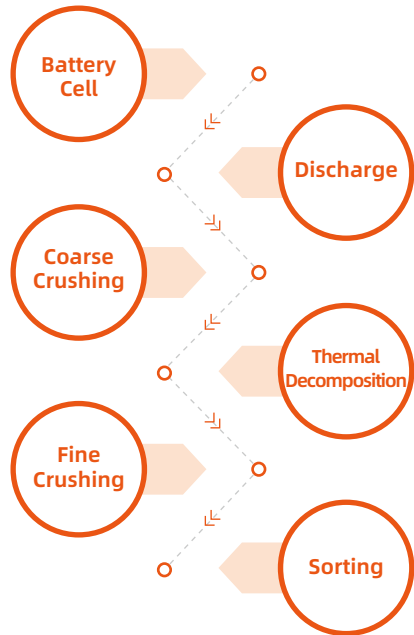
Product Lifecycle Management

Aware of the fact that our product design, production, use, and disposal produce long-term impacts on the environmental, we are gradually strengthening product lifecycle management. We have established Product Design Management Measures, emphasizing the need to consider green and environmentally friendly principles during product design to achieve resource conservation and reduce environmental damage throughout product lifecycle.

In 2023, we took the lead in the industry to conduct third-party carbon footprint verification for six outdoor power stations and one solar panel, quantifying their carbon emissions from cradle to grave. We aim to gradually reduce the greenhouse gas impact of our products throughout their lifecycle.



Carbon footprint statements on our products



Process of battery cell decomposition

At the same time, we aim to minimize harmful effects on the environment during the end-of-life phase of our products. Our energy storage products support consumers in choosing decomposable battery cells. After the battery cells reach the end of their lifespan, they can be handed over to dedicated organizations for crushing, sorting, and obtaining cathode powder, aluminum, copper, iron, etc. for secondary use.

On the other hand, in response to the Company's vision of Bring Green Nergy to ALL, we have totally redefined our packaging. Through improved design, we have not only enhanced packaging operability and reduced labor costs, but also made significant progress in transportation safety and product protection. We are committed to creating a more user-friendly unboxing experience that allows consumers to immediately experience the high quality and thoughtful design of our products.

In optimizing the selection of packaging materials and packaging design, we have not only enhanced environmental protection but also achieved significant improvements in overall product image. We adhere to the principles of waste reduction and reuse, boldly innovating in packaging design to minimize resource waste. This innovation not only demonstrates our environmental responsibility, but also further enhances our sense of social responsibility and sustainable development capabilities.

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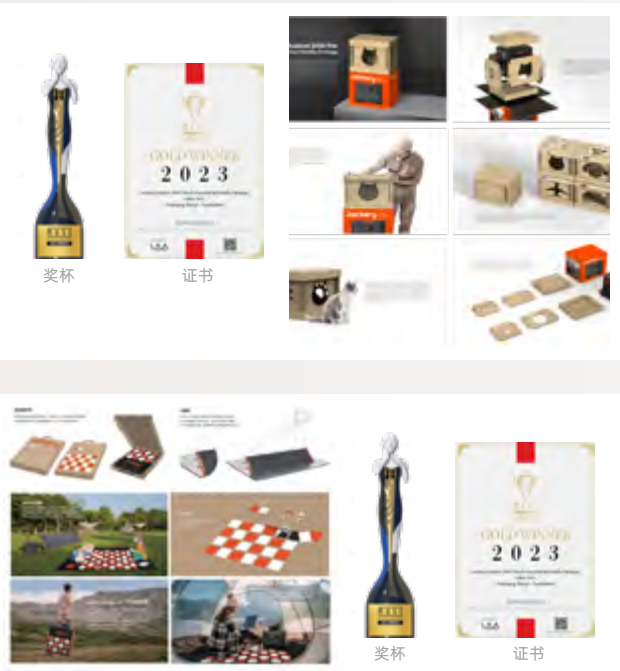
Reduced plastic use through packaging material selection and structural design

For Plus series products, the company has been fully used multi-layer box cover perforated structure instead of the original plastic handle. These optimized handles meet mechanical performance requirements while significantly reducing the amount of plastic used in packaging. We also use honeycomb paper liners instead of foam plastic liners for the internal structure since paper is easier to recycle and decompose in nature than foam plastic. Based on the estimated number of products sold annually, the improved packaging can reduce the use of 151.5 tons of plastics annually.



Launched reusable packaging

In 2023, we designed environmentally friendly packaging specifically for Explorer 2000 Plus and SolarSaga 200 solar panels, to encourage consumer recycling. The packaging liner for energy storage battery can be reassembled as a pet house or storage box. The inner packaging of solar panel can be repurposed as a storage bag. When unfolded, the packaging can serve as a game mat to enhance consumers' outdoor experience. The aluminum foil on the mat can reflect sunlight, enabling dual-sided power generation for solar panels and improving its electricity generation efficiency. These innovative designs for packaging reusability won us Gold Award from MUSE Creative Awards 2023.





Customer Service

Understanding and enhancing customer experience is essential for fostering customer loyalty and achieving continuous optimization and iteration of products. We adhere to a customer-centric approach, focusing on customers' actual needs, establishing effective channels for customer feedback, and keep improving our service measures and processes to promptly address global market and frontline service feedback and demands, with a view to provide users with a thoughtful and attentive service experience. We use "Customer Satisfaction Evaluation Procedures" to guide customer satisfaction surveys.

To facilitate global customers in sharing purchasing and user experiences, our Global Customer Service Center implements Net Promoter Score (NPS) project, which involves open-ended questions and considers both process and result-oriented approaches. This enables us to accurately identify areas for improvement in current products and services, and drive experience improvement initiatives based on NPS scores, thereby achieving closed-loop management and optimization.

In the accelerated process of consolidating and expanding our global service network, we ensure accurate collection of customer feedback by providing NPS surveys in local languages. Guided by customer-first values and Emergency Procedures for Major Product Quality Incidents, we have formed a cross-functional Custom Emergency Procedure (CEP) team to ensure timely response and rapid resolution of conflicts, thus safeguarding the Company's reputation.

Service process	Service details
Pre-sales	<p>Through various multimedia channels such as our website and flagship stores on e-commerce platforms, we promote our brand story, share product information, and introduce service support.</p>  <p>Official website mall homepage</p>
After-sales	<ul style="list-style-type: none">Customers can apply for after-sales service through service hotline and customer service in flagship store, which minimizes customer concerns.We implement "Issue to Resolution" management process, creating an end-to-end value creation cycle focusing on customers.We execute CEP emergency event process to efficiently and swiftly address serious negative issues.  <p>After-sales service</p>

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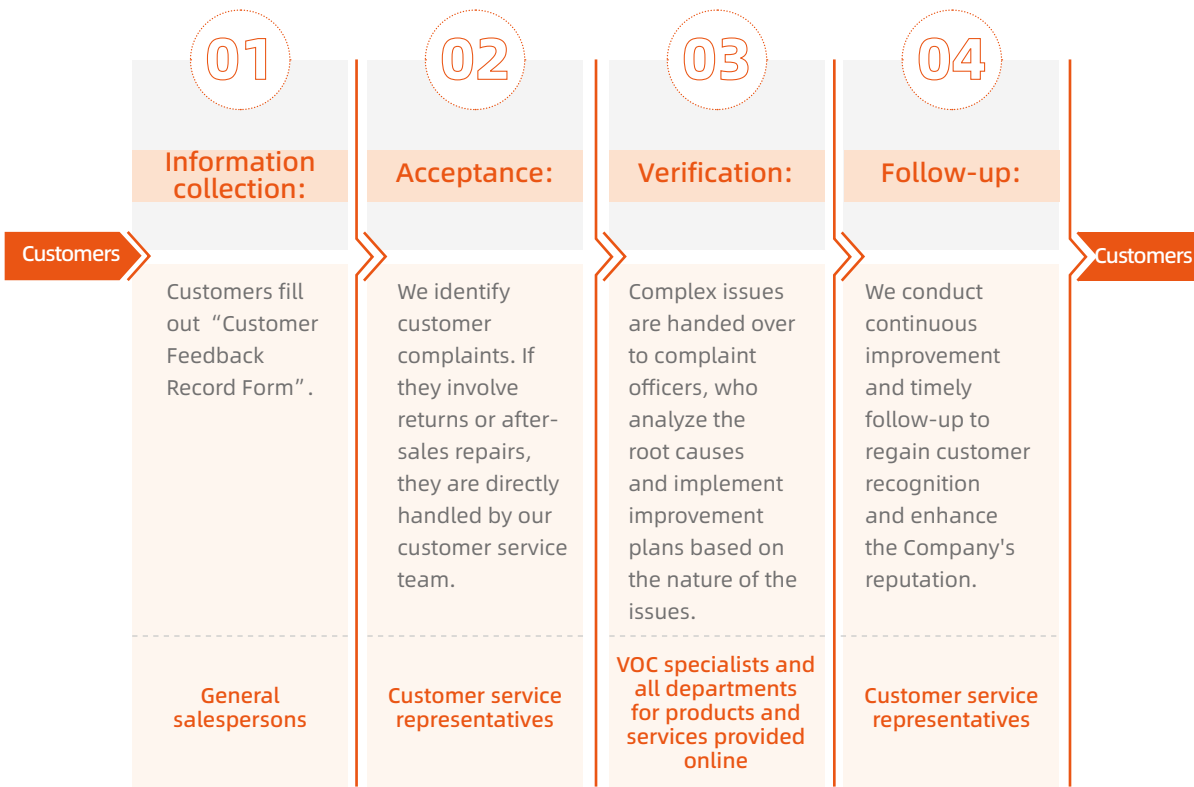
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Our ITR management process

Segmentation:

- Role division: Coordinate cross-departmental resources and technical support to identify the causes of issues.
- Fault classification: Classify issues in accordance with quality standards (there are five levels of negative issues, ranging from P0 to P4).
- Special issues: Nine categories of emergency handling processes are available.

Time limit:

- Internal circulation: Within 15 minutes to a maximum of 22 days, depending on the level of issues.
- Issue closure: Within 36 hours to a maximum of 30 days, depending on the level of issues.
- Problem notification: Within 12 hours per occurrence to a maximum of 1 week per occurrence, depending on the level of issues.

AI empowerment:

- Hello Tech Cloud customer experience management platform dynamically captures negative public comments, automatically initiates an ITR event and handles it with real-time human intervention, enabling early warning of emergency events.

Our customer service performance in 2023

100 %

Customer complaint response

100 %

Customer complaint closure

9

Languages available for NPS questionnaires

0

Customer privacy leakage complaints



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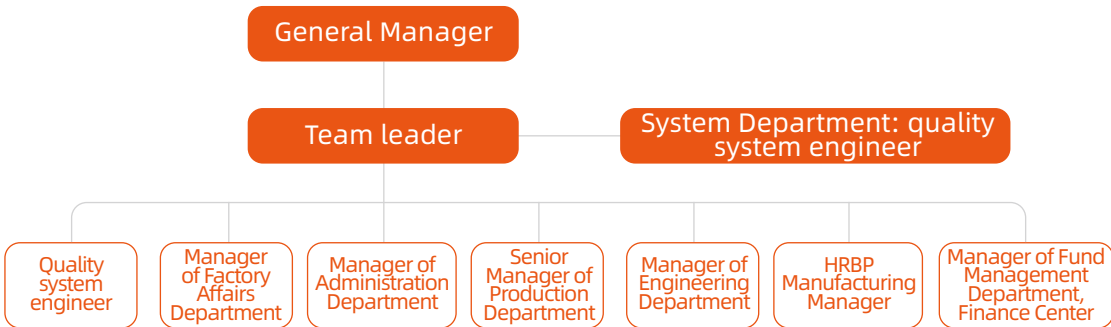
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Climate Actions

Governance

Hello Tech recognizes that climate change is a global challenge for humanity. We run a robust internal governance team responsible for managing climate change and carbon neutrality efforts, thus guiding our future development. Carbon Neutrality Governance Team, led by the Company’s General Manager, coordinates with departments concerned to formulate low-carbon development strategies and action plans.



Structure of our Carbon Neutrality Governance Team

Primary responsibilities of the Carbon Neutrality Governance Team include:

- Accounting and publishing data about the Company's greenhouse gas emissions
- Developing carbon neutrality guidelines and targets
- Monitoring and supervising the achievement of carbon neutrality goals

- Evaluating technological solutions and reduction approaches for carbon neutrality
- Gathering external information on carbon neutrality policies and technologies
- Coordinating and communicating internal carbon neutrality projects

We offer climate change training for members of Carbon Neutrality Governance Team on a regular basis to enhance their expertise and lay the foundation for carbon reduction efforts.



Training on climate change

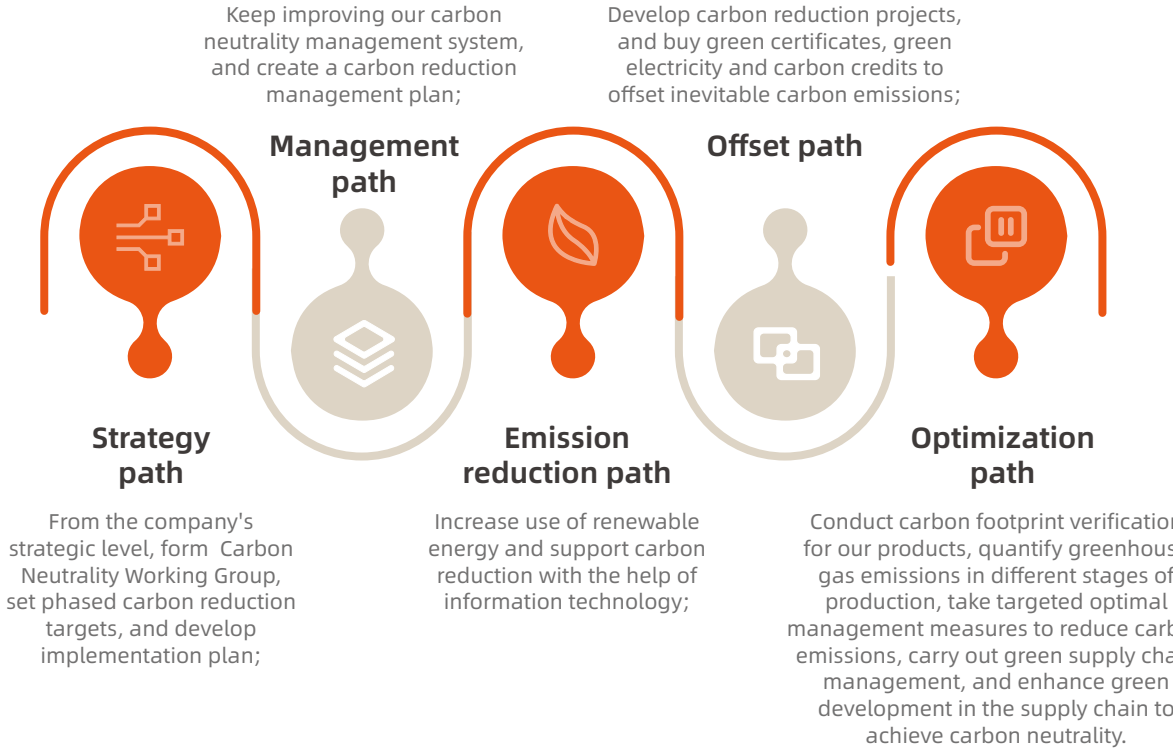
Strategies

Annually, the Company requires business units to conduct risk assessment based on their actual operations. Increasingly frequent weather-related disasters (such as typhoons, tsunamis, floods, etc.) may impact our business continuity. Besides, evolving overseas market regulations and changing consumer expectations pose higher demands on our products. We analyze the impact of these risks under two categories: physical risks and transitional risks.

Category	Name	Duration of impact	Detail
Physical risk	Major climate disasters	Long-term	Uncontrollable climate disasters that may disrupt operations and lead to business continuity failures at company and supplier locations.
	Rising energy prices	Long-term	Energy structure transformation that may lead to increased fossil fuel prices and affect our operational costs.
Transitional risk	Emerging regulations	Mid-term	Legal restrictions on carbon emissions in overseas markets such as Europe and the US, which can influence our international market.
	Government regulations	Mid-term	Key energy-consuming enterprises being subject to Chinese government's supervision.
	Reputation	Long-term	Companies continuously enhance their sustainability performance, while those that neglect sustainability may face market elimination.

Note: Midi-term refers to a time span of 3-5 years, while long-term refers to a time span of 5-10 years.

To mitigate adverse effects from potential risks, we have developed a climate strategy with the ultimate goal of achieving carbon neutrality. Guided by the principles of scientific rigor, efficiency, and comprehensiveness, the strategy focuses on strategy path, management path, emission reduction path, offset path, and optimization path which promote us to advance carbon neutrality actions within these areas.



Our paths to carbon neutrality

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Showcased China's "green" power at COP28

In 2023, Hello Tech, a leading company in China's green energy sector, attended the 28th UN Climate Change Conference (COP28) at invitation. At the conference we shared our decarbonization plan and experience in promoting sustainable development, and called for global collaboration to accelerate the transition to green energy. This showcased our ambition for green and low-carbon development.



Risk Management

Recognizing the importance of managing climate-related risks, we keep improving our current risk management, effectively address identified risks, and monitor the implementation of mitigation measures.

Category	Name	Management measures
Physical risks	Major climate disasters	Develop emergency response plan for sudden environmental risks and diversify suppliers.
	Rising energy prices	Actively improve our manufacturing technology and equipment, and adopt energy-efficient, low-carbon, environmentally friendly practices.
Transitional risks	Emerging regulations	Establish our carbon footprint quantification system, and gradually implement green, low-carbon, and environmentally friendly principles throughout product lifecycle.
	Government regulations	Regularly carry out carbon emission inventory and energy-saving technological transformation measures to reduce operational carbon emissions and meet regulatory requirements in China.
	Reputation	Regularly disclose sustainability reports to showcase our environmental, social, and governance performance and enhance the green and low-carbon attributes of our products.

Goals and Indicators

To ensure that our low-carbon development path aligns with industry requirements, we have set phased goals for 2025 to monitor our energy conservation and carbon reduction progress. In 2023, we established a carbon emissions quantification platform following international standards such as ISO 14064, ISO 14067, ISO 14040, and ISO 14044. This platform integrates globally recognized and China-specific carbon emissions databases to scientifically and reasonably quantify carbon emissions resulting from our business activities, enabling us to track the progress of our goals.

Goal: Reduce unit product carbon emissions by 6% compared with 2021

Year of achievement: 2025



Our carbon emissions calculation model

Our carbon emission performance in 2023 :

Category	Subcategory	Unit: tCO ₂ e
Scope 1	Direct emissions	85.95
Scope 2	Indirect emissions	3901.83
Scope 3	Emissions from transportation	1888.14
	Emissions from purchased products and services	374.38
	Downstream indirect emissions	59500.85
Total		65751.15

Carbon neutrality lab

In early 2024, we invited a third party to conduct a greenhouse gas inventory (Scope 1 and Scope 2) for newly established Advanced Manufacturing & Technology Products Laboratory. The result shows that the laboratory consumed a total of 451.02 MWh of purchased electricity from June 1, 2023 (when it was put into use) to December 31, 2023. We achieved Scope 2 neutrality for the laboratory through purchasing international I-REC green certificates.



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Energy Management

In accordance with ISO 50001 requirements, we have created an energy management system and developed Factory Energy Conservation Management Standard to further enhance day-to-day energy management. Our energy management team clarifies department responsibilities and energy-saving requirements. All our manufacturing locations are subject to energy management system.



Structure of our energy management team

To further strengthen equipment management, we are in the process of establishing an intelligent energy management platform. It is expected that from early 2024, all production and laboratory equipment will be gradually connected to the platform to realize visualized management.



Our energy management platform

Our operational activities mainly consume gasoline, diesel, and purchased electricity. In 2023, purchased electricity accounted for 97% of our total energy consumption.

Category	2021	2022	2023	Unit
Gasoline	14729.92	16845.23	19554.76	L
	474.82	543.01	630.35	GJ
Diesel	2762.86	4853.54	7870.60	L
	97.93	172.04	278.97	GJ
Purchased electricity	1624840	5151833.9	8193537	kWh
	5849.42	18546.60	29496.74	GJ
Total	6422.17	19261.65	30406.06	GJ
Production capacity	/	/	478214.30	kWh
Energy intensity	/	/	0.064	GJ/ kWh

Note 1: Due to difficulties in collecting data from our Hong Kong and overseas operating locations, the above energy data only cover operating locations in Mainland China.
Note 2: In order to better reflect energy consumption intensity per unit product, energy intensity in this report is based on unit manufacturing capacity. As our photovoltaic production base was not fully operational in 2021-2022, it is difficult to obtain retrospective data on it, and re-calculation is not conducted.

To reduce energy consumption in manufacturing and operations, we implement energy conservation technological upgrades on a regular basis and continue to explore our potential in energy conservation. In 2023, we implemented 4 measures in this regard, which were estimated to save 517048 kWh of electricity.

Measures	Estimated energy saving
Sold excess electricity from product charging and discharging back to the grid	204848kWh
Increased temperature setting for air conditioners by 2 °C	243000kWh
Improved workshop lighting by implementing zoned control	35000kWh
Adjusted the frequency of motors in exhaust gas treatment equipment	34200kWh

Gained national “Green Factory” rating

By strengthening energy management, upgrading high energy-consuming equipment, optimizing energy structure, and enhancing resource recycling, we keep improving our production processes and reducing energy resource consumption. In 2023, we were named one of the seventh natch of national-level “Green Factory” by China’s Ministry of Industry and Information Technology.



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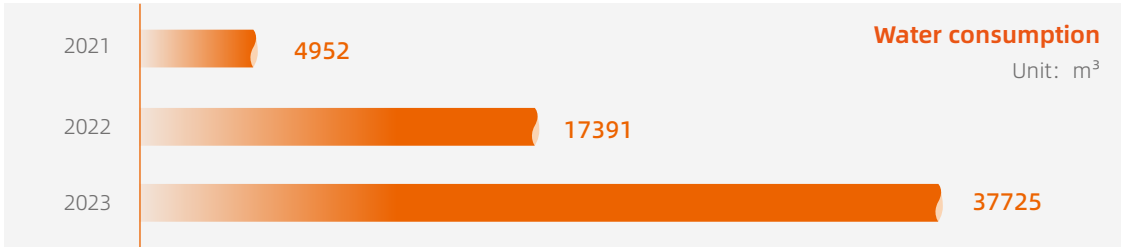
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Water Resource Management

Our manufacturing does not involve water consumption. We mainly use water for office and dormitory purpose, as well as for cooling auxiliary equipment. We obtain water from municipal water pipeline and do not extract water resources from natural environment. Domestic wastewater produced by us is uniformly discharged into sewage network and treated by local municipal sewage treatment plant. We monitor water use at our operational locations annually to track and evaluate our water resource utilization.



Note: Due to difficulties in collecting data from our Hong Kong and overseas operating locations, this disclosure only covers operating locations in Mainland China.

Enhanced operational control over cooling towers

We adjust the operating parameters of cooling towers in real-time based on climatic temperature while meeting manufacturing and office requirements for air conditioning. In 2023, we reduced the number of cooling towers used and saved 2000 tons of water for cooling tower.



Rooftop cooling towers

Waste and Hazardous Emissions Management

We take seriously the environmental impact of our manufacturing and operations, which mainly involve exhaust gas, wastewater, and solid waste. We strictly comply with laws and regulations such as the Law of the People's Republic of China on the Prevention and Control of Water Pollution, Law of the People's Republic of China on the Prevention and Control of Air Pollution, and Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste.

In accordance with ISO 14001, we have established our own environmental management system and developed Management System on Three Types of Wastes to reduce the overflow of exhaust gases, wastewater, noise, and prevent major environmental pollution incidents. We have also introduced Hazardous Waste Management Measures and Industrial Solid Waste Management System to ensure appropriate waste disposal.

Additionally, we conduct regular third-party testing on emissions involved. In 2023, we did not experience any major environmental violations.

Category	Subcategory	Description
Exhaust gas	Source	Manufacturing processes
	Types	Dust, tin-containing gas, organic gas
	Treatment measures	Water spraying→mist eliminators→activated carbon adsorption
	Emission standards	For tin-containing gas: Guangdong's Emission Limits for Air Pollutants (DB44/27-2001) For organic gas: Emission Standards of Pollutants for Battery Industry (GB30484-2013)
Wastewater	Source	Spray water from exhaust gas treatment tower
	Treatment measure	Regularly treated by qualified third parties
General industrial solid waste	Sources	Daily manufacturing activities
	Types	Waste paper, waste plastic, waste cardboard, etc.
	Treatment measures	Waste paper: collected and recycled by third parties Other waste: regularly collected by third parties
Hazardous waste	Source	Daily manufacturing activities, chemicals
	Types	Contaminated toxic and infectious waste buckets, waste activated carbon, waste rags, waste oil, organic cleaning waste solvents, etc.
	Treatment measures	Collection→temporary storage in hazardous waste warehouse→regular transportation by qualified third parties

Category	2021	2022	2023	Unit
General industrial solid waste	0.50	1.05	11.05	Ton
General industrial solid waste-recycled	0.50	1.05	11.05	
Hazardous waste	0.42	2.42	16.72	
Total	0.92	3.47	27.77	

Note: Waste paper in general industrial solid waste is recycled by third parties.

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Chemicals Management

Main raw materials of our products do not involve hazardous chemicals, and we only use cleaning agents, alcohol, and adhesives as auxiliary materials. We comply with China’s restrictions on chemical use in products and EU REACH regulations, strictly controlling the content of toxic and harmful chemicals in our products. We ensure that raw materials used by us meet the requirements of RoHS, REACH, and other regulations, and minimize the impact of chemicals on human health, safety, and the environment.

Our Hazardous Chemical Safety Management System regulates the amount of pollutants generated by low-volatile raw materials and auxiliary materials during manufacturing, such as three-force adhesive, semi-aqueous cleaning agents, water-based three-proof paint, water-based polyurethane diluents, and soldering flux. This ensures source control to avoid new sources of environmental pollution. We use dedicated chemical storage warehouses and explosion-proof cabinets to prevent mixing of chemicals with other items. Detailed requirements for chemical transportation, storage, usage, and disposal are specified to realize comprehensive process management.



Our explosion-proof cabinet for storing chemicals

Ecological Conservation

We strive to avoid damaging the ecological environment during manufacturing and operations, and refrain from affecting the original habitats of local species. All our operating locations are built on developed land, and there are no protected areas for rare animals or natural ecological reserves in their vicinity.

Hello Tech is committed to contributing to global biodiversity conservation. In 2023, we donated USD 30,000, 2 portable power stations (E3000Pro, E2000Pro), and 12 SolarSaga 200W solar panels to the World Wildlife Fund (WWF) for field conservation of black-footed ferrets in North America. This donation aims to reduce negative impact brought about by charging field equipment on the ferrets. For more details, please visit <https://www.youtube.com/watch?v=QPRbjrbjj3k>.



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Sustainable Supply Chain

We aim to build a sustainable supply chain, and exert efforts to improve institutional documents such as Supplier Selection and Management Measures, Procurement Control Procedures, Supplier Code of Conduct, and Code of Conduct for Business Procurement. These documents establish requirements for environmental, social, and human rights, in addition to quality and delivery time, and drive suppliers to accelerate their sustainable development. During the reporting period, 52 new suppliers were onboarded, all of whom were screened using environmental and social evaluation criteria.

Supplier Management

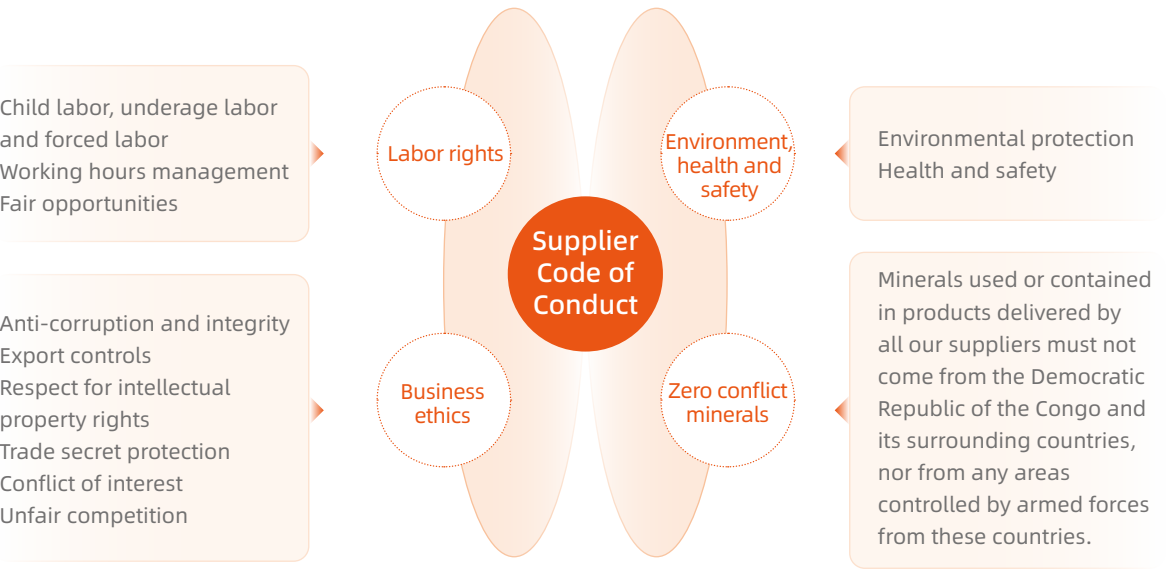
We have introduced supplier management policies and gradually improved full-cycle monitoring of suppliers to strengthen supplier management.



Sustainable Procurement

To promote honest business behaviors and boost social responsibilities among suppliers, we implement Supplier Code of Conduct, requiring all suppliers to comply with this code when conducting business with Hello Tech. Any supplier found in violation of the code may face immediate termination of cooperation. Through regular training on Supplier Code of Conduct, we ensure our suppliers understand the requirements and collaborate with us to build a sustainable supply chain.

For suspected violations of Supplier Code of Conduct, we accept reporting via different channel and maintain confidentiality of the reported information. We strictly prohibit any form of punishment or retaliation against whistleblowers.



Conflict Minerals

Hello Tech's manufacturing and operations involve the use of a small amount of tin, which carries a certain risk of purchasing conflict minerals. We commit not to purchase conflict minerals. During the reporting period, we revised Supplier Code of Conduct to include prohibition on the use of conflict minerals, and also included conflict minerals as one of supplier audit items in Supplier Audit and Evaluation Form. We assess suppliers and their supply chains for any involvement with tin, tantalum, tungsten, gold, and other metals from the Democratic Republic of the Congo. Efforts are also made to verify suppliers' procedures and methods for avoiding purchasing risks to prevent the impact of conflict minerals on our supply chain. During the reporting period, we did not engage in the purchase of conflict minerals.

Local Procurement

Through local procurement, we aim to support the development of local suppliers, create more job opportunities for locals, and drive local economic growth. During the reporting period, the budget for procurement from local suppliers in Shenzhen accounted for 28.68%.

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Employee Rights

Regulated employment is the foundation of the Company’s human capital operation. We continuously improve our human resource management in accordance with relevant national and local laws and regulations to ensure protection of employee rights. In the event of significant operational changes, we provide at least one month’s advance notice to employees to minimize potential negative impacts resulting from organizational restructuring and personnel optimization. Furthermore, we provide multilingual employee handbooks to ensure that employees in various locations fully understand our policies and can safeguard and uphold their own rights. During the reporting period, our labor contract coverage was 100%, social insurance coverage was 100%, and 100% of security personnel received human rights training.

Our employee composition

	2021	2022	2023
Total employees	859	1365	1281
Male employees	451	730	726
Female employees	408	635	555
Percentage of female employees	47.50%	46.52%	43.33%
Male managers	47	88	50
Female managers	38	65	30
Percentage of female managers	44.71%	42.48%	37.50%
Employees aged < 30	385	540	572
Employees aged between 30 and 50	467	822	701
Employees aged > 50	7	3	8
Chinese employees	850	1350	1238
Non-Chinese employees	9	15	43
Han employees	712	1161	1099
Ethnic minority employees	138	189	136
Employment rate	-	-	39.81%

Note: Managers include senior, middle-level and front-line managers. Ethnic minority employees do not include non-Chinese and Hong Kong employees.

Prohibition of Child Labor and Forced Labor

We implement self-developed Forced Labor Control Procedures and Anti-Trafficking in Persons Procedures. Our Recruitment Management Measures stipulates that the true situation of candidates must be reviewed during important stages such as recruitment and onboarding to avoid the use of child labor and forced labor. Additionally, we strictly prohibit the use of prison labor and have established Procedures for Prohibition of Prison Labor to prevent inadvertent hiring of prison labor. During the reporting period, there were no incidents of employing child labor or forced labor.

Diversity, Equality, and Inclusion

We follow the principles of fairness, impartiality, transparency, and do not discriminate against employees based on factors such as gender, race, age, health condition, sexual orientation, or nationality. Our Anti-Discrimination Control Procedures and Procedures for Prohibition of Corporal Punishment and Abuse Control help ensure all employees are treated fairly in recruitment, employment, compensation and benefits, training, and promotion. During orientations for new employees, we emphasize the prohibition of any form of abuse, retaliation, harassment, or infringement of human rights.

We create an equal and inclusive workplace environment for women, and provide an additional half-day of leave for them per month. We guarantee no gender-based wage discrimination, and prohibit discrimination or termination of female employees based on menstrual cycles or pregnancy. Sexual harassment is strictly prohibited. In the event of discrimination incidents, employees can file complaints through Suggestion Box or online General Manager Mailbox. Management representatives will conduct thorough investigations upon receiving the complaints. Once confirmed, discriminatory individuals will be severely punished, and the outcomes of the investigation will be communicated to complainants. During the reporting period, no discrimination incidents occurred.



Childcare room



Counseling room



Working Conditions

We clearly define working conditions such as working hours, overtime management, and compensation and benefits in employee handbook, and provide employee handbook in different languages to ensure that every employee is aware of and protected by their legal rights. During the reporting period, there were no major or serious violations in terms of working conditions.

Democratic Communication

We use Employee Communication Management Measures and offer diverse channels to listen to the voices of employees. Through regular forums, one-on-one communication, and other face-to-face exchanges, we actively engage with employees to understand their feedback and address their needs in both work and personal life. Additionally, we have opened online communication channels, allowing employees to express their opinions through phone calls, WeChat, DingTalk and emails.

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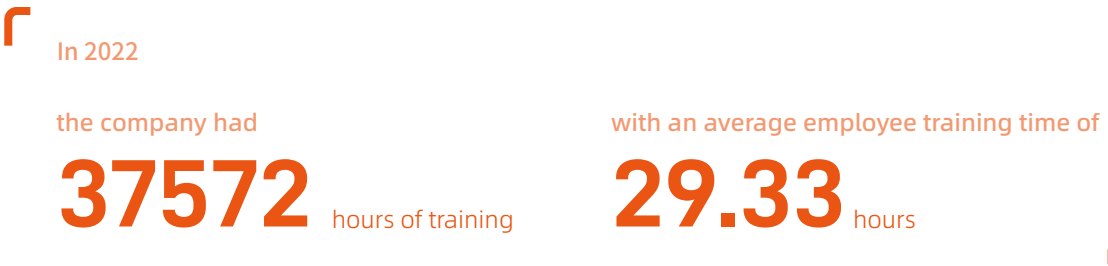
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Human Capital Development

Employee Training

We place great emphasis on developing the comprehensive skills of employees and have established systems such as Employee Training Management Measures to regulate employee training. Each year, based on the needs of employees, we create an annual training plan that covers professional knowledge, skill enhancement, management proficiency, etc. to enhance their overall capabilities. Training sessions are given by both exceptional internal instructors and external professionals to meet their diverse learning needs. In 2023, the total training duration reached 37572 hours, with an average training duration per employee of 29.33 hours.



Talent Promotion

We offer scientific promotion paths and management mechanism, which along with Talent Management Measures (Trial), Promotion Management Measures (Trial), and Employee Qualification Management Measures help us guarantee transparent and open promotion. We provide employees with a broad platform for career development and nurture a pool of efficient talent echelon. Three promotion paths are offered: management promotion, professional promotion, and cross-channel promotion. We encourage employees to specialize in their respective areas of expertise and meet their diverse needs of talent development. During the reporting period, a total of 167 employees were promoted. We also encourage internal mobility. Hello Tech Internal Talent Mobility Management Measures is implemented to help employees find positions that are better suited to their skills and expand their career prospects. During the reporting period, our employment rate was 39.81%.

According to our Performance Management Measures, performance evaluations are conducted every six months, and the results serve as the basis for promotions, training plans, and salary adjustments. Talent inventories are also conducted every six months to fully explore individuals' potential, allocate talent reasonably, and provide solid support for their career planning. During the reporting period, 100% of employees completed performance evaluations.

In 2023, our ability to attract talents was recognized by multiple recruiting websites:

LinkedIn: Global Talent Magnet Employer

Liepin: Extraordinary Employer in Guangdong 2023

Beisen: China Talent Management Innovation Model Award 2023

51Job: Outstanding Employer in Human Resources Management 2023

Shixiseng: 2023 Favorite Employer of the Year

Remuneration and Benefits

In accordance with relevant national and local laws and regulations, and based on practical considerations, we have developed Remuneration Management Measures, aiming to provide employees with reasonable, fair, and competitive remuneration packages. Special allowances such as night snack subsidies, night shift allowances, and handling subsidies are provided for certain positions. If necessary, we arrange overtime work in compliance with the law, either through compensatory time off or overtime pay. Additionally, we adopt Incentive Management Measures to encourage employees to take initiative through various incentive measures, such as presenting awards for full attendance and length of service, recognizing outstanding employees and teams, and providing bonuses as a recognition and reward for their hard work.



Presented awards to outstanding teams

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We run a welfare committee to perform employee welfare matters. We prioritize the health and leisure activities for employees and provide various facilities to enhance their work and life experiences and foster a sense of belonging.

All employees are entitled to the following benefits:

Basic benefits

Social insurance and housing provident fund

Marriage leave, bereavement leave, maternity leave, paternity leave, annual leave, sick leave

Overtime wages and allowances

Healthcare support

Annual physical examinations

Healthcare kits

Sports activities (badminton, basketball, tug-of-war, etc.)

Life care

Employee dormitories

Meal subsidies

Holiday greetings

Birthday gifts

Employee talks

Work-life balance

Cultural and recreational competitions

Departmental team building activities

Annual trips

Cultural and sports associations

Annual gala



Team building event



Outdoor events



Company annual gala



New Year events



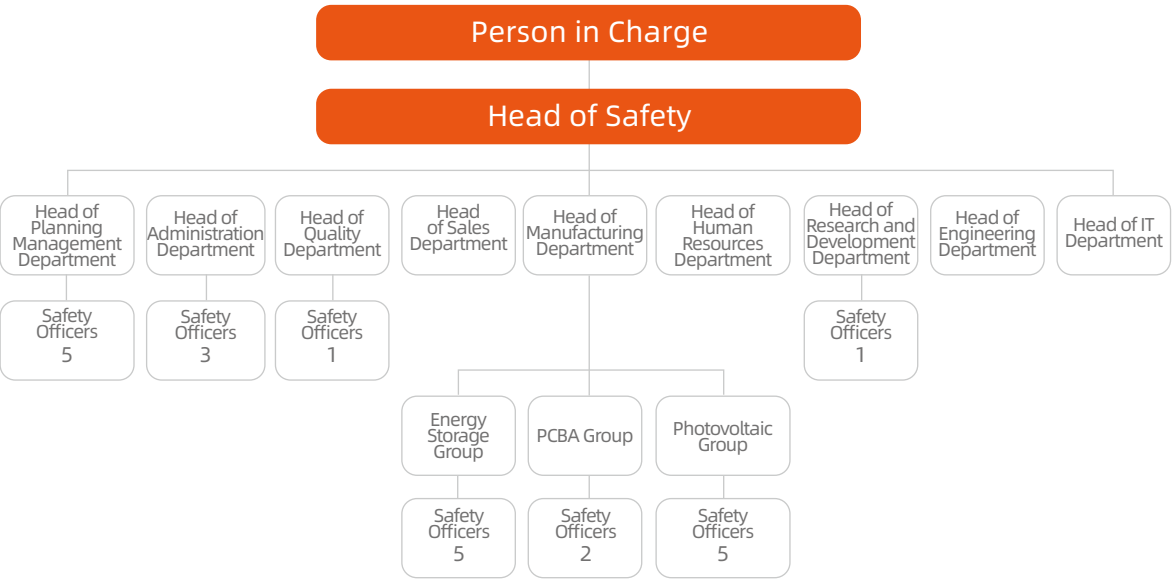
Birthday parties



Tug-of-war competition

Occupational Health and Safety

With a complete occupational health and safety management system, we are dedicated to providing a safe working environment for employees and contractors. During the reporting period, all of our operational locations have passed ISO 45001 certification.



Structure of our Safety Committee

Workplace Safety

We follow the principle of “safety first and prevention-oriented integrated management”. Our Safety Management Committee gradually improves workplace safety management that covers all employees, and ensures the smooth achievement of safety objectives. During the reporting period, we achieved all safety objectives and obtained Level-3 Enterprise (Light Industry) for Regulated Workplace Safety certification from Shenzhen Emergency Management Bureau. There were no recorded occupational injuries and the accident rate was 0.

The following safety objectives were achieved:



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System
improvement

We continuously improve workplace safety through ongoing regulatory efforts. In 2023, we updated a total of 321 internal documents. To give an example, we formulated Typhoon and Severe Weather Emergency Plan, and revised Safety Education and Training Management System and Workplace Safety Rewards and Punishment Management System.

We also give equal attention to the personal safety of contractors and suppliers, having introduced Stakeholder Management System. During the reporting period, 100% of our subcontractors received safety training.

Risk control

Following Graded Safety Risk Control and Hidden Hazard Investigation and Governance System, we identify and assess safety risks within the entire company each year and develop targeted control measures.

Hidden
hazard
investigation

- Formulated 2023 Safety Hazard Investigation Plan to effectively prevent major safety accidents.
- Conducted monthly inspections of hidden hazards, and 100% of identified issues have been rectified.
- Encouraged employees to identify and eliminate accident hazards and rewarded those who can prevent major safety accidents.
- Formulated Whistleblower Management System for Safety Production and Safety Hazard Complaint and Reporting Form to protect employees from retaliation during reporting.

Emergency
plan

- Established a safety accident response plan for our photovoltaic plants in 2023.
- Formed an internal emergency team and equipped it with emergency supplies.
- Conducted 6 emergency drills during the reporting period to enhance employees' ability to respond to emergencies.
- 18 employees obtained first aid certificates from Red Cross.

Awareness
promotion

- Conducted safety training such as Level 3 safety training and manufacturing equipment safety training to enhance the safety knowledge and skills of all employees. During the reporting period, we delivered 28 safety education and training sessions.
- Improved comprehensive safety production responsibility system, implemented Safety Responsibility Commitment Letter at all levels, and promoted safety awareness among employees.
- Publicized the results of hidden hazard investigation and rectification on a monthly basis, and post position risk notification cards to raise safety awareness.



Fire Safety Education Month



Workplace Safety Awareness Month



Prevention of Occupational Diseases

Every year, we invite professional independent third parties to conduct occupational disease hazard testing in accordance with the Law of the People's Republic of China on Prevention and Control of Occupational Diseases and other regulations. For newly built, renovated, or expanded photovoltaic plants, we planned work on occupational health and implemented related tasks simultaneously with production and operation activities, having achieved good evaluation results. For identified occupational disease risks, we provide labor protection equipment such as KN95 masks and earplugs, and adopt measures such as local dust collection and ventilation to reduce occupational health risks. Based on Occupational Health Management System, we conduct occupational health training annually to regulate the operations of employees in high-risk positions and enhance their safety awareness.

In addition, we offer pre-employment, on-the-job, and post-employment occupational health and safety examinations for employees. We care about the physical and mental health of employees and encourage them to engage in physical exercise. We organize sports activities to enhance their physical fitness. We also give lectures on mental health, set up counseling rooms, and help employees relieve mental stress when needed. During the reporting period, no employees were found to have occupational diseases.

During the reporting period,
there were

0
cases of occupational
disease-related health
problems

100 %
assessment of
occupational risk factor

100 %
coverage of occupational
hazard position health
examinations

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Community Contribution, Charity and Public Welfare

Hello Tech upholds its corporate responsibility and actively participates in public welfare activities. We made multiple charitable donations in response to natural disasters such as earthquakes, floods, fires, and storms worldwide. Thousands of Jackery portable power stations have been donated to disaster-stricken areas in total, providing green and clean energy support for rescue operations and affected populations. Additionally, we have joined the International Rescue Committee (IRC) and become a global supporter for major disaster relief. Moreover, we actively collaborate with renowned international NGOs such as the World Wildlife Fund (WWF), China Green Foundation, and US National Forest Foundation to protect the environment through Jackery portable power stations. These actions demonstrate our practical support for global environmental conservation.

"Public Welfare" - forging ahead, living together in a better future

In 2023, we once again partnered with the China Green Foundation to implement the Desert Locked Edge Forest project in Alashan, Inner Mongolia, adding 10000 new trees to the planet. At present, we have planted more than 20,000 trees and restored about 118600 square meters of desertified land through various public welfare projects.



Joined charity expedition at Three Rivers Nature Reserve

In December 2023, Jackery, a leading brand in portable power stations, joined the Fourth Three Rivers Nature Reserve Charity Expedition organized by Stark Industries, Team 1376, and Jeep. Together, we ventured into Three Rivers National Park to provide off-grid power solutions for pastoralists living and working in extremely cold high-altitude regions. We ensured electricity supply for their living during winter while protecting our shared homeland with green energy.



Contributed to flood rescue in Beijing

In the summer of 2023, many places in China were severely affected by typhoons and flooding. Hello Tech, the parent company of Jackery willingly assumed its social responsibility and provided continuous support to disaster relief efforts. We collaborated with Jingye 4x4 and supplied portable power stations to assist public welfare rescue teams them in rescue operations. The full range of Jackery protable power stations can meet various emergency electricity needs during disasters and outdoor power usage for post-disaster reconstruction.



Hello Tech recognizes the realistic demand for win-win cooperation with surrounding communities and the fact that both parties share common resources. We provide open communication channels to them, actively respond to their reasonable expectations, and leverage our advantages to extend our value chain. Through active engagement in community, we've shortened the distance between both parties and built mutual trust.



Fun games jointly organized by Helo Tech and Tongsheng Neighborhood in Dalang Subdistrict, Shenzhen

Rational and Orderly Sustainable Governance

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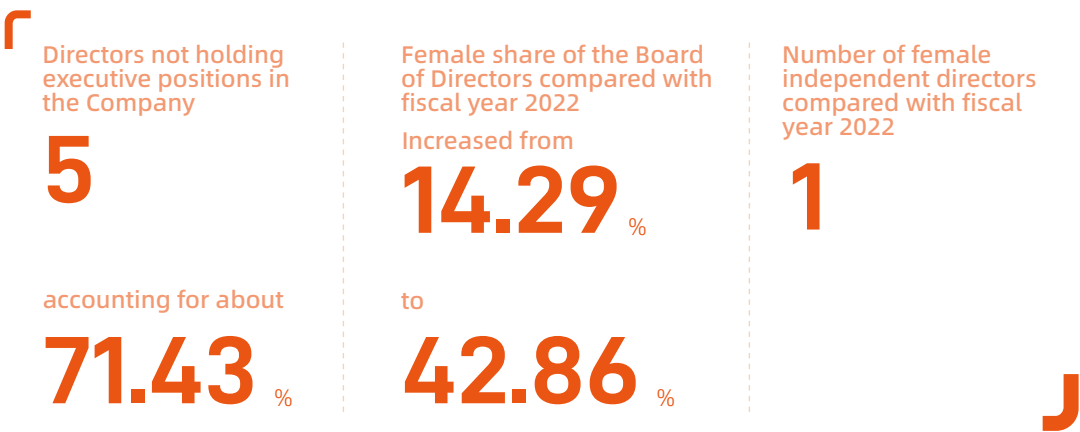


Corporate Governance

Hello Tech strictly obeys the Company Law of the People’s Republic of China, the Code of Corporate Governance for Listed Companies, and other regulatory documents such as those from the Shenzhen Stock Exchange. We have established a modern corporate governance structure that covers the General Meeting of Shareholders, the Board of Directors, the Board of Supervisors, and the Management Team, which have clear organizational boundaries and bear clarified responsibilities to enhance professionalism and independence. The Board of Directors, the highest governing body of the Company, is responsible for leading and supervising compliance, business operations, and sustainable development. We adhere to the principle of diversity in appointing board members to ensure efficiency and scientific rigor in decision making. The Board of Directors maintains Strategy Committee, Remuneration and Assessment Committee, Audit Committee, and Nomination Committee, with their chairpersons served by independent directors (except for Strategy Committee). Our Articles of Association include clear provisions on directors’ conflict of interest. The directors maintain a high level of self-discipline, diligence, and fiduciary duty.

In 2023, we completed the election of new board members in accordance with laws, regulations, and our Articles of Association. The current Board of Directors consists of seven members, including three independent directors who take up about 42.86%. The representation of women in the Board of Directors and the number of independent directors have increased compared with fiscal year 2022. During the reporting period, a total of four directors, supervisors, and senior executives attended specialized training organized by regulatory agencies and associations of listed companies.

Independence and diversity of the Board of Directors



Post	Name	Sex	Age			Term of office as Board member		
			30-40	40-50	50-60	0-3months	3-9months	> 9 months
Chairman	Sun Zhongwei	Male						
Vice Chairman	Wen Meichan	Female						
Director	Chu Ting	Female						
	Bai Wei	Male						
Independent director	Li Fei	Male						
	Gu Chen	Female						
	Wu Hui	Male						
Chairman of the Board of Supervisors	Wu Zonglin	Male						
External supervisor	Sun Muhua	Female						
Employee supervisor	Lei Weimin	Male						

Performance of duties	General Meeting of Shareholders	Board of Directors	Board of Supervisors
Number of meetings convened in 2023	6	10	10
Number of proposals deliberated and adopted	43	90	36

Director skills matrix

Strategy/management focus	Sun Zhongwei	Wen Meichan	Chu Ting	Bai Wei	Li Fei	Gu Chen	Wu Hui
Industry							
Finance							
Corporate governance							
Information and technology							
International project experience							

	Remuneration and Assessment Committee	Audit Committee*	Nomination Committee	Strategy Committee
Members	Wu Hui, convener	Li Fei, convener	Gu Chen, convener	Sun Zhongwei, convener
	Bai Wei, independent director	Chu Ting, director	Wen Meichan, Vice Chairman	Bai Wei, independent director
	Li Fei, independent director	Gu Chen, independent director	Wu Hui, independent director	Wu Hui, independent director
Frequency of meetings	At least once a year	At least once a quarter	Non-scheduled	At least once a year
Number of meetings convened during the reporting period	3	6	2	5

*Its convener Li Fei is an accounting professional.

Remuneration Scheme

Remuneration scheme for directors and supervisors is implemented after being reviewed and approved by the General Meeting of Shareholders, while that for senior executives is implemented after being reviewed and approved by the Board of Directors. Non-independent directors, internal supervisors, and senior executives who hold a position in the Company receive basic salary and performance bonuses in accordance with our labor contract, wage system, and performance management system, with no allowances.

	Non-independent directors	Independent directors	Internal supervisors	External supervisors	Senior executives
Remuneration standards	Basic salary Performance bonus	Annual allowance	Basic salary Performance bonus	Annual allowance	Salary based on post

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Climate Actions

Energy Management

Water Resource Management

Waste and Hazardous Emissions Management

Ecological Conservation

Putting Responsibility First and Creating Diverse Values

Sustainable Supply Chain

Employee Rights

Human Capital Development

Occupational Health and Safety

Community Contribution, Charity and Public Welfare

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Compliance in Operations

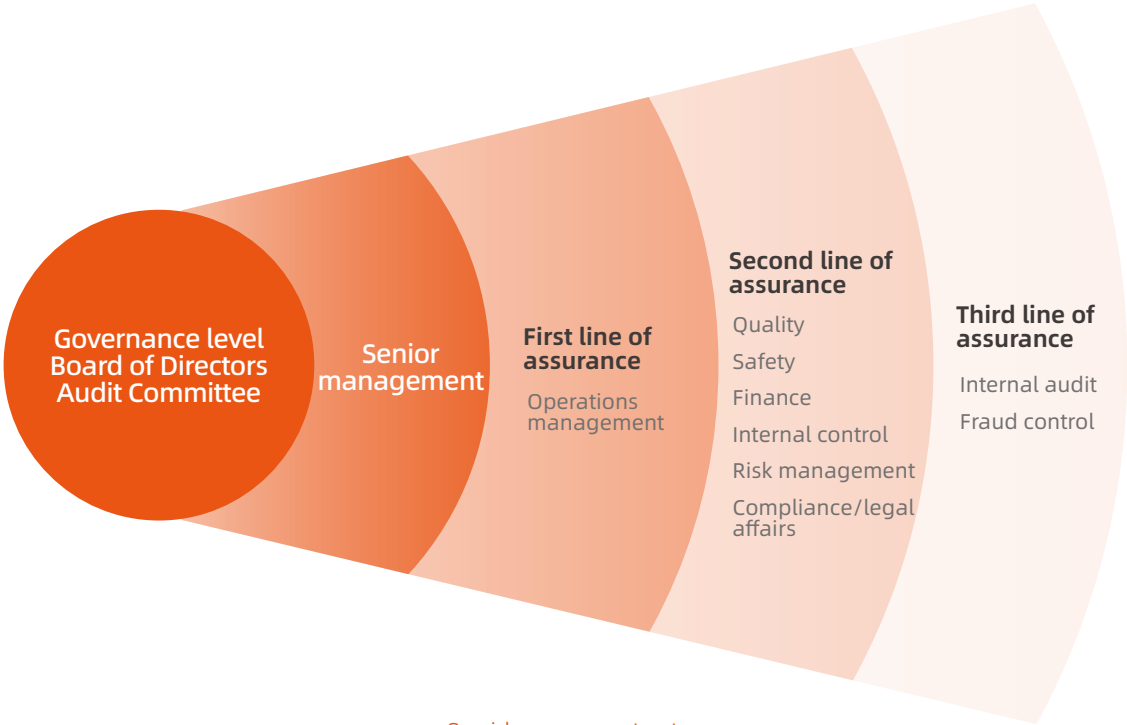
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Compliance in Operations

Internal Control

To build a sustainable development-oriented enterprise, we run a top-down internal control system, and clarify responsibilities at each organizational level in internal control, risk management, internal audit, and anti-fraud. By coordinating three lines of assurance as shown below, we ensure that each line performs its duties.



Our risk management system

We integrate risk management into corporate operations and establish an internal control system guided by risk management, with internal compliance as the focus and internal audit as the safeguard. We strengthen cross-testing in key areas, important positions, and major projects to enhance the risk perception capabilities of key personnel and activate our resilience in responding to risks and crises. As a globally operating company, Hello Tech strictly complies with the Anti-Money Laundering Law of the People's Republic of China and the regulations of locations where we conduct business. We do not engage in or organize any form of illegal fundraising or money laundering and pay special attention to monitoring large transactions and suspicious transactions. Additionally, “only using legal funds, opposing money laundering” is one of our criteria for supplier audits.

In 2023, we revised Internal Control Management System, formulated an annual internal control evaluation plan based on preliminary research, and focused our annual internal control evaluation on funds, resources, and asset-intensive processes. We conducted risk assessment on eighteen modules including engineering projects, sales operations, fund management, contract management, and information system. 100% of our operational locations completed risk assessment.



Business Ethics

Compliance with business ethics is the foundation for the sustainable development of an enterprise and an essential requirement for building a high-value brand. We uphold responsible business practices and stick to the principles of honesty, integrity, and fair competition. During the reporting period, we revised Anti-Fraud Management System and introduced Conflict of Interest Management System. Building upon the red lines of “commercial bribery, misappropriation of property, conflict of interest, disclosure of confidential information, and falsification”, we introduced compliance requirements for conflicts of interest and expanded the scope of business compliance. It is now mandated for all employees to conduct an annual self-assessment of conflicts of interest, who should clearly identify internal and external interest relationships through specific examples. This helps employees independently recognize and proactively report potential conflicts. In 2023, we completed a special audit on conflict of interest investigations and follow-ups, and no significant issues were identified.

Before establishing long-term relationships with employees and suppliers, we require them to sign Integrity and Self-Discipline Agreement and Integrity Agreement, which include our internal control and management systems, to ensure that employees exercise their powers appropriately and engage in compliant business dealings with suppliers. Additionally, we have publicly shared our Statement on Anti-Corruption on our website. This demonstrates our zero-tolerance stance towards corrupt practices and willingness to accept internal and external supervision to foster ethical business conduct.

Codes of business ethics		
Normative documents	Applicable to	Purpose
Employee Handbook Conflict of Interest Management System Anti-Fraud Management System Gift Management System Rewards and Penalties Management Measures	All employees	Abide by high standards of professional and business ethics together with stakeholders, including anti-corruption, anti-fraud, honesty, refusal of bribes, protection of trade secrets, information security, avoidance of conflicts of interest, and anti-unfair competition.
Code of Conduct in Procurement Supplier Code of Conduct	Procurement personnel, suppliers, and partners	

Responsible Marketing

We abide by the Advertisement Law of the People's Republic of China as well as local laws, regulations, and guidelines on marketing of countries and regions where our self-operated online platforms and third-party e-commerce retail platforms are located. We strictly prohibit the dissemination of false or misleading information, and conduct brand and product marketing in a responsible manner. Considering the nature of cross-border business and customer experience, we present brand catalogs and product manuals in Chinese and English to enhance information accuracy and readability. We also prioritize value creation through service and proactively share new products and technologies on forums to showcase our product strength to the world. As of the end of the reporting period, no marketing-related violations were reported. In 2023, we completed tracking on Brand Data Center Smart Advertising project and Brand Marketing Expense Audit, in which no significant non-compliance was found.

To expand our influence in the field of portable power stations, we actively participate in international exhibitions, and maintain close market contact with customers. While gaining positive brand exposure and enriching our market communication experience, we have seized more cooperation opportunities.



Consumer Electronics Show (CES) 2023

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Incorruptibility Promotion

As a member of the Enterprise Anti-Fraud Alliance, Hello Tech has always wholeheartedly complied with the alliance's conventions and engaged in mutual learning, resource sharing, and strengthened collaboration with other members, with a view to jointly build a market environment of integrity and compliance. During the reporting period, we attended several experience-sharing meetings organized by the alliance, where we listened to and exchanged experience in risk management, corporate audits, and electronic data investigation and analysis.



Employee self-discipline and moral development are promoted through various means such as training, case sharing, poster campaigns, and email notifications, to foster a culture of compliance awareness and optimize operational management. Anti-Fraud Management System Promotion and Rewards and Penalties Management Measures are mandatory courses for all employees, who are required to complete video education on our online learning platform in a timely manner.



Internal control evaluation for listed company



Inspection on misconceptions in internal control



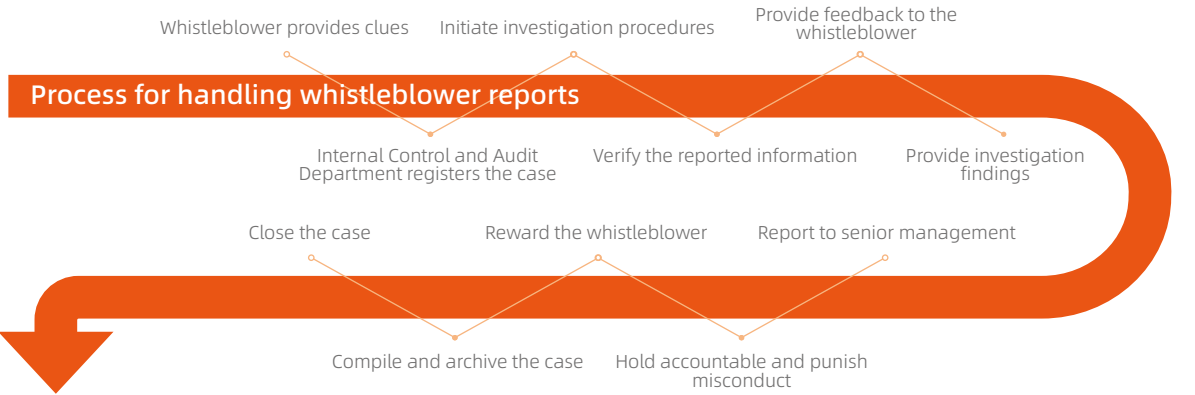
Hello Tech Red Lines



Case sharing on misappropriation of duties

Whistleblowing and Reporting

We publicize compliance reporting channels through policy documents, cooperation agreements, our website, and offline channels such as promotional materials, aiming to optimize the effectiveness of our supervision by enhancing the confidentiality and timeliness of reporting on a global scale. For anonymous reports, our Internal Control and Audit Department should respond to the whistleblower within three working days. All investigation findings are compiled into a report and submitted to the Audit Committee. We ensure the confidentiality of whistleblowers' information, provide rewards to whistleblowers, and strictly penalize any acts or individuals that retaliate against or intimidate whistleblowers. In 2023, we received 6 valid reports.



Phone: +86 153 6143 8160
Email: inform@hello-tech.com
Correspondence: Internal Control and Audit Department, 39th Floor, Building 2, OCT Creative Building, Northwest corner of the intersection of Mintang Road and Baisong Road, Minzhi Street, Longhua District, Shenzhen City, Guangdong Province, China

In 2023, Hello Tech did not experience any incidents of corruption, conflicts of interest, unfair competition, or money laundering. There were also no instances of marketing violations, non-compliance with product and service information, or labeling regulations.

Anti-fraud management system promotion

367 people

Marketing violations and penalties

0

Legal litigation concerning corruption, unfair competition, and anti-monopoly

0

Violations and penalties regarding product and service information and labeling regulations

0

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Information Security

The advancement of intelligent transformation and the growth of productivity have posed higher demands on enterprise data security. Hello Tech attaches great importance to organizational information security and the protection of employee and customer data. In accordance with relevant laws and regulations such as the Data Security Law of the People's Republic of China, the Cybersecurity Law of the People's Republic of China, and the Information Security Technology-Baseline for Classified Cybersecurity Protection GB/T 22239-2019), we have built a comprehensive information security management system to provide comprehensive protection for the information and data we handle. Based on the principles of confidentiality, integrity, and availability, we also consider developing our work platform, gradually strengthening requirements for privacy and security, and regulating access, collection, use, and processing of employee and supplier information.

System-side

Information Security Strategy, Information Security Management Manual, Information Security Incident Management Procedures, Data Security Management Measures, Cybersecurity Management Measures, IT Bulletin Mechanism

Practice-side

- Benchmarking peer information security management
- Drawing on ISO 27001 to formulate information security construction plans focusing on system establishment, policy improvement, and security promotion
- Strengthening employee awareness of information security through DingTalk, email, and posters. Seven themes, including security behavior guidelines, email security, internet security, and password security, have been promoted.



Data security



Privacy security



Social work security

Investor Relations

Continuously monitoring and promptly responding to investors' genuine evaluations and feedback is a crucial measure for listed companies to establish a good image and make informed decisions. Hello Tech has established an open and efficient communication channel with shareholders by creating an "Investor Relations" section on our website. We actively and timely disclose important matters that may affect investment decisions to the capital market.

In 2023, we strengthened communication with investors, fully listened to their opinions and suggestions, improved investor relations, and enhanced investors' understanding and recognition of the Company. Through continuous, stable communication with investors, we have received increasing recognition and better ratings from institutional investors. We continue to maintain traditional channels such as investor hotline, investor mailboxes, and online interactions, while exploring new media platforms and expanding diverse communication channels to present truthful, accurate, and complete information disclosure.

Number of communication activities attended

150

Number of questions we responded to

266

Performance briefings held

1

Total duration of communication more than

190 hours

Number of phone calls from investors

193

Number of questions answered in performance briefings

91

Independent Assurance Statement



To the management and stakeholders of Hello Tech,

TÜV SÜD Certification and Testing (China) Co., Ltd. Shanghai Branch (hereinafter referred to as “TÜV SÜD”) has been engaged by Shenzhen Hello Tech Energy Co., Ltd. (hereinafter referred to as “Hello Tech” or “the Company”) to perform an independent third-party verification on Hello Tech Environment, Social and Governance (ESG) Report for Fiscal Year 2023 (hereinafter referred to as “the Report”). During this verification, TÜV SÜD's verification team strictly abided by the contract signed with Hello Tech and provided verification regarding the Report in accordance with the provisions agreed by both parties and within the authorized scope stipulated in the contract.

This Independent Verification Statement is based on the data and information collected by Hello Tech and provided to TÜV SÜD. The scope of verification is limited to the given information. HELLO TECH shall be held accountable for authenticity and completeness of the provided data and information.

Scope of Verification

Time frame of this verification:

- The Report contains the data disclosed by Hello Tech during the reporting period from January 1st, 2023 to December 31st, 2023, including economic, environmental and social information and data, methods for management of material issues, actions/measures and the Company's sustainability performance during the reporting period.

Physical boundary of this verification:

- The on-site verification sampling took place at below listed location:
Building 7, Jia'anda Industrial Park, No.110 Huafan Road, Longhua District, Shenzhen, Guangdong

Scope of data and information for the verification:

- The scope of verification is limited to the data and information of Hello Tech covered by the Report.

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

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

Limitations

- The verification process is conducted in the above scope and place. Sampling and verification are adopted for the data and information in the Report by TÜV SÜD, with interviews limited to internal stakeholders.
- The Company's standpoint, opinions, forward-looking statements and predictive information as well as the historical data and information before January 1st, 2023 are beyond the scope of this verification.

Basis for the Verification

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

- International Standard on Assurance Engagements ISAE3000(Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information, Limited Assurance
- TÜV SÜD Procedure of Verification on Sustainability Report

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

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

Verification Conclusions

According to the verification, we believe that the data and information presented in Hello Tech's report are objective, factual and reliable, without systematic problems, and can be used by stakeholders. The verification team has drawn the following conclusions on this Report:

Inclusivity	Hello Tech has identified the internal and external stakeholders such as employees (including labour union), shareholders and other investors, customers and consumers, business partners, government and regulatory bodies, non-governmental organisations, local communities (including community residents), etc., and established a stakeholder communication mechanism to collect the demands of stakeholders on a regular basis.
Materiality	Hello Tech has established the prioritization process of material topics determination, identified and assessed the priority of the sustainability topics which are highly related to the industry, the Company disclosed the strategy, management approach as well as sustainability performance in corporate operation, therefore the Report's adherence to materiality principle is guaranteed.
Responsiveness	Hello Tech has disclosed the management approach of key issues that stakeholders concern, such as Corporate Governance, Risk Management, Business Ethics, Customer Management, Sustainable Supply Chain, Human Capital Development, Occupational Health and Safety, Climate Actions, etc., to fully respond to the demands and expectations of stakeholders.
Impact	Hello Tech has identified its positive or negative, actual or potential impacts on the economy, environment and society. The company has taken certain mitigation measures to prevent, slow down and remedy the negative impacts and has disclosed them accordingly in the report.

Recommendations on Continuous Improvement

- It is recommended that the Company develops a sustainability strategy and refines strategic objectives to further integrate ESG concepts into the Company's strategy and operational activities.

Statement on Independence and Verification Capability

TÜV SÜD is a trusted partner of choice for safety, security and sustainability solutions. It specialises in testing, certification, auditing and advisory services. Since 1866, TÜV SÜD has remained committed to its purpose of enabling progress by protecting people, the environment and assets from technology-related risks. Today, TÜV SÜD is present in over 1,000 locations worldwide with its headquarters in Munich, Germany. TÜV SÜD has been committed to sustainable development and actively promotes environmental protection related projects. Over the years, TÜV SÜD has been actively expanding its performance in energy management, renewable resources, and electric automobiles, etc., helping its customers meet sustainable development needs.

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

TÜV SÜD and Hello Tech are two entities independent of each other and both TÜV SÜD and Hello Tech and their branches or stakeholders have no conflict of interest. No member of the verification team has business relationship with the Company. The verification is completely neutral. All the data and information in the Report are provided by Hello Tech.

Signature:

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

Zhu Wenjun

TÜV SÜD Sustainability Authorized Signatory Officer

March 25th, 2024

Shenzhen, China

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

Appendix

GRI Standards Content Index

Statement of use	Shenzhen Hello Tech Energy Co., Ltd. has reported in accordance with the GRI Standards for the period from January 1, 2023 to December 31, 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

GRI STANDARD DISCLOSURE	LOCATION	OMISSION
GRI 2: General Disclosures 2021 The organization and its reporting practices		
2-1 Organizational details	About Us	
2-2 Entities included in the organization's sustainability reporting	About This Report	
2-3 Reporting period, frequency and contact point	About This Report	
2-4 Restatements of information	/	
2-5 External assurance	Independent Verification Statement	
Activities and workers		
2-6 Activities, value chain and other business relationships	About Us	
2-7 Employees	About Us	
2-8 Workers who are not employees	About Us	
Governance		
2-9 Governance structure and composition	Organizational Structure	
2-10 Nomination and selection of the highest governance body	Corporate Governance	
2-11 Chair of the highest governance body	Corporate Governance	
2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance	
2-13 Delegation of responsibility for managing impacts	Corporate Governance	
2-14 Role of the highest governance body in sustainability reporting	Sustainability Management Structure	
2-15 Conflicts of interest	Corporate Governance	
2-16 Communication of critical concerns	Stakeholder Engagement	
2-17 Collective knowledge of the highest governance body	Sustainability Management Structure	
2-18 Evaluation of the performance of the highest governance body	Corporate Governance	
2-19 Remuneration policies	Corporate Governance	
2-20 Process to determine remuneration	Corporate Governance	
2-21 Annual total compensation ratio	/	[Information unavailable/ incomplete] Due to the privacy of overseas employees, we are unable to collect their salary statistics at the moment

GRI STANDARD DISCLOSURE	LOCATION	OMISSION
Strategy, policies and practices		
2-22 Statement on sustainable development strategy	Chairman's Message	
2-23 Policy commitments	About Us	
2-24 Embedding policy commitments	Compliance in Operations	
2-25 Processes to remediate negative impacts	Compliance in Operations	
2-26 Mechanisms for seeking advice and raising concerns	Compliance in Operations	
2-27 Compliance with laws and regulations	Compliance in Operations	
2-28 Membership associations	About Us	
Stakeholder engagement		
2-29 Approach to stakeholder engagement	Stakeholder Engagement	
2-30 Collective bargaining agreements	Employee Rights	
GRI 3: Material Topics 2021		
3-1 Process to determine material topics	Material Topics	
3-2 List of material topics	Material Topics	
GRI 201: Economic Performance 2016		
3-3 Management of material topics	Refer to the annual report	
201-1 Direct economic value generated and distributed	Refer to the annual report	
201-2 Financial implications and other risks and opportunities due to climate change	Climate Actions	
201-3 Defined benefit plan obligations and other retirement plans	Human Capital Development	
201-4 Financial assistance received from government	Refer to the annual report	
GRI 202: Market Presence 2016		
3-3 Management of material topics	Employee Rights	
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Employee Rights	
202-2 Proportion of senior management hired from the local community	Employee Rights	
GRI 203: Indirect Economic Impacts 2016		
3-3 Management of material topics	Community Contribution, Charity and Public Welfare	
203-1 Infrastructure investments and services supported	Community Contribution, Charity and Public Welfare	
203-2 Significant indirect economic impacts	Community Contribution, Charity and Public Welfare	
GRI 204: Procurement Practices 2016		
3-3 Management of material topics	Sustainable Supply Chain	
204-1 Proportion of spending on local suppliers	Sustainable Supply Chain	

GRI STANDARD DISCLOSURE	LOCATION	OMISSION
GRI 205: Anti-corruption 2016		
3-3 Management of material topics	Compliance in Operations	
205-1 Operations assessed for risks related to corruption	Compliance in Operations	
205-2 Communication and training about anti-corruption policies and procedures	Compliance in Operations	
205-3 Confirmed incidents of corruption and actions taken	Compliance in Operations	
GRI 206: Anti-competitive Behavior 2016		
3-3 Management of material topics	Compliance in Operations	
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Compliance in Operations	
GRI 207: Tax 2019		
207-1 Approach to tax	Refer to the annual report	
207-2 Tax governance, control, and risk management	Refer to the annual report	
207-3 Stakeholder engagement and management of concerns related to tax	Refer to the annual report	
207-4 Country-by-country reporting	Refer to the annual report	
GRI 301: Materials 2016		
3-3 Management of material topics	Product Lifecycle Management	
301-1 Materials used by weight or volume	/	[Information unavailable/incomplete] Renewable and recycled material needs to be obtained from external suppliers, which is difficult for organizations to obtain. In the future, the scope of information disclosure may be expanded according to the needs of stakeholders.
301-2 Recycled input materials used	/	
301-3 Reclaimed products and their packaging materials	/	
GRI 302: Energy 2016		
3-3 Management of material topics	Energy Management	
302-1 Energy consumption within the organization	Energy Management	
302-2 Energy consumption outside of the organization	/	[Information unavailable/incomplete] Energy consumption outside of organization is not managed by the organization. In the future, the scope of information disclosure may be expanded according to the needs of stakeholders.
302-3 Energy intensity	Energy Management	
302-4 Reduction of energy consumption	Energy Management	
302-5 Reductions in energy requirements of products and services	Energy Management	
GRI 303: Water and Effluents 2018		
3-3 Management of material topics	Water Resource Management	
303-1 Interactions with water as a shared resource	Water Resource Management	
303-3 Management of water discharge-related impacts	Water Resource Management	
303-3 Water withdrawal	Water Resource Management	
303-4 Water discharge	Water Resource Management	
303-5 Water consumption	Water Resource Management	

GRI STANDARD DISCLOSURE	LOCATION	OMISSION
GRI 304: Biodiversity 2016		
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Ecological Conservation	
304-2 Significant impacts of activities, products and services on biodiversity	/	[Not applicable] Organization products have no impact on biodiversity.
304-3 Habitats protected or restored	/	
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	/	[Not applicable] There is no protected or restored habitat around the organization's operation sites.
GRI 305: Emissions 2016		
3-3 Management of material topics	Climate Actions	
305-1 Direct (Scope 1) GHG emissions	Climate Actions	
305-2 Energy indirect (Scope 2) GHG emissions	Climate Actions	
305-3 Other indirect (Scope 3) GHG emissions	Climate Actions	
305-4 GHG emissions intensity	Climate Actions	
305-5 Reduction of GHG emissions	Climate Actions	
305-6 Emissions of ozone-depleting substances (ODS)	/	[Not applicable] Organization does not generate ODS in the production and operation process.
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	/	[Not applicable] Organization does not generate major air pollutants such as NOX and SOX in the production and operation process.
GRI 306: Waste 2020		
3-3 Management of material topics	Waste and Hazardous Emissions Management	
306-1 Waste generation and significant waste-related impacts	Waste and Hazardous Emissions Management	
306-2 Management of significant waste-related impact	Waste and Hazardous Emissions Management	
306-3 Waste generated	Waste and Hazardous Emissions Management	
306-4 Waste diverted from disposa	Waste and Hazardous Emissions Management	
306-5 Waste directed to disposal	Waste and Hazardous Emissions Management	
GRI 308: Supplier Environmental Assessment 2016		
3-3 Management of material topics	Sustainable Supply Chain	
308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain	
308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain	
GRI 401: Employment 2016		
3-3 Management of material topics	Employee Rights	
401-1 New employee hires and employee turnover	Employee Rights	
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employee	Human Capital Development	
401-3 Parental leave	Human Capital Development	

GRI STANDARD DISCLOSURE	LOCATION	OMISSION
GRI 402: Labor/Management Relations 2016		
3-3 Management of material topics	Employee Rights	
402-1 Minimum notice periods regarding operational changes	Employee Rights	
GRI 403: Occupational Health and Safety 2018		
3-3 Management of material topics	Occupational Health and Safety	
403-1 Occupational health and safety management system	Occupational Health and Safety	
403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	
403-3 Occupational health services	Occupational Health and Safety	
403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	
403-5 Worker training on occupational health and safety	Occupational Health and Safety	
403-6 Promotion of worker health	Occupational Health and Safety	
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	
403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety	
403-9 Work-related injuries	Occupational Health and Safety	
403-10 Work-related ill health	Occupational Health and Safety	
GRI 404: Training and Education 2016		
3-3 Management of material topics	Human Capital Development	
404-1 Average hours of training per year per employee	Human Capital Development	
404-2 Programs for upgrading employee skills and transition assistance programs	Human Capital Development	
404-3 Percentage of employees receiving regular performance and career development reviews	Human Capital Development	
GRI 405: Diversity and Equal Opportunity 2016		
3-3 Management of material topics	Employee Rights	
405-1 Diversity of governance bodies and employees	Employee Rights	
405-2 Ratio of basic salary and remuneration of women to men	/	[Confidentiality constraints] This involves private information, but we pay male and female employees equally.
GRI 406: Non-discrimination 2016		
3-3 Management of material topics	Employee Rights	
406-1 Incidents of discrimination and corrective actions taken	Employee Rights	
GRI 407: Freedom of Association and Collective Bargaining 2016		
3-3 Management of material topics	Employee Rights	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Employee Rights	

GRI STANDARD DISCLOSURE	LOCATION	OMISSION
GRI 408: Child Labor 2016		
3-3 Management of material topics	Employee Rights	
408-1 Operations and suppliers at significant risk for incidents of child labor	Employee Rights	
GRI 409: Forced or Compulsory Labor 2016		
3-3 Management of material topics	Employee Rights	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Employee Rights	
GRI 410: Security Practices 2016		
3-3 Management of material topics	Employee Rights	
410-1 Security personnel trained in human rights policies or procedures	Employee Rights	
GRI 411: Rights of Indigenous Peoples 2016		
3-3 Management of material topics	/	[Not applicable] Our operations do not violate indigenous peoples' rights.
411-1 Incidents of violations involving rights of indigenous peoples	/	[Not applicable] Our operations do not violate indigenous peoples' rights.
GRI 413: Local Communities 2016		
3-3 Management of material topics	Community Contribution, Charity and Public Welfare	
413-1 Operations with local community engagement, impact assessments, and development programs	Community Contribution, Charity and Public Welfare	
413-2 Operations with significant actual and potential negative impacts on local communities	/	[Information unavailable/incomplete] We haven't assessed our impact on local communities.
GRI 414: Supplier Social Assessment 2016		
3-3 Management of material topics	Sustainable Supply Chain	
414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain	
414-2 Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain	
GRI 415: Public Policy 2016		
3-3 Management of material topics	We didn't make political contributions during the reporting period	
415-1 Political contributions		
GRI 416: Customer Health and Safety 2016		
3-3 Management of material topics	Product Quality and Safety	
416-1 Assessment of the health and safety impacts of product and service categories	Product Quality and Safety	
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Product Quality and Safety	
GRI 417: Marketing and Labeling 2016		
3-3 Management of material topics	Compliance in Operations	
417-1 Requirements for product and service information and labeling	Compliance in Operations	
417-2 Incidents of non-compliance concerning product and service information and labeling	Compliance in Operations	
417-3 Incidents of non-compliance concerning marketing communications	Compliance in Operations	
GRI 418: Customer Privacy 2016		
3-3 Management of material topics	Customer Service	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Service	

SASB Standards Content Index

Topic	Code	Disclosures	Report section
Energy Management in Manufacturing	RR-FC-130a.1	Total energy consumed	Energy Management
	RR-FC-130a.1	Percentage grid electricity	Energy Management
	RR-FC-130a.1	Percentage renewable	/
Workforce Health & Safety	RR-FC-320a.1	Total recordable incident rate (TRIR)	Occupational Health and Safety
	RR-FC-320a.1	Fatality rate	Occupational Health and Safety
	RR-FC-320a.2	Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards	Occupational Health and Safety
Product Efficiency	RR-FC-410a.1	Average storage capacity of batteries	Technology Research and Development
	RR-FC-410a.2	Average energy efficiency of fuel cells	Technology Research and Development
	RR-FC-410a.3	Average battery efficiency as coulombic efficiency	/
	RR-FC-410a.4	Average operating lifetime of fuel cells	/
	RR-FC-410a.5	Average operating lifetime of batteries	Technology Research and Development
Product End-of-life Management	RR-FC-410b.1	Percentage of products sold that are recyclable or reusable	/
	RR-FC-410b.2	Weight of end-of-life material recovered, percentage recycled	/
	RR-FC-410b.3	Description of approach to manage use, reclamation, and disposal of hazardous materials	Product Lifecycle Management Waste and Hazardous Emissions Management
Materials Sourcing	RR-FC-440a.1	Description of the management of risks associated with the use of critical materials	/



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