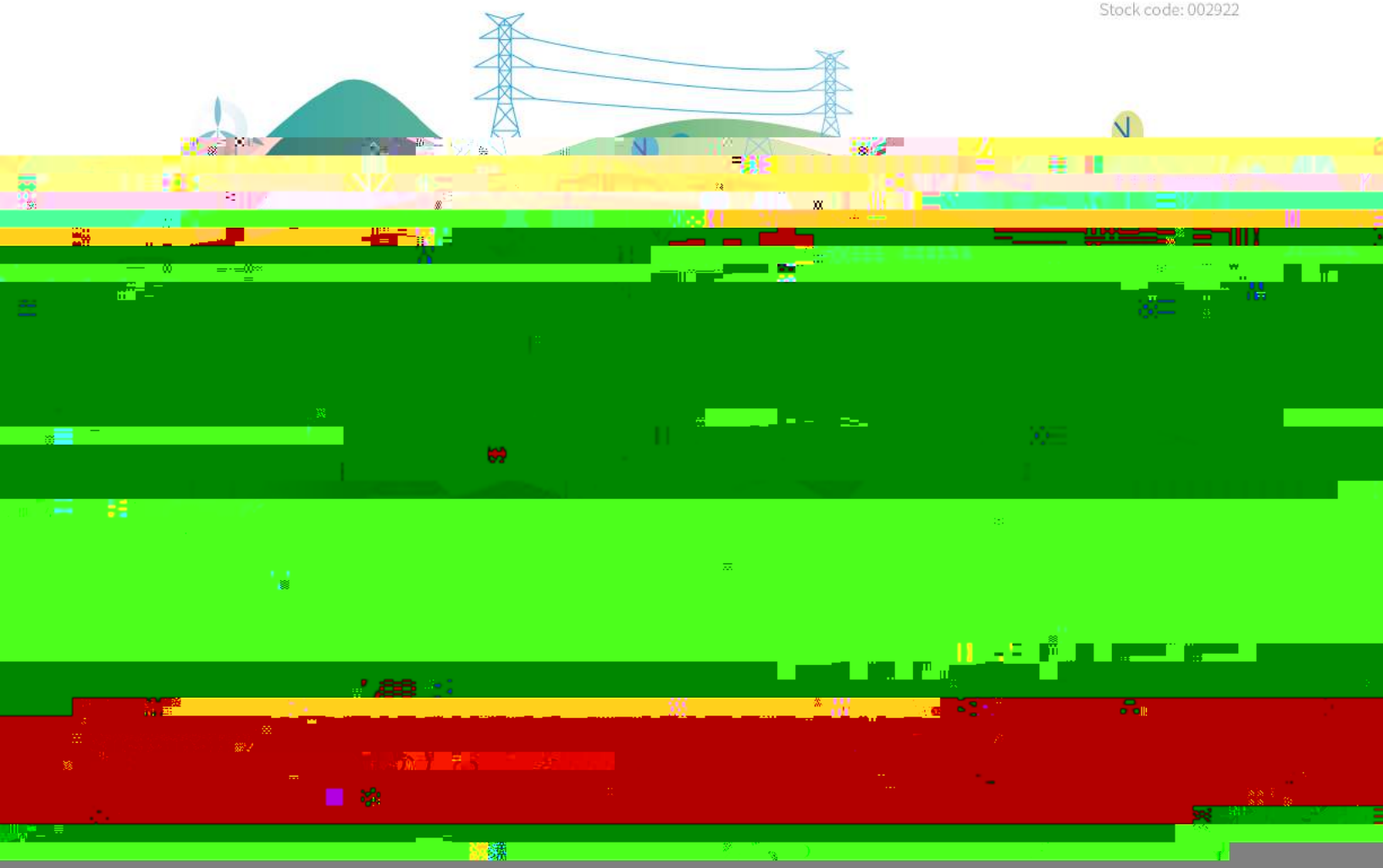
EAGLERISE
伊戈尔

Stock code: 002922



About This Report

g erise ec ric & ec ro ic (C i) Co., L d. (erei er re erred o s " g erise", e "Co p y", or "we") pro c ive y disc oses e Co p y's s s i bi i y ge e d per or ce o s ke o ders every ye r, wi view o boos i g ders di g, co ic io d cooper io wi e d e ci g o r corpor e r sp re cy.

epor i g Bo d ry

is repor covers sig i ic e i ies over w ic g erise s oper io co ro . ess o erwise s ed, i s repor i g bo d ry is co sis e wi o co so id ed i ci s e e s i o r repor . Descrip io s d d erei cover e period ro ry 1, 2023 o Dece ber 31, 2023, wi s o o i or io o side o is i e r e i c ded, oo.

B sis or Co pi io

is repor wi re ere ce o e G ob epor i g I i i ive (G I) S d rds 2021 d re ed doc e s, i c di g:

- e i ed io s S s i b e Deve op e Go s (SDGs);
- I S S1 Ge er eq ire e s or Disc os re o S s i bi i y-re ed i ci I or io ;
- I S S2 C i e-re ed Disc os res; d
- G ide i es o Se -reg io by Co p ies Lis ed o e S e z e S ock xc ge o. 1 – eg ed Oper io o Co p ies Lis ed o e i Bo rd.

D So rces

A i or io d d disc osed erei co es ro e o ici doc e s, s is ics, d repor s o g erise d i s s bsidi ries, w i e i ci i or io co es ro g erise's i ci s e e s. A o s i is repor re prese ed i C .

O r S e e

is repor s bee de iber ed by o r Bo rd o Direc ors, d g erise is respo sib e or e e ici y, cc r cy d co p e e esso is co e .

ird-p r y Ass r ce

is repor s bee ss red by i depe de ird-p r y V S D Cer i ic io d es i g (C i) Co., L d. S g i Br c . e se i d ei depe de ss r ce s e e prod ced by V S D C p er 8.

L g ge Versio s d ow o Ob i

is repor is p b is ed o i e i si p i ied C i ese d g is . S o d ere be y discrep cies be wee e wo versio s, e si p i ied C i ese versio s prev i . o y view or dow o d i o o r websi e (p://www.e g erise.c /) or desig ed i or io disc os re websi e p://www.c i o.co .c /.

S ke o der eedb ck

or co e s d s gges io s reg rdi g is repor , p e se co c s :

- e .: 86-07 7-862 6 16 (SG ge e Dep r e)
- i : preside _o ice@e g erise.co

Sc e Q code o ob i e repor

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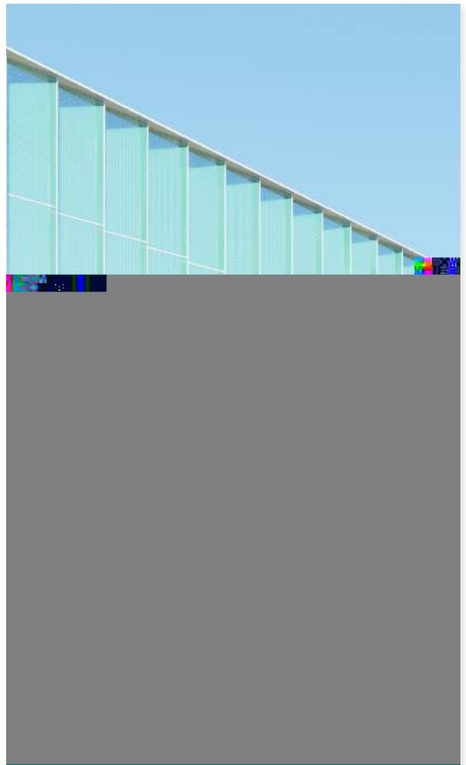
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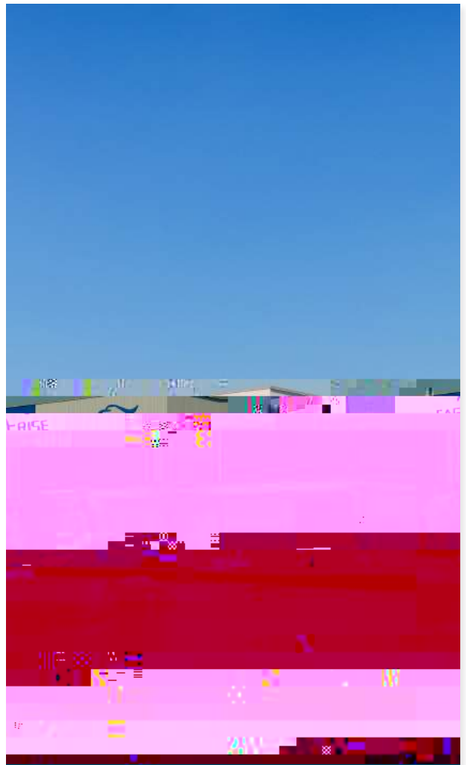
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Chairman's Message



e ye r 2023 w s rked by g ob rb e ce d s owdow i r de. I so s w s s i be deve op e i cre si g y i er wi ed wi eco o ic grow . A ids s be eco o ic, i er io , d r e viro e s, v rio s previo s y e iss es ve e erged ro d e wor d, e di g o s rge i co ve io e ergy prices d ore rge , diversi ied g ob de ds or e ergy. g erise, p o di g e pri cip es o s s i be deve op e , c ive y respo ded o C i 's go s o pe k c rbo e issio s by 2030 d c ieve c rbo e r i y by 2060 o prope o r ow SG ge d orw rd.

We co i e o re or s o orge e d, g ided by e issio d visio o " oc si g o e e ergy d co ic io i d s ries, by pp yi g power e ec ro ics ec o ogy, we i o beco e irs -c ss ec -i ov io e erprise provides prod c s, so io s, d services o e g ob rke , d cre es co i o s growi g v e or o r c s o ers, e p oyees, d socie y." By dv ci g o rob ec ives i re ew b e e ergy so io s ds r, we co rib e o g ob e ergy r s or io .

I e ids o c gi g dsc pe, we s d ied wi s ke o ders, d rise o ee e c e ges ie e d. O r e or s ve g r ered c recog iio ro socie y. By co ce r i g o e ergy di or io sec ors ds re g e i g o r s s i biiy e or s, we c ieved sig i ic ies o esi 2023 i er so i ci per or ce, ge e sys e s, e viro e pro ec io , pro essio c p bii ies, e poyee e power e , d c rig.

We kept improving corporate governance. We recog ize d p ive corpor e gover ce ode is cr ci or s s i be deve op e . Accordi g y, we ve b i so d gover ce rc i ec re, devised i er co ro ec is s, de ced i egri y ge e o es re e ec ive oversig d c ieve e o per or ce go si sp eres, d o be er ide iy d respo d o or oppor ii es d c e ges re ed o s s i be deve op e . By r essi g co ec ive wisdo ro op o bo o , we e s ed e po e i o e Co p y, i egr ed e viro e s ew rds ip i o o r prod c s, d ever ged digi ec o ogies o c ieve s s i be prod c io . I e er re, e c b si ess i wi exp ore d de i e i s SG respo sibi i ies d ob ec ives i ig e wi e Co p y's deve op e r ec ory.

We contributed to mitigating climate crisis. ro g e s ress c ses bis i g e viro e ge e sys e , cre i g dedic ed sk orces, reg i g e se o e viro e y rie dy c e ic s, o eri g c rbo -re ed r i i g, d opi izi g or e ergy i r s r c re, we c ive y drove e ergy co serv io d e issio s red c io wi i e Co p y. We exer ed co i ed e or s o e ce pro essio is i e i d s ry, d r essed s s i ed ec o ogic i ov io o boos e ergy r s or io , os er ow-c rbo regio deve op e , d s rive ow rds s red prosperi y. We so i ied s ri ge s d rds i c ri g d oper io s, i sed gree pri cip es i o o r prod c s, di pe e ed e viro e y rie dy pr c ices o so idi y o r posi io s r s ed gree e erprise b i o ec o ogy di ov io .

We actively fulfilled our corporate social responsibilities. e grow o g erise re ies o e co ec ive e or s o or di ige e p oyees d recog i io d s ppor by v rio s sec ors o socie y. We bide by bor ws d reg io s, es b is co pre e sive sys e s d reg io s, d co i y e ce o r occ p io e d s ey ge e d we re progr s. We s eg rd e we -bei g o o re p oyees by e ev i g ei r q i y o ie d r ri g diverse d s ppor ive work e viro e . r er ore, we give b ck o socie y b sed o o r s re g s. We cre e e p oy e oppor ii es, co rib e o r r revi iz io , d ow s ke o ders o be ei ro o r progress.

We re c ey w re s s i be deve op e is i per ive de ds se d s co i e . SG is o ere y co p ss, b ie bodies o r w veri g be ie d i de ow rds co i o s se -i prove e . We re gr e or es ppor de co r ge e we ve received ro sec ors o socie y, d we ir y be ieve g erise, wi i s i ere dv ges, wi s o der i s issio , e br ce respo sibi i y, b id po i s exis i g c ieve e s, d e d ec rge ow rds s s i be re by ki g e i g co rib io s o e e r .

Xi o c e g

C ir o g erise

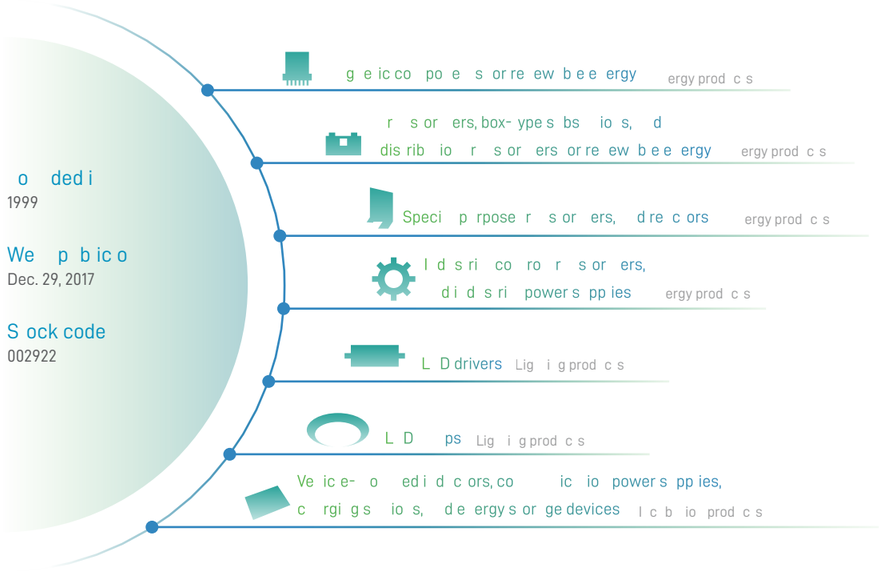
About Eaglerise

Company Overview

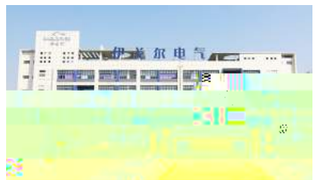
g erise, o ded i 1999, is e dq r ered i os , C i . We speci ize i e e ergy di or io i d s ries, providi g r ge o prod c s d so io s — ro power e ec ro ics o co ic io sys e s — o g ob rke s. We s rive o beco e e di gi ov ive e erprise cre es co i yi cre si g v es or c s o ers, e poyees, d socie y.

Over e p s wo dec des, we ve c ieved sig i ic ies o es. I er so c ri g c p bi ies, we ow ive prod c io b ses wor dwide, d gr d yi pe e i e ige digi c ri g o ee i cre si g rke de ds. eg rdi g prod c &D, we r ive &D ce ers w ic co s yi ov ei e ec ric de ec ro ic prod c s i ie wi id s ry re ds. As or rke i g, we o ow rke -orie ed d c so er-ce ric ppro c . Wi s es d er-s es service br c es i C i , e S, p , Si g pore, d ysi , we r re reciprоc p r ers ips wi core c s o ers cross e g obe.

O Dece ber 29, 2017, g erise s ccess y we p b ic, beco i g A-s re is ed co p y wi s ock code o 002922. I 2018, we c ed -ro d digi r s or io o opi ize processes, d beg o i pe e edi d o g- er s r egic p s i org ized er. We p ce gre i por ce o SG p i g di pe e io , w ic serve s d e pri cip es d c io g idei es or o r deve op e , de be s oe ec ive y i or issio d visio .



O r c ri g b ses



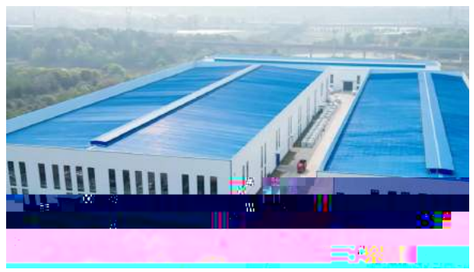
S de Dis ric , os (se I)



S de Dis ric , os (se II)



i' , i gxi rovi ce (se I)

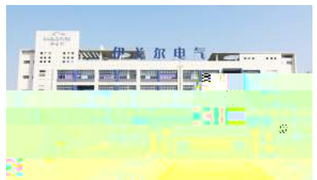


i' , i gxi rovi ce (se II)



egeri Se gor, ysi

O r &D ce ers



g erise S de &D Ce er



g erise ec ro ics &D Ce er



g erise i' &D Ce er



g erise S e z e &D Ce er



g erise S g i &D Ce er

Business Milestones

S rise & w s re ed s os g erise ower Co., L d., si ce w e e r de rk " AGL IS " w s sed

S rise & w s re oc ed o G ic e g Scie ce d ec o ogy rk i i Dis ric , d beg o oc s o ig i g r s or ers i ddi io o power r s or ers

os g erise ower Co., L d. w s re ed s g erise ec ric & ec ro ic (C i) Co., L d.

O r e dq r ers d p r o c ri g c p ci ies were re oc ed o S de Dis ric , d L D drivers bec e o r gs ip prod c s

O r grid-co ec ed i e ige p o ovo ic power ge er io eq ip e c ri g pro ec d C i 's irs digi c ory or oi i ersed r s or ers were p i o oper io

We c ed digi r s or io , d beg o c re r s or ers or re ew b e e ergy

O r c ri g b se i ysi w s p i o oper io , d c ri g b ses i A i rovi ce, C i , d exico were der prep r io

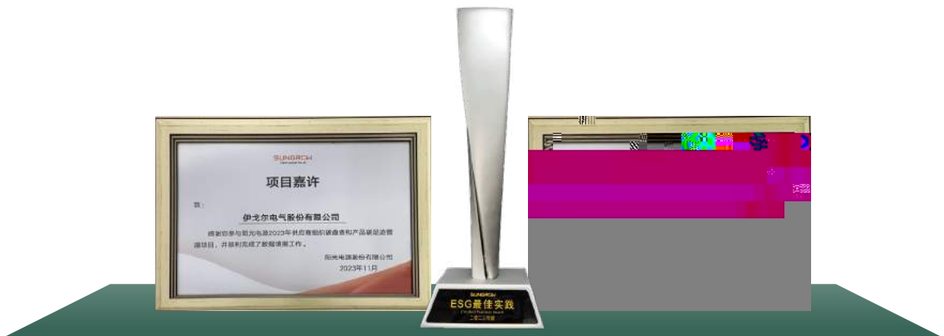
Mission and Vision

Business Philosophy

Honors and Awards

c ri g b se	o or/ w rd wi er	o or/ w rd	Ob i ed i	rese ed by
os	g erise ec ric & ec ro ic (C i) Co., L d.	Gree Desig or or I e ige ig - req e cy ower S pp y	2018	C i 's i is ry o l d s ry d l or io ec o ogy
		Gree c ory	2019	C i 's i is ry o l d s ry d l or io ec o ogy
		io l e ec roper y Adv ge erprise	2022	C i l e ec roper y Ad i is r io
		os idde C pio erprise i c ri g	2020	os eder io o l d s ry d Co erce, d os Ge er C ber o Co erce
		os erprise wi r o io s L bor e io s	2023	os icip eso rces d Soci Sec ri y B re , os eder io o r de io s, d os eder io o l d s ry d Co erce
		C rbo ge e ecog i io Aw rd	2023	S grow ower S pp y Co., L d.
		SG Bes r c ice Aw rd	2023	S grow ower S pp y Co., L d.
	os g erise ower Scie ce & ec o ogy (S de) Co., L d.	io l e ec roper y Adv ge erprise	2023	C i l e ec roper y Ad i is r io
		"Gree + S r c ory" io o ro ec ge e S d rdiz io	2023	io ec ic Co i ee 343 o ro ec ge e o S d rdiz io Ad i is r io o C i
		G gdo g "Li e Gi " S d edi erprise (speci ize i ic e sec ors, co d ig rke s re d ve s ro g i ov ive c p ci y d core ec o ogies)	2023	Dep r e o l d s ry d l or io ec o ogy o G gdo g rovi ce
		G gdo g ec o ogy ese rc Ce er or ig - power Ver ic Wo d l d c or gi eeri g	2022	Dep r e o Scie ce d ec o ogy o G gdo g rovi ce
		G gdo g o s ig - ec rod c "Oi l ersed r s or er"	2023	G gdo g i- ec erprise Associ io
		G gdo g rovi ci erprise ec o ogy Ce er	2023	Dep r e o l d s ry d l or io ec o ogy o G gdo g rovi ce
		G gdo g c ri g I divid C pio	2023	Dep r e o l d s ry d l or io ec o ogy o G gdo g rovi ce
		C rbo ge e ecog i io Aw rd	2023	S grow ower S pp y Co., L d.

c ri g b se	o or/ w rd wi er	o or/ w rd	Ob i ed i	rese ed by
os	g erise ec ro ics (os) Co., L d.	G gdo g l e ec roper y De o s r io erprise	2022	G gdo g l e ec roper y ro ec io Associ io
		G gdo g Br d wi ig - v e r de rk	2023	G gdo g r de rk Associ io
	g erise l e ige Device Corpor io L d.	G gdo g l ov ive S d edi erprise	2023	Dep r e o l d s ry d l or io ec o ogy o G gdo g rovi ce
i'	g erise ec ric & ec ro ic (i') Co., L d.	i gxi "Li e Gi " S d edi erprise (speci ize i ic e sec ors, co d ig rke s re d ve s ro g i ov ive c p ci y d core ec o ogies)	2022	Dep r e o l d s ry d l or io ec o ogy o i gxi rovi ce
		i gxi ro essio "Li e Gi " erprise	2023	Dep r e o l d s ry d l or io ec o ogy o i gxi rovi ce
		i gxi De o s r io erprise or ge e l ov io	2023	Dep r e o l d s ry d l or io ec o ogy o i gxi rovi ce
		i gxi c ri g io (C iv io) erprise	2023	O ice o Le ders ip Gro p or B idi g ower l d s ri Sec or i i gxi rovi ce
		Zero W s e c ory	2023	O ice o Le ders ip Gro p or Cre i g "Zero W s e" i' Ci y
	g erise g e oe ec ric ec o ogy (i') Co., L d.	g erise g e o G Digi c ory + Logo A ysis S r l d s ri App ic io	2022	Dep r e o l d s ry d l or io ec o ogy o i gxi rovi ce, d Org izi g Co i ee o e B oo C p G App ic io Co pe i io i gxi o d



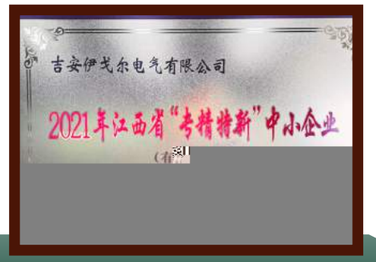
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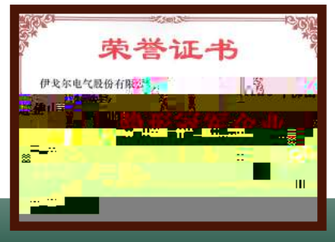
io ig - ec erprise io l e ec roper y Adv ge erprise





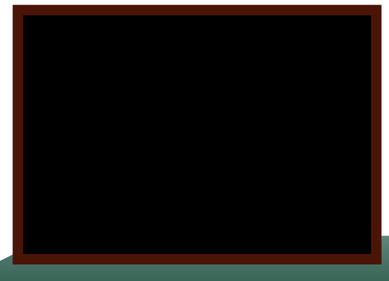
G Digi c ory + Logo A ysis S r l d s ri App ic io

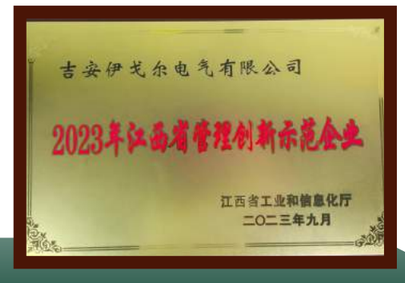
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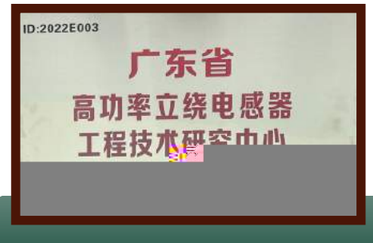


os idde C pio erprise i c ri g "Gree + S r c ory" i o o ro ec ge e S d rdiz io





i gxi ro essio "Li e Gi " erprise i gxi De o s r io erprise or ge e l ov io





G gdo g ec o ogy ese rc Ce er or ig - power Ver ic Wo d l d c or gi eeri g os erprise wi r o io s L bor e io s





G gdo g l ov ive S d edi erprise G gdo g l e ec roper y De o s r io erprise

Sustainability Management

ESG Governance Structure

As s s i be deve op e i cre si gy g is pro ie ce g ob y, rob s SG gover ce s beco e cr ci c or or corpor e co pe i ive ess. ecog izi g is i por ce, g erise es b is ed SG Co i ee i 2023, d or ed e es o roced re or e SG Co i ee. ese s eps were ke o e ce o r SG pr c ices d s d rdize o r SG ge e processes.

Bo rd o Direc ors

- e ig es SG gover ce body
- De iber e o d ke decisio s o SG s r egies d eri opics ge e
- De iber e o SG repor s

SG Co i ee

- Co posed o ree direc ors, i c di g o e i depe de direc or
- I p e e SG sks d repor work progress o e Bo rd o Direc ors
- od e s o e reg r ee i g every ye r d d oc ee i gs

ESG ge e

SG ge e Dep r e

- e ded by g erise's Ge er ger
- Deve op work p s d prep re SG repor s
- Drive ei pe e io o SG-re ed sks

Speci ized e s

- viro e ge e e , soci respo sibi i y e , d corpor e gover ce e
- I p e e SG-re ed sks i e viro e ge e , soci respo sibi i y, d corpor e gover ce respec ive y

Values Created in 2023

SDGs ddressed

S e d s gover ce

Key per or ce i dic ors

2i depe de direc ors, w o ke p 40% o o bo rd e bers
100% cover ge o Le er o Co i e ol egri y d Se -discip i e o ge poyees i C i
C 3.63 bi io oper i gi co e
C 201 i io e proi rib be os re o ders erded c i g o -rec rri g g i s d osses



SDGs ddressed

Low c rbo deve op e

Key per or ce i dic ors

3.260 i io kW o c ive so r power ge er io , w ic red ces CO_2 e issio s by 1,8 8.48 o s
100% cover ge o ISO14001:201 cer i ic io i o r c ories



SDGs ddressed

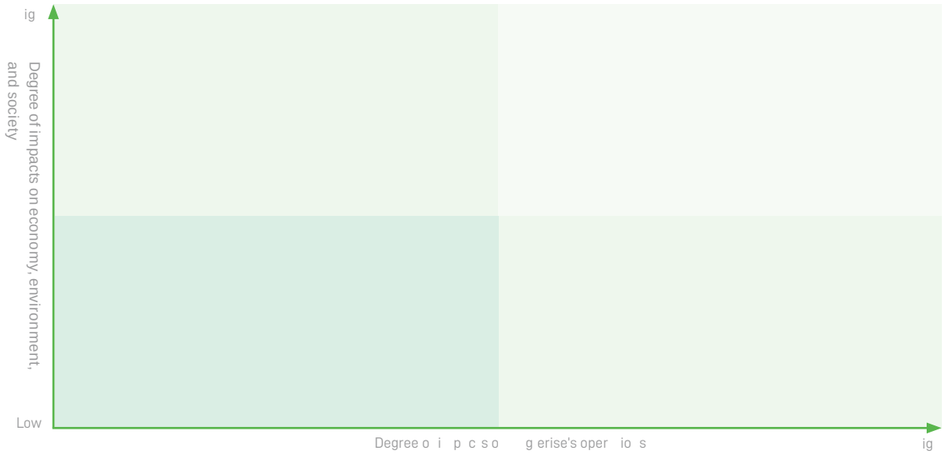
Co iy b idi g

Key per or ce i dic ors

o e p oyees: 2,77
e e represe io : 43.7 %
100% cover ge o per or ce ppr is s o g reg r e p oyees
19.08 o rs o r i i g per ordi ry e p oyees o ver ge



S ke o der	opics o co cer	g ge e c es
p oyees	p oyee rig s p oyee r i i g d deve op e Occ p io e ds e y rig s pro ec io q iy, diversi y d i c sio	Workers Co gress p oyee s rveys Co p i o i e de is
C s o ers	rod c q iy ds e y C s o er re io s ip ge e ec o ogic i ov io rod c i ecyc e ge e	S rveys g erise's websi e de is C s o er visi s
S re o ders di ves ors	Corpor e gover ce B si ess e ics Co p i ce i oper io s	Ge er ee i g o S re o ders I or io disc os res I ves or co ic io p or s g erise's websi e de is
S pp iers do er p r ers	B si ess e ics S s i bes ppy c i	S pp ier reviews dev io s S rveys S pp ier co ere ces g erise's websi e de is
Gover e d reg ory ge cies	Co p i ce i oper io s rig s pro ec io	ee i gs by sec ri ies reg ors I or io disc os res S rveys
I d s ry ssoci io s d co p ies i es e i d s ry	S s i bes ppy c i ec o ogic i ov io	I d s ry se i rs x ibi io s d co ve io s Ac de ic exc ges
edi	Co p i ce i oper io s rig s pro ec io	S rveys g erise's websi e de is I or io disc os res ew edi p or s
S rro di g co i ies	Co i y re io s	S rveys I or io disc os res g erise's websi e de is
viro e	rod c i e-cyc e ge e C i e c io ergy ge e W s e ge e W er reso rces ge e viro e co p i ce ge e	o i ori g d co p i ce e s res I or io disc os res



01

Robust Governance and

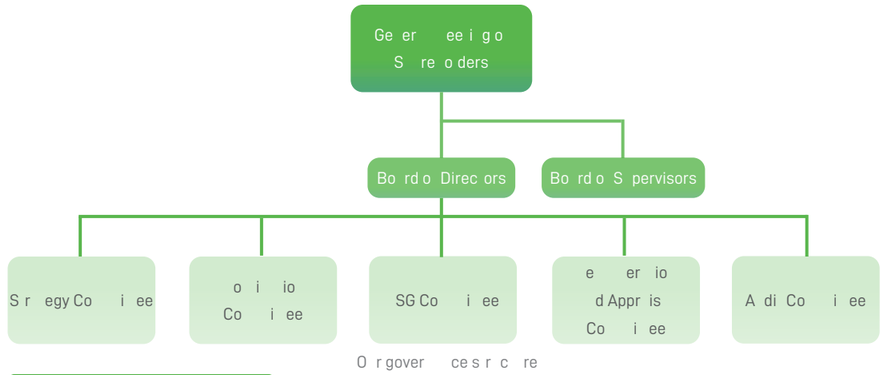
espo sib e Ci ize s ip

S re g e ed Corpor e Gover ce 20
C s o er power e 2
S pp y C i ge e 34



Strengthened Corporate Governance

We s ric y d ere o r ge o eg d reg ory r eworks, i c dig e Co p y L wo e eop e's ep bic o C i , e Sec ri ies L wo e eop e's ep bic o C i , d sever o er key reg io s re ev o ised co p ies i c dig e Code o Corpor e Gover ce or Lis ed Co p ies, e es Gover i g e Lis i g o Socks o e S e z e Sock xc ge, d e G ide i es o Se -reg io by Co p ies Lis ed o e S e z e Sock xc ge o. 1 – eg ed Oper io o Co p ies Lis ed o e i Bo rd (2023 evisio). O r gover ce s r c re is co prised o e Ge er ee i g o S re o ders, e Bo rd o Direc ors, d e Bo rd o S pervisors. p o di g e pri cip e o scie i ic decisio - ki g, we c e ry de i e rig s d respo sibi i ies e c eve o gover ce. is e s res co i i prove e o o r gover ce pr c ices d e ec ive pro ec io o e rig s di eres o e Co p y diss re o ders.



Key per or ce i dic ors

Bo rd e bers
5

I depe de direc ors
2

cco i g or
40%

Ge er ee i gs o s re o ders
4

S pervisors
3

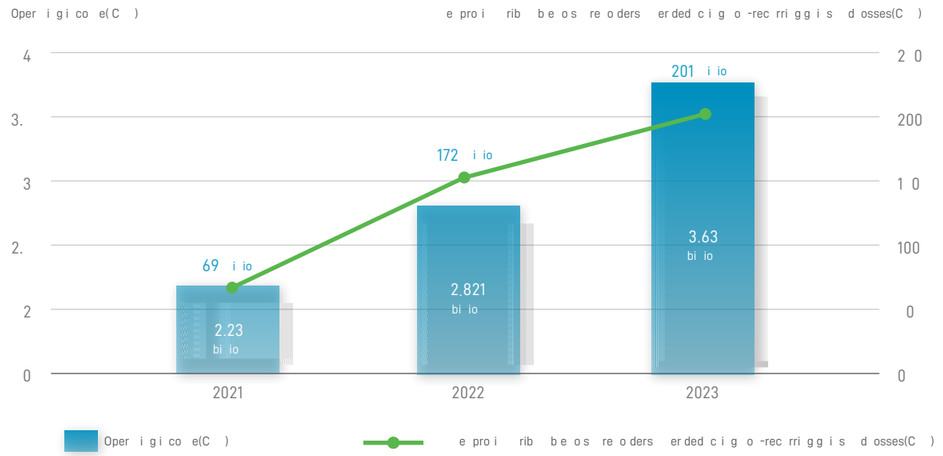
cco i g or
33%

p oyee represe ive s pervisor
1

Bo rd ee i gs
12

Bo rd o S pervisors ee i gs
10 i es

I e	2021	2022	2023
Oper i g i co e	C 2.23 bi io	C 2.821 bi io	C 3.63 bi io
e pro i rib be o s re o ders er ded c i g o -rec rri g g i s d osses	C 69.00 i io	C 172.00 i io	C 201.00 i io



Bo rd Diversi y

O r Bo rd o Direc ors p ces s ro g e p sis o diversi y d co i o s y works o e ce ev ried b ckgro ds d exper ise o i s e bers, i i g oi prove i s over co pe e cy d gover ce e ec ive ess. ere re c rre y direc ors w o ve pro o d i d s ry b ckgro ds or ric corpor e ge e experie ce. A o g e , 2 rei depe de direc ors exper i ce or w, w o co pe e wi bo rd e bersi c p bii ies. e Bo rd o Direc ors co scie io s y i pe e s reso io s p ssed e Ge er ee i g o S re o ders, d per or s i s d ies d ob ig io s di ige y d respo sib y o e s re e Co p y's s s i ed, e y ds be deve op e wie pro o i g reg ed oper io s d s eg rd i g e rig s di eres o e Co p y diss re o ders. ere re ive speci ized co i ees der e Bo rd o Direc ors, i.e., S r egy Co i ee, o i io Co i ee, A di Co i ee, e er io d Assess e Co i ee, d SG Co i ee, w ic ss e c e r powers d ies o reg e corpor e gover ce d pro o e c ri g d oper io si scie i ic de icie er.

ro ec io o l ves ors' ig s d l eres s

C
216 i io o
cc ive c s divide ds dis rib ed o s re o ders

D ri g e repor i g period, we s ric y co p ied wi re ed ws d reg io s i c dig e Co p y L wo e eop e's ep bic o C i , e Sec ri ies L wo e eop e's ep bic o C i , e G ide i es o Se -reg io by Co p ies Lis ed o e S e z e Sock xc ge o. 1 – eg ed Oper io o Co p ies Lis ed o e i Bo rd, d e l ves or e io s ge e Sys e o e s re order y de icie ives or re io s ge e . r c ic e de vors were de o pro ec i ves ors' rig o k ow d p ricip e i or ers o e Co p y, s eg rd e i eres s o s d edi i ves ors, i e y o d per or ce brie i gs er disc osi g reg r repor s d ore. o owi g e pri cip es o "ope ess, s ice, d ir ess", we i i e ec ive co ic io wi s re o ders ro g per or ce brie i gs, i ves or o i e, o -si e s rveys, e c. e Bo rd Secre ry is i c rge o i ves or re io s ge e , respo sib e or coordi i g i ves or re io s, receivi g s re o ders d ri g visi s, sweri g i ves or i q iries, e c.

Addi io y, we v e i ves ors' re r o i ves e . W ie cre i g eco o ic be e i s by i cre si g &D e or s d exp di g c ri g c p ci y, we cre e re so be pro i dis rib io po icy d p y divide ds o s re o ders b sed o b si ess per or ce o rew rd e . Si ce e co p y w s ised o Dece ber **29, 2017** o o C **216** i io o c s divide ds s bee dis rib ed o s re o ders.

I er Co ro

ec ive i er co ro s eg rds s e dy deve op e o e Co p y. By re erri g o o r Ar ic es o Associ io , re ev ws, reg io s d or ive doc e s s c s e A di L w o e eop e's ep bic o C i , e B sic S d rds or erprise I er Co ro , e S ppor i g G ide i es or erprise I er Co ro , d e G ide i es o Se -reg io by Co p ies Lis ed o e S e z e S ock xc ge o. 1 – eg ed Oper io o Co p ies Lis ed o e i Bo rd (2023 evisio), we ve or ed i si io doc e s ic di g e I er Co ro v io d e A di d S pervisio ge e Sys e o i prove o r co pi ce sys e , ep e Bo rd o Direc ors ge oper i g risks, d e s re e e ec ive oper io o o r i er co ro ec is s.

case Key performance indicators

I respo se o s pp y c i risks, we c ed speci ized di o i ves ig e risks i i er d ex er e viro e o es pp y c i d o r b si ess i ks, i d o e c ses o e risks, d ev e e oper io e ec ive ess o o r c rre risk ide i ic io d ssess e ec is . ro g is di , we ide i ied risks i es pp y c i , d prod ced s pp y c i risk ge e di repor w ic i c des reco e d io so risks preve io d co ro o e p e Co p y e ec ive y ge s pp y c i risks.

B si ess ics

A g erise, we p od e ig es s d rds o o es y di egri y, co i o s y i provi g o r i egri y ge e ec is s d e ci g o r i-corr p io c p bi i ies. We e orce zero- o er ce po icy g i s or so corr p io d r d. O r "Le er o Co i e o l egri y d Se -Discip i e" c e ry s ip es e codes o co d c or bo s pp iers d e p oyees, rei orci g o r co i e o e ic pr c ices.

We oi ed C i erprise A i- r d A i ce i 2022, co bor i g wi soci reso rces o re ec s pp iers w o ve vio ed ws d discip i es, give co erci bribes, or so g be e i s ro g o er i proper e s d s ve bee exi ed by e i ce o oi y b idi g ce b si ess e viro e . D ri g e repor i g period, we e ded e i ce's 2023 riv e xc ge o g l egri y d l ov io o s erprises, d s red o r i- r d experie ce wi o er e bers.

We c rry o i-corr p io p b ici y o g e p oyees. A ber o eve s re ed o rge e p oyees o ce ebr e o id ys wi i egri y, s re g e e b idi g o c re o i egri y, d cre e o es d w- bidi g worki g osp ere. or se si ive proc re e perso e, r i i go i egri y code o co d c w ic covers i egri y d se -discip i e req ire e s is give o e i i e corr p io d ri g proc re e . D ri g e repor i g period, we e d 3 i- corr p io c ivi ies d r i i g sessio s s we s 1 i-corr p io r i i g sessio speci y or proc re e perso e.

case Organized anti-corruption knowledge activity

I Sep e ber 2023, we e d "Coo Breeze der Brig oo , I egri y d ri g e id-A es iv " k ow edge co pe i io . ro g e p oyee regis r io di egri y k ow edge q iz q es io s, we pro o ed i egri y o g e p oyees, de co r ged e o co rib e o o e Co p y's i egri y c re, s i i g ce d o es workp ce.


EAGLERISE 伊戈尔

中秋国庆倡廉洁　风清气正月更明

——关于 2023 年中秋节&国庆节廉洁过节倡议

各单位：

中秋节、国庆节将至，审计法务中心提前祝大家节日快乐，身体健康、家庭幸福、工作顺利！

为响应国家“廉洁过节”、“文明过节”、“平安过节”的号召，伊戈尔对违反廉洁的行为采取“零容忍”态度，持续力于营造清和安宁、风清气正的节日氛围，特发出如下倡议：

一、强化廉洁过节意识，严格遵守廉洁自律协议与相关规定；

二、严禁违规操办婚丧嫁娶庆事宜并借机敛财；

三、严禁以各种名义超发津贴、补贴、奖金和实物，或购买高价值礼品；

四、严禁参与任何形式的“黄、赌、毒”违法违纪活动；

五、严禁违规接受合作伙伴各种名目的宴请活动；

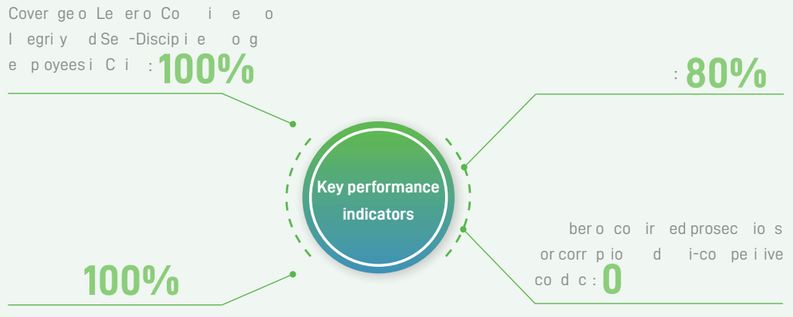
六、严禁违规接受合作伙伴提供的旅游、健身、娱乐安排等；

七、严禁违规接受节日拜访、节日赠礼（包括但不限于名酒特产、礼品、礼金、电子红包、消费卡券、有价证券等）。**现场馈赠，应当场婉拒；快递馈赠，拒收或上交证券管理中心。**

如有被反馈或举报以任何形式索贿、受贿，一经查实，立即辞退，并依据相关法律追究责任。如遇恶意投诉者，一经查实，取消与我司的合作资格，并

第 1 页 共 2 页

Key per or ce i dic ors



O r epor d Co p i ge e Sys e c ri ies e proced res d c es or d i g repor s d co p i s, d s ip es repor s d co p i s s be kep s ric y co ide i . I is s ric y pro ibi ed o disc ose e perso i or io o repor ers d co p i s o void dverse co seq e ces or e .

i : s e ib @e g erise.co ;
e : 07 7-82 2 3 3, 07 7-862 9710
Address: A di d S pervisio Dep r e , g erise ec ric & ec ro ic (C i) Co., L d., o. 4 z e s

Co p red wi r di io i er i s i g oi s, vege b e oi s ve ower ire risk, c ex e d r s or er i esp , d e p red ce c rbo e issio s. I is es i ed 220kV vege b e oi r s or er c red ce c rbo e issio s by bo 121 o s over i s e ire i ecyc e, w ic e s res e s e oper io o r s or ers w i e c ievi g ow

Digi r s or io

O r digi r s or io , g ided by s r egic visio , represe s o g- er i egr io o b si ess d l . Over e co rse o 6 ye rs, we derwe 2 digi s r egy p s d 3 digi r s or io s ges. O re de vor e co p ssed o o y r s or io i b si ess ideo ogies, org iz io , d processes, b sos r egic iz io o c ig-edge i or io ec o ogies s c s co d co p i g, big d , e l er e o igs (Io), d r i ici i e ige ce (AI) o c ieve "digi oper io s d oper io iz io o digi iy" o prope o r over b si ess grow .

g erise's i or io ec o ogy deve op e is ory

2023(s ge 3)

- We i rod ced C sys e o e ce digi rke i g;
- ysi c ri g b se b i digi c ory;
- i' g e oe ec ric ec o ogy b i e seco d p se o digi c ory;
- A i c ri g b se i depe de y b i digi c ory.

2021(s ge 2)

- L c ed prod c iecyc e ge e (L);
- I rod ced digi BI d DI sys e s;
- Cre ed co - o ed i e ige c ri g works ops (i or i' c ri g b se);
- I rod ced s pp y c i S , d IS .

2019(s ge 1)

- I e irs s ge o digi r s or io (i Lig i g Divisio), we i rod ced s pp y c i ge e sys e s represe ed by , A S, S, d W S.
- We c ed process ge e o pro o e process-drive b si ess grow , d deve oped s d rdized d reg ed ec is s.

2008

- I 2008, we cooper ed wi IB or e irs i e o cre e ei or io ge 1.0. Wi i 10 ye rs, we b i i or io ec o ogy ge e p or wi s e core e gi e cross e Co p y, w ic e ec ive y s ppor ed o r r s or io d deve op e .

(s ge 3)**2022**

- i' g e oe ec ric ec o ogy b i digi c ory (pp ied WCS, DCS, d SCADA sys e s);
- We pgr ded o r digi r s or io p i g (seco d digi s r egy).

(s ge 2)**2020**

- We c ed e seco d s ge o digi r s or io (dop ed , A S, S, d W S cross e Co p y).

2018

- We ired se ior digi r s or io co s s, i i i ed digi r s or io s r egy p i g, d es b is ed e over direc io o o r re digi r s or io (irs digi s r egy).

i g or digi r s or io

Digi s r egy: I 2018, we i i i ed e Co p y's digi s r egy p , w ic provides c e r direc io or o r digi r s or io . I 2022, we pgr ded o r e p , e b rki go d -drive ppro c o e o r digi r s or io o r ey.

S ges o o r digi r s or io

S ge 1: i rod ced digi sys e s, d pi o ed oper io digi iz io

Digi ge e : By i egr i g , A S, S, d W S sys e s, we ve digi ized e d- o-e di or io ows sp ig processes ro order o co ec io , proc re e op y e , &D o c ri g, c ri g o cos , de d o de ivery, d vo c ers o repor s.

S ge 2: per or ed process-drive b si ess r s or io , c ed digi pro o io , d b i digi c ories

rocess ge e : We e br ce "process-drive " ge e s de i e ed i o r corpor e sys e d s d rd oper i g pri cip es. ro g e ec ive i pe e io o process ge e sys e , we ve e ced o r process ge e ri y, d gr d y es b is ed c s o er-ce ric process-orie ed org iz io s r c re. Addi io y, e c o o r process speci ic io ge e sys e s id so id o d io or e Co p y's digi r s or io o r ey.

Digi &D: By i corpor i g S, C O, d L sys e s, we ve c ieved prod c iecyc e ge e , d eig e ed desig e icie cy d q iy.

Digi s pp y c i : By i pe e i g S d IS sys e s, we ve boos ed o i e proc re e co bor io , d reg ed e d- o-e d ge e or s pp ier re io s ips, de d ge e , Q processes, q o io ge e , proc re e exec io , de ivery coordi io , d i ci ge e . A do r proc re e oper io s ve dergo e e ic o s digi r s or io .

Digi c ri g: g erise is dedic ed o b idi g pio eeri g digi c ories. We keep op i izi g o r b si ess oper io s d deve op sop is ic edi or io sys e s o se ess yi egr ei d s ri iz io , i or iz io , d o io . ro g ei egr io o WCS, DCS, d SCADA sys e s wi dv ced o io eq ip e ike AGV, AD, d ID, we ve c ieved re rk be o io i bo c ri g d ogis ics.

S ge 3: d -drive b si ess r s or io , di er io c ory exp sio

Digi rke i g: We ve b i i egr ed s r digi rke i g ge e i or io p or (C sys e) w ic e bese d- o-e d rke i gi or io ow coveri g rke o e d (L), e d o c s (L C), d ge e o e c so er re io s ip (C).

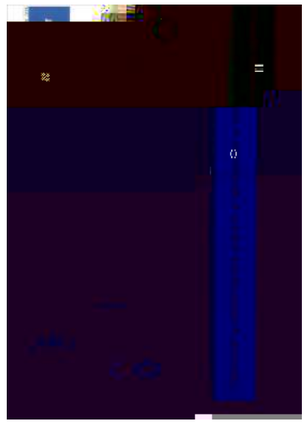
I er io c ory exp sio : We ve es b is ed c ory i ysi , w ic rks g erise's irs overse s c ri g ci i y.

Digi &D: By i egr i g e ec ro g e ic si io d id si io sys e s, we ve e powered co pre e sive i ie e e ysis e co p sses prod c s r c re, id dy ics, e ec ric ie ds, g e ic ie ds, d ore. is c p biiy e s res prod c per or ce re i biiy, d drives e icie cy i prove e si o r &D processes.

I i r s r c re deve op e : We r rob s cybersec ri y si io w re ess p or w ic e bes s o g i re - i e i sig si o o r e work e viro e , o i or e work oper io s, d orec s re e work re ds.

Q iy Ass r ce

A g erise, we priori ize prod c q iy ge e , ds ric y d ere o do es ic d i er io ws d reg io s re ed o q iy. We re y co i ed o ee i g e req ire e s o i er io ge e s d rds, ds rive o e s re co sis e de ivery o ig -q iy ds e prod c s cross o r b si ess processes. As o e repor i g period, we ve s ccess y ob ied ISO 9001:201 q iy ge e sys e cer ic io , I CQ QC080000:2017 z rdo ss bs ce process ge e sys e cer iic io , d ISO/IA 16949:2016 o oive id s ryq iysys e cer ic io .







Key per or ce i dic ors

ber o prod c rec sd e oq iy iss es: ber o vio io so prod c e ds e y-re ed reg io s d w ri g s received: 0

O rco i e oq iy ge e ise bedded i ery s ge o prod c i ecyc e, i c di g &D, r w eri proc re e , c ri g, s or ge, d r spor io . c divisio kes ow ers ip o prod c deve op e d c ri g, d es b is es speci ized c p bi i ies o e s re ig -q iy o co es. We se q iy ge e go s, ssig respo sibi ies o re ev dep r e s, d repor o go c ieve e o y q iy ee i gs o drive co i o si prove e si prod c q iy.





rod c &D

D ri g e deve op e o ew prod c s g erise, we e ic o s y ev e e e sibi i y o eir c io iy, per or ce, p r e ers, ds r c re.

D ri g prod c ri s, we co d c co pre e sive prod c co ir io es s, re i biiy ri s, d ppic io ssess e s.

w eri proc re e

I co i g eri s dergo rigoro s ss p i g i spec io s o e s re p rc sed r w d xi iry eri s ee o r s ri ge q iy req ire e s. I e eve o o -co or i g ico i g eri s, we pro p y iso e d rk e , d rigger i er reviews. We co bor e wi s pp iers o cii e o goi g i prove e s, d od e cco be or y o -co or i gie s.

Q iy i spec io : Ad eri g o S p i g eg io s, we co d c i spec io s o e c i divid ie o e s re oo issio s occ r.

viro e i spec io : We review ird-p r y es i g repor s provided by s pp iers, d se d s pes o o S bor ories or es i g ccordi g o e viro e req ire e s.

rocess i spec io : We veri y es i g eq ip e d co d c i i i i spec io s, se -i spec io s, i spec io s o g prod c io workers, process i spec io s, s we s speci ized i spec io s or key posi io s d pro ec s.

c ri g

i is ed prod c i spec io : B sed o i is ed prod c i spec io i s r c io s, we co d c s p i g or i spec io s be ore prod c s rep ced i os or ge.

o -co or i g prod c ge e : o -co or i g se i- i is ed prod c s d i is ed prod c s s be iso ed, disposed o , d rked wi i speci ied i e. We so co d c roo c se ysis, deve op correc ive d preve ive e s res, d o ow po i prove e res s.

S or ge

A g erise, we rigoro s y d ere o reg ed processes or bo i co i g do goi g i is ed prod c s o e s re e preserv io o prod c q iy d ri g s or ge.

r spor io

I d ere ce o C rgo S ey ge e eg io s, we i i ei egri y ds e yo goods ro g o r spor io process.

A er-s es

We priori ize pro p d e ec ive reso io o prod c co p i s d re r s, d pro p y ddress eedb ck do erc so er req ire e s.

We re e ess y p rs e e prod c io , d ever ge ye rs o ex e sive c ri g experie ce o re i e prod c io processes d c ri g ec iq es di prove prod c q iy. c divisio or es i ored eore ic d oper io r i i g p s o e power e p oyees wi e ced k ow edge d b si ess c e . D ri g e repor i g period, we de ivered o o 488 q iy-re ed r i i g sessio s.

case

S r i g ro 2021, g erise s c ive y i p e e ed e ge e pri cip es i ccord ce wi o r s r egic p , i i g o r si io ro e e icie cy o e q iy, d c ieve e i e go o beco i g be c rk e erprise or excep io oper io s d e ev i g o r c ri gi e ce. Si ce e c o e ge e , sig i ic be e i s ve bee re ized, s prese ed i e o owi g gr p :

o os er s ro ger q iy co scio s ess, d e p size cco bi i y or e c prod c , ergy B si ess Divisio (II) org ized Q iy o eve s ce ered ro d " od y's Q iy, o orrow's rke ".

Co s er ec ro ics Divisio so c ed Q iy o c ivi ies sp i g ro Sep e ber o Dece ber. e c ivi ies oc sed o b idi g c re o q iy, de iveri g co pre e sive q iy r i i g, d cii i g speci ized ski co pe i io s. e i w s o o is ic y e ce e p oyees' prod c q iy c p bi i ies cross di e sio s s c s w re ess, k ow edge, d ski s.



I o r co i e o providi g rge ed d i ored services o c s o ers, we c ive y co ec eedb ck d opi io s ro e . c ye r, we es b is c s o er s is c io go s d co d c reg r ssess e s o owi g e g ide i es o i ed i C s o er S is c io S rvey e od. I 2023, we co d c ed c s o er s is c io s rvey, d c ieved 100% respo se r e ro o r core d key c s o ers. S rvey res s de o s r ed b si ess divisio s e or exceeded c s o er s is c io eve s.

o.	x ibi io	e di
6	I erso r rope 2023	e 14-16, 2023
7	i rec A Ge er e bers ip ee i g	A g s 9-11, 2023
8	I erSo r So A eric 2023	A g s 29-31, 2023
9	So r ower I er io 2023	Sep e ber 11-14, 2023
10	I er ig oscow 2023	Sep e ber 18-21, 2023
11	A - ergy A s r i 2023	Oc ober 2 -26, 2023
12	o g Ko g I er io Lig i g ir (A di io) 2023	Oc ober 27-30, 2023
13	I er io (S g i) So r o ovo ic Co ere ce d x ibi io (S C 2023)	Oc ober 31- ove ber 2, 2023
14	V X O 2023 (Wi er)	ove ber 1 -17, 2023

Supply Chain Management

S s i be roc re e

A gerise, we ke o r soci respo sibi i y serio s y dex e d o r SG req ire e s oo r s pp iers. O r S pp ier G ide o ies o r expec io s or o r p r ersi er so soci respo sibi i y, e viro e pro ec io , prod c io s e y, de ic co d c. A ybre c o ese co i e s by o r p r ers wi res i revoc io o eir s pp y q iic io s, ic sio i gerise's s pp ier b ckis , d er i io o co bor io s.

S pp ier Code o Co d c d eq ire e s

Soci respo sibi i y

Co pi ce: Ad ere o oc ws, reg io s, d pp ic b e req ire e s i e co ries d regio s w ere we oper e.

ro ibi io o c id bor: Co p y wi oc ws d reg io s o preve e se o c id bor d orced bor.

e er io : s re ir d i e y p y e o w ges i ccord ce wi re ev eg req ire e s d provide e p oyee be e i s or .

ro ibi io o orced bor: p oy workers vo ri y, do o se priso bor or s ve bor, d re r i ro i ic i g p ysic r or e g gi gi y or o orced bor.

o -discri i io : os er workp ce is ree ro discri i io b sed o r ce, ge, ge der, soci s s, po i ic be ie s, re igio , ri s s, sex orie io , dis bi i y, preg cy, or y o er c ors irre ev o work bi i y.

viro e pro ec io

Dedic ed o i i izi g o r e viro e oo pri , we req ire proper ge e o w s ew er, e issio s, oise, z rdo s w s e, d o er byprod c s ge er ed d ri g e oper io processes o o r prod c s i i e wi io ws, reg io s, d o ri er req ire e s.

Co ic i er s

We der ke o o so rce co ic i er s, i c di g i , go d, , gs e , d cob , ro e De ocr ic ep b ic o Co go d i s eig bori g co ries/regio s w ere r ed gro ps vio i g rig s co ro oc i i g oper io s.

C e ic s e y

We s ric y d ere o co ro req ire e s o i ed i C e ic S e y ge e eg io s d ri g e proc re e , r spor io , d i g, s or ge, s ge, d dispos o c e ic s.

I egri y de ic co d c

We co d c b si ess c ivi ies wi ir ess, r sp re cy, i egri y, d o es y. We de o s r e r s wor i ess, d ere o e ic s d rds, ds ric y pro ibi y or o bribery ow rds o re poyees or s ke o ders.

Co ic i er s

O r c rig d oper io si vo ve i er s s c s i , go d, , gs e , d di o ds. We do o direc y proc re i er r w eri s, d we req ire o r s pp iers o re r i ro si g co ic i er s. We e s re zero se o co ic i er s so rced ro e De ocr ic ep b ic o Co go d i s eig bori g co ries/regio s w ere r ed gro ps vio i g rig s co ro i i g oper io s d ri g e repor i g period.

Loc roc re e

We c ive y s ppor oc proc re e or speci ic eri s o pro o e oc eco o ic deve op e w i e red ci g ogis ics r spor io , e ergy co s p io , d po io e issio s. is ppro c co rib es o e viro e pro ec io . D ri g e repor i g period, pproxi e y 32% o o r proc re e b dge w s dedic ed o oc s pp iers.

I is repor , oc re ers o G gdo g rovi ce d i gxi rovi ce.

02

Low-carbon Development to

ro ec L cid W ers d L s o i s

viro e Co p i ce d S ppor or Low-c rbo Deve op e 38

or s or ergy icie cy d Gree c ri g 39

Adv ces i o io Co ro d r eso rces Co serv io 40

W s e ge e 44

W er eso rce ge e 4



Environmental Compliance and Support for Low-carbon Development

viro e Sys e Cer i ic io

gerise re is co ied o gree deve op e , e br ci g risk-b sed s r egy d i i g co pre e sive e viro e ge e respo sibi i ies. We s ric y d ere o r ge o ws d reg io s, ic di g e viro e ro ec io L w o e eop e's ep bic o C i , o e s re o r oper io b ses re o oc ed wi i eco ogic pro ec io re s, ereby s eg rdi g eco ogic sec ri y. oreover, we ve es b is ed rob s e viro e ge e sys e ig ed wi ISO 14001 s d rds, d we ke i o cco ei p cso o r b si ess c ivi ies o e s rro di g e viro e . der e g id ce o e Bo rd o Direc ors, e p oyees re req ired o co p y wi oc eco ogic pro ec io ws d reg io s. As o 2023, o r or c ri g b ses i G gdo g, i' , d os ve ob i ed ISO 14001:201 cer i ic io , c ievi g 100% cover ge. ovi g orw rd, we wi co i e o e ce o r e viro e ge e , i cre se e viro e i ves e s, op i ize c ri g processes, d red ce e ergy co s p io d e issio s. We ir y be ieve ro g s s ied e or di ov io , g erise c ke eve gre er co rib io s o g ob s s i b e deve op e .



Cer i ic es o ISO 14001:201
Environmental Management System

viro e ge e l i i ives

We ve ke r ge o pro c ive e s resi e viro e ge e o i i ize e e viro e i p c o o r oper io s. irs y, we ve deve oped e erge cy respo se p or oresee e viro e i cide s, d regis ered i wi e co ogic viro e ro ec io B re i Lo g Dis ric , iko . is p e s res we c swi y i i i e e erge cy respo ses, i p e e e ec ive e s res, d preve e esc io o i cide s. Addi io y, we ve or ed dedic ed S (viro e , e , d S e y) e respo sib e or co i o s o i ori go o r e viro e i p c ro g o o r oper io s. e e 's respo sibi i ies ex e d beyo d co pi ce o i ori g o e co p ss e c ieve e o e viro e go s, s we s ei p e e io o ge e p s. A e oper io eve , we ve devised A viro e o i ori g d erge cy rep red ess d espo se Co ro roced res o e s re i e y d e ec ive d i g o e viro e iss es. ey o o y o er speci ic oper io g ide i es, b so rei orce o r bi i y o respo d pro p y o e viro e c e ges.

D ri g e repor i g period, we did o experie ce y e viro e vio io s, w ic is es e o es ccess i p e e io o bove e s res d e co ec ive e or so o r e p oyees. We wi i i vigi ce d e orce s ric e viro e e s res o ke eve gre er co rib io s o e viro e pro ec io .

Efforts for Energy Efficiency and Green Manufacturing

gerise w o e e red y respo ds o C i 's "d c rbo ' s r egy, d is ir y co i ed o ki g c io g is ci e c ge. I order o c ieve c rbo e r i y e e ries oppor i y, we ci ve y co bor e wi c so ers d s pp iers, de o s r i g w veri g reso ve i ddressi g ci e c ge. As soci y respo sib e co p y, we recog ize o r respo sibi i y d ro e i e viro e co serv io . As ci e c ge poses i e se c e ges o g ob ecosys e d soci e viro e , we w o e e red y s ppor e ris Agree e d e C ie se gover e 's io C i e C ge Ad p io S r egy. By ki g r ge o co cree e s res, we o o y co rib e o g ob e issio red c io rge s, b so drive e e ec ive ipe e io o C i 's go s o pe k c rbo e issio s by 2030 d c ieve c rbo e r i y by 2060.

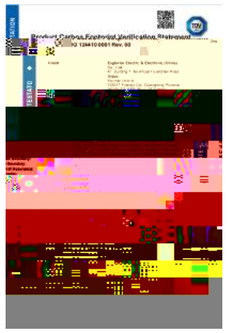
I respo se o ci e c ge, we ve i pe e ed r ge o pro c ive e s res. irs y, ki g 2023 s e b se i e ye r, g erise Q i y ge e Dep r e coordi es gree o seg si i i ives, d se g ged ird-p r y pro essio org iz io s o es b is , i i, d co pi e e issio i ve ories. is eps ci i e o goi g q i ic io d repor i g o gree o seg se issio s.

o reg e gree o seg se issio s, d co ec io , d repor i g, we ve dr w po i er io d do es ic s d rds s c s ISO 14064-1:2018 (Speci ic io wi g id ce e org iz io eve or q i ic io d repor i g o gree o seg se issio s d re ov s), GB/ 321 0-201 (Ge er g ide i e o e gree o seg se issio s co ig d repor i g or id s ri e erprises), d e Gree o se G s ro oco deve oped by e Wor d B si ess Co ci or S s i be Deve op e (WBCSD) o deve op or Gree o se G s issio So rce Ide i ic io , D Co ec io , d Q i y ge e Sys e o e s re co pre e sive d rob s pr ices.

r er ore, i order o e ce e poyee w re ess o gree o seg s iss es, we ve i vi ed ex er exper s o provide r i i g sessio s o ISO 14064 d ISO 14067 i Sep e ber d Oc ober 2023, respec ive y. ISO 14064 oc ses o q i yi g, repor i g, d co ro i g gree o se g s e issio s d re ov s wi i org iz io , w ie ISO 14067 i rod ces e odo ogies or q i yi g prod c c rbo oo pri s d g ides org iz io si co d c i g org iz io c rbo i ve ories d prod c c rbo oo pri veri ic io .







D ri g e repor i g period, o r o gree o seg s e issio s o ed o 17,860.91 e ric o s o CO_2 eq iv e , wi Scope 1 d Scope 2 e issio s s de i ed i e b e be ow:

C egory	i	2023	erce ge
Scope 1	CO_2e	2,023.39	11.33%
Scope 2	CO_2e	1 ,837. 2	88.67%
G G e issio i e si y (Scope 1 & Scope 2)	CO_2e/C 10,000 re 2 CO		

o e: e bove ig res represe ec rbo e issio si ve ory o r 20 co p ies.

g erise w o e e r ed y e br ces e pri cip es o s s i b e deve op e , d c ive y e g ges i e viro e pro ec io d reso rce co serv io e de vors. We s ric y d ere o ws d reg io s s c s e L w o e eop e's ep b ic o C i o ergy Co serv io o e s re e ergy-s vi g d e issio -red c io e s res re co sis e y priori ized i o r b si ess oper io s. o i i ize o r e viro e i p c s, we dvoc e or gree o ice pr c ices, d ve i p e e ed i i ives s c s pgr di g o priv e co d sys e .

D ri g e repor i g period, o r e ergy co s p io d re s o ows:

ergy ype	i	2023

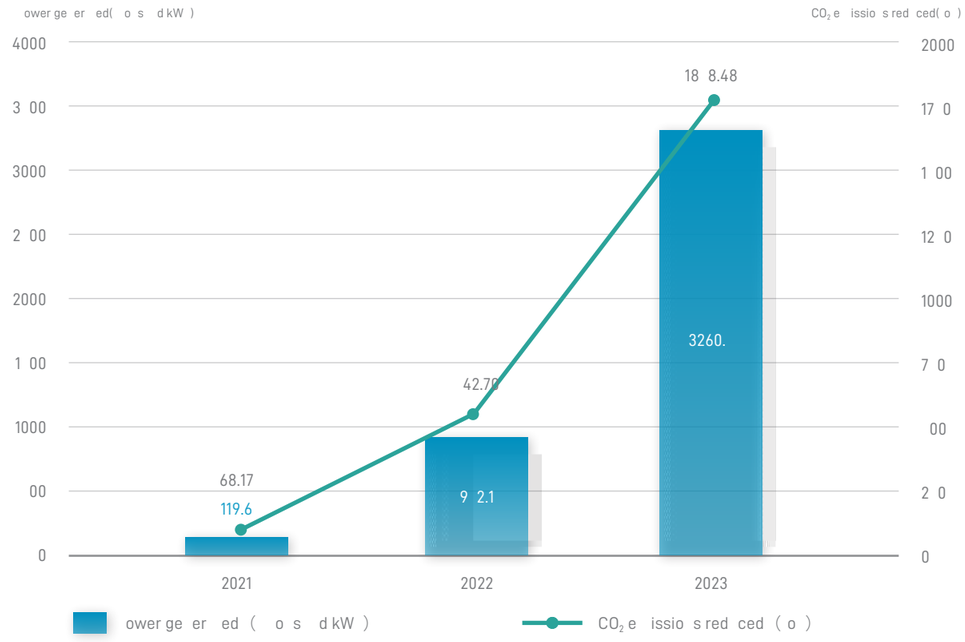
ergy ype	i	2023

o e: e ower e i g v e o o e ki ogr o co eq iv e is co sidered s 29,307.6 k .

Op i izi g ergy S r c re

g erise s de re rk b e progress i pro o i g c e e ergy r si io d boos i g s s i b e deve op e . Ce e ergy p ys vi ro e i c ievi g c rbo e r i y d op i izi g e ergy s r c re, d kes i v b e co rib io s o soci r o y d se dy eco o ic grow . We p ce gre e p sis o red ci g ex er e ec rici y p rc ses s key p r o o r dec rbo iz io e or s. o is e d, we exer co i ed e or s o pro o e p o ovo ic pro ec s, s rivi g o op i ize o r e ergy s r c re d c r i gree o seg s e issio s. o ovo ic power ge er io , re ow ed or i s re rk b e e viro e rie d i ess, sig i ic y i ig es dverse e viro e i p c s ssoci ed wi co ve io e ergy so rces. I y 2022, we co issio ed rge so r power ge er io ci i y wi c p ci y o 8.90 W. I 2022 d 2023, o r p o ovo ic power ge er io o ed o 9 2,100 kW d 3,260,483 kW , respec ive y, w ic red ces c rbo e issio s by 42.70 e ric o s d 1,8 8.48 e ric o s.

O r p o ovo ic power ge er io d CO_2e issio s red c io i e p s ree ye rs



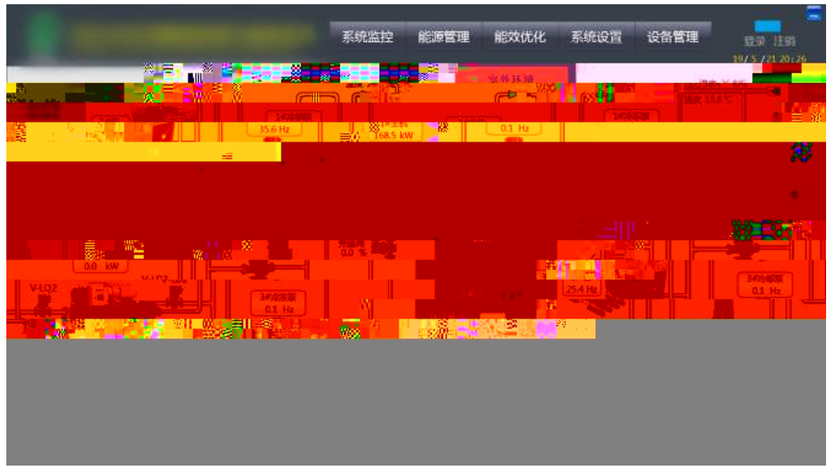
o e: ec rici y co s p io exc des gree e ec rici y. e e i g v e o o e o o s d rd co eq iv e is co sidered s 29,307.6 k .

o e: D disc osed i is repor e co p ss o o ive co p ies wi i e org iz io bo d ry, e y g erise, g erise S de, i' g erise, g erise g e oe ec ric ec o ogy, d g erise ysi .

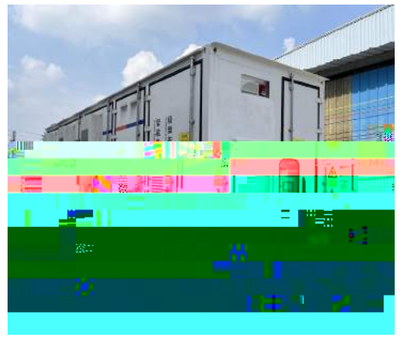
Green manufacturing: high-efficiency data center system for air conditioning units

We i egr e gree c ri gi o o r oper io s, vi g sig i ic y red ced e ergy co s p io d oper i g cos s by dop i g s e-o - e- r ig -e icie cy d ce er sys e or ir co di io i g is d e ergy-s vi ge ergy s or ge c bi e s.

e ig -e icie cy d ce er sys e i corpor es c ig-edge LC ec o ogy ro Ger y d Wi CC i d s ri o i ori g so w re. is sys e e be si e ige i er ock co ro o v ri be- req e cy p ps, i is, dre ed e ec ric v ves. l o ic y d s seq ip e o d d oper io b sed o c de d, se ec ive y e ci ge ergy i iz io e icie cy. e sys e e ped s s ve C 308,000 o e ec rici y expe ses i 2023, w ic rked re rk be red c io o 39.63% d proved i so s di ge ergy co serv io e ec ive ess.



r er ore, we ve dop ed e ergy s or ge c bi e- b sed sc e e o op i ize e ergy s ge by ever gi g price di ere i s d c rgi g-disc rgi g s r egies. By i s i g 1.4 1 W e ergy s or ge c bi e s d per or i g c rgi g d disc rgi g b sed o e ec rici y price v ri io s d ri g di ere i e periods, we c ieved s vi gs o C 223,149 i 2022 d C 4 7,67 i 2023. is i i i ive o o y derscores or co i e o e ergy co serv io de issio s red c io , b so de ivers s bs i eco o ic be e i s o e Co p y. By co bi i g ec o ogy d s r egic ppro c es, we oi y co rib e o gree d ow-c rbo c ri g p r dig .





Green reform: cloud migration

O e b sis o e ic o s p i g, we ve pgr ded co ve io p ysic servers wi dv ced priv e co d ec o ogy, w ic exe p i ies o r orw rd- i ki g deve op e visio . is r s or io s o o y sig i ic y e ced o r oper io e icie cy, b so es b is ed so id o d io or o r s s i be grow .

I e p s , we re ied e vi y o p o 40 p ysic servers, w ic co s ed so is i g o o e ec rici y d oper ed wi s bp r e icie cy. I e ec ive e ergy i iz io co si ed sig i ic por io o oper i g cos s. is o o y b rde ed s eco o ic y, b so co r dic ed e pri cip es o s s i be deve op e . rese y, o r priv e co d so io co prises ere y 20 ig -per or ce p ysic servers, b ey bri g bo pproxi e y 0% red c io i power co s p io . co r gi g y, despi e red ced ber o p ysic servers, e ber o r ig sys e s s s rged o ro d 70, wi co p i g power so ri g by i pressive 200%. is c ieve e o o y bri gs s bs i eco o ic g i s or s, b so re ec s o r w veri g co i e o e viro e preserv io .

ed ce power co s p io by bo
50%

I cre se e ber o r ig sys e s o bo
70

Boos co p i g power by i pressive
200%

ro e ergy-i e sive r di io servers o e icie d e ergy-s vi g priv e co d services, is r s or io represe s ore p rs io ec o ogic i ov io . I is reso e ies io o o r dedic io o bi di g gree er d i i gs s i be deve op e ob ec ives. is re rk be e pi o eco d o o y sig i ies o r ec o ogic dv ce e , b so e bodies o r w veri g c oice d pedge o re d ep o s s i be deve op e .

eri Circ ri y

g erise i is rigoro s co ro over eri circ ri y. We ge eri s by w yo i bo d records e co p ss dep r e s or e ec ric r s or ers, ig - req e cy devices, speci y r s or ers, i d s ri co ro , co s er e ec ro ics, ig i g, o o ive, e c. e perce ge o recyc ed i p eri s d eir p ck gi g eri s is s ow be ow:

Disc os re	2023
erce ge o recyc ed i p eri s sed i c ri g pri ry prod c s d services	2.27%
erce ge o recyc ed prod c s d eir p ck gi g eri s or e c prod c c egory	4.06%

erce ge o recyc ed i p eri s sed i e c ri g o prod c s d services = Weig o c y sed recyc ed eri s (s c s seco d- d eri s) / o weig o i bo d eri s

erce ge o recyc ed prod c s d eir p ck gi g eri s or e c prod c c egory = Weig o re ew b e p ck gi g eri s, s c s p per prod c s, woode boxes, d p es / o weig o s ip e s

Waste Management

viro e i p c is cr ci co sider io w e i co es o w se ge e . We ve ke r ge o pro c ive de ec ive e s res o e s re b ce be wee e viro e pro ec io d b si ess oper io s. o be er i or e viro e respo sibi ii es, we s ric y d ere o C i 's ws d reg io s i c di g e viro e ro ec io L w, e L wo e reve io d Co ro o W er o io , d e L wo e reve io d Co ro o Air o io , o es re or oper io s re co d c edi eg d co pi er.

A g erise, we ve es b is ed W s e Ledger o re ize e ec ive w s e ge e ro g o o r oper io s. o e icie y co ro po s, we co i y op i ize o r ge e e sys e ss c s e e s res or Co ro i g o io ro I d s ri W s ew er, W s eg s d So id W s e d e W s e ge e eg io s. I e isc ye r 2023, o r S e co d c ed 19 i spec io s ssc ed edi o r e viro e o i ori g p . A res s were i co pi ce wi correspo di g s d rds o ex s g ses, bo d ry oise, es, w s ew er, d dri ki g w er wi i c ory pre ises. S Dep r e der o r Ad i is r ive Divisio e g ged q ied ird-p r y es i g ge cies o co d c ssess e so w s eg s, w s ew er, d oise e issio s. A o o r oper i g oc io s oper ed i ccord ce wi oc req ire e s, e s ri g reg ory co pi ce d o e viro e vio io s or or e k ge i cide s.

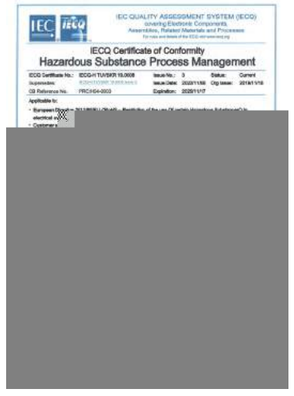
W s e	2023
o w s e (o)	1,733.86
z rdo s w s e (o)	93.91
o - z rdo s w s e (o)	1,639.9

So id W s e

Ge er i d s ri so id w s e ge er ed by s pri ri y co sis s o v be e s d p per scr ps, w ic re ded over o w s e recyc i g org iz io s or proper recyc i g.

o e: z rdo s w s e is ici er ed, w i e o - z rdo s w s e is sor ed d v be eri s i i re recyc ed.

z rdo s W s e


IEC QUALITY ASSESSMENT SYSTEM (IECQ)
IECQ Certificate of Conformity
Hazardous Substance Process Management

gi g z rdo s w s e is co sidered cri ic y i por sk g erise. ro g o r c ri g processes, we void by ge er ev rio s or so z rdo s w s e, ic di g w s e ier oi , w s e civ ed c rbo , w s ep ck gi g dr s, w s eb eries, w s e org ic resi s, d w s e wipi g co s. ecog izi g e po e i re s ese w es pose o e e viro e d eco ogy, we co sis e y priori ize ge e o e .

o e s re proper di g o z rdo s w s e d preve y or o e viro e co i io , wes ric y co py wi GB 18 97-2023 S d rd or o io Co ro o z rdo s W s e S or ge. O r W s e ge e eg io s so provides de ied g id ce o w s ec ssi ic io , re e , d r s er. ese e s re e c s ep o o r oper io s is i co pi ce wi reg ory s d rds d bes pr c ices. We so req ire oper i g oc io s os ric y d ere o eg ide i es se or by S Dep r e , se s ri g proper w s ec ssi ic io d co ec io , d s e r spor io o desig ed ci i ies or dispos . We ve s ccess y ob i ed e I CQ QC080000:2017 cer i ic io or o r z rdo s s bs ce process ge e sys e . is cer i ic io o o y de o s r es o r exper ise i g ig z rdo s s bs ces, b so serves s rob s ss r ce o o r o goi g co i e o e viro e pro ec io d s s i b e deve op e .

Water Resource Management

W er is e ieb ood o e r 's eco ogic s s i bii y d cr ci ee e or i i ig s b ee viro e . We y recog ize e vi i por ce o scie ic w er reso rce ge e i y c ievi g s s i b e deve op e go s. As s c , we ve co sis e y s rove o s e w er e icie y d e ce e e ec ive ess o w er reso rce p ig d ge e . O r w er s pp y pri ri y re ies o icip w er sys e , d w er is sed or e ec ric pp i ce c ri g, ce i g, d d iy ivi g.

	2023
W er co s pio (o)	291,949.80
W eri e si y (o s per C 10,000 o reve e)	0.8043

g erise p ces sig ic e p sis o ddressi g bo i d s ri w s ew er d do es ic s ew ge s or so rces o w er po io . Co cer i g i d s ri w s ew er, s ri ge e s res re ke o e s re proper re e . A o r i' c ri g b se, prod c io w s ew er dergoes re e si gi egr ed eq ip e (B) o ee e C ss Is d rds o ie d i GB8978-1996 I egr ed w s ew er disc rge s d rd, ereby e bi g co pi disc rge. I or os c ri g b se, oi -ce i g w s ew er is re sed i er y, w ic ei i es e eed or ex er disc rge.

eg rdi g do es ic s ew ge, o r i' c ri g b se co pies wi C ss III s d rds s ip ed i e GB8978-1996 I egr ed w s ew er disc rge s d rd, s we ss ric er req ire e s se by Xi y S ew ge re e i i' . Si i ry, or os c ri g b se, do es ic w s ew er dergoes re e i sep ic ks be ore bei g disc rged o Bei i o S ew ge re e . We p od ig s d rds d s ri ge req ire e s or w s ew er disc rge, s co rib i g o r p r i s eg rdi g e e viro e .

o e²: D disc osed i is repor e co p ss o o ive co p ies wi i e org iz io bo d ry, e y g erise, g erise S de, i' g erise, g erise g e oe ec ric ec o ogy, d g erise ysi .

Strict Adherence to Labor Standards

We co p y wi ws d reg io ss c s e L bor L w o e eop e's ep bic o C i . p o di g diversi y d eq oppor i ies, we re c did es d e p oyees o di ere r ces, ge ders, ges, i y b ckgro ds, e ic c res, d re igio s be ie s ir y. Soci espo sibi i y ge e eg io s is exec ed o reso e y resis e p oy e discri i io , orced bor, r ss e , b se d c id bor i y or , d o reso e y pro ec e p oyees' rig s o res d v c io . D ri g e repor i g period, o i cide s o c id bor, orced bor, discri i io or r ss e w s repor ed wi i g erise.

Prohibition of child labor

We c e r y pro ibi e e p oy e o c id bor d dop re edi e s res or wro g y e p oyed c id bor.

Anti-discrimination, harassment and abuse

A y or o discri i io , r ss e , or b se is o owed.

Prohibition of forced labor

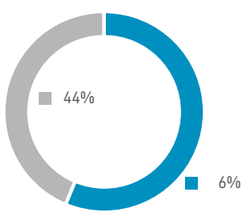
We der ke o o se or s ppor y or o orced bor.

ber o e p oyees

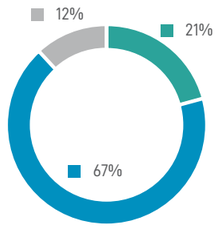
2,775

O r ge e sys e s i c di g ecri i e d p oy e eg io s re devised b sed o e pri cip es o respec d eq i y. We provide e p oy e d c reer deve op e oppor i ies or peop e o di ere ge ders, ges, io i ies, d ed c io b ckgro ds, i i g o cre e diversi ied e . A e e d o e repor i g period, we d o o 2,77 e p oyees, o w ic 43.7 % were e e. A d 13.48% o se ior gers were e e[3].

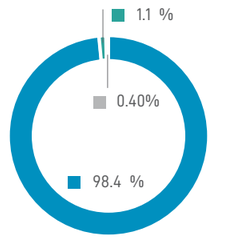
Employee diversity by gender



Employee diversity by age



Employee diversity by ethnic group



[3]:Se ior gers i c de direc ors d ig er eve e p oyees, wi o o 89 peop e, o w o 12 re wo e .

We i prove de ocr ic ge e , d b ock c es or e p oyee eedb ck. Workers' Co gress is e d o reg r b sis o exe sive y p i op y ero eo or L bor io so e p oyees c y p r icip ei e Co p y's ge e d deve op e , d eir rig s o k ow, p r icip e, ke decisio s, e c. re e ec ive y pro ec ed. L bor io s sig ed co ec ive co r c wi e Co p y o be o e p oyees, w ic covers s c ers s re er io , worki g o rs, res , v c io , i s r ces, occ p io s e y d e , de p oyee r i i g o e ec ive y pro ec e p oyees' rig s di eres s.

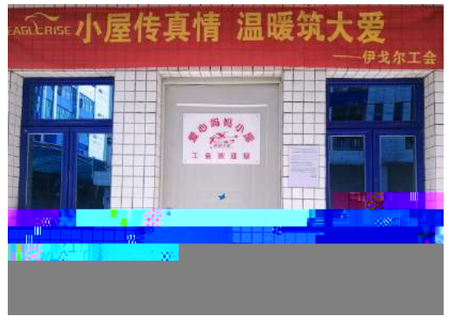
Optimized Salary and Benefits

We op i ize s ry ec is , di pe e S ry ge e eg io s, w ic o er di ere ppr is e ods d i ce ives or di ere posi io s o e ce e p oyees' se se o issio , respo sibi i y de si s . 100% o o r e p oyees receive per or ce ppr is so reg r b sis.

We priori ize e we re o e ee p oyees d e s re eir rig s re pro ec ed. I ddi io o e s ri g eir s ory be e i s, we r e e p oyee Co i ee w ic o d e ee p oyee sy posi s, d ve re c ed gree e o speci pro ec io or e ee p oyees i e co ec ive co r c wi L bor io o e ec ive y s eg rd eir rig s di eres s. We so o er o e or e ee p oyees d rsi g roo s (ovi g or worki g o ers) o e ce e p ysic d e e o worki g o ers di prove eir workp ce ppi ess.



o e or e ee p oyees



Lovi g or worki g o ers

o e p oyees

255

Co p e e we re is o er g r ee we provide o e p oyees i ddi io o s ry d per or ce bo ses. erso ized we re be e i s re i p ce or di ere e p oyee gro ps o provide e wi co sider e c re d cre e r o io s worki g osp ere, si provi g work- i e b ce d r er e ci g co esio be wee e Co p y de p oyees.

We c gre i por ce o co sis e cy o i eres s o g e p oyees, e Co p y d s re o ders. ere re eq i y i ce ives or se ior gers, idd e gers d core perso e s we so er e p oyees ide i ied by e Bo rd o Direc ors s eedi g i ce ives, wi view o i cre si g e p oyee co esio d ce ripe orce. I 2023, o o 2 e p oyees received eq i y i ce ives.





Gi s ore poyees i eed be ore e Spri g es iv



0k iki g



S b d i o co pe i io



L er DI owe co e e id-A es iv

c de ic bo ses o ered oe poyees C

31,000

W 's ore, or L bor io Co ieer s Love d Co iee, w ic exec es Love d ge e es res d o ers ove d o e poyees i eed o owi g e pri cip es o e r rked d or is speci ied p rpose o y, r io se, ope ess, d r sp re cy. I 2023, C 16,800 w s gr ed o ree e poyees. We so o er "G orio s e riig" d. I 2023, we g ve C 31,000 o c de ic bo ses o 31 c idre o e poyees.



e4 "G orio s e riig" o r os c rigb se



e4 "G orio s e riig" or i' c rigb se

Selected outstanding individuals and groups for 2023

o owi g e pri cip es o " s ice, ir ess, ope ess, d q i y be ore q i y", we co d c ed se ec io o o s di g i divid s d gro ps or 2023, d i y 140 gro ps/i divid s s ood o ro o ers. is eve r er si ed e work e si s o e poyees, e ped p eir bi ii es, d e ced e Co p y's ce ripe orce d co esio .



Offered Soaring Eagle Training Camp

We c ed So ri g ge r i i g C pi Sep e ber 2023 o e power se ior exec ives i er so c re, s r egy d oper io s oc si go e , b si ess d ge e . Diversi ied e ods ic di g ey ec iq e, ipped e r i g, co- ge e , d exec ive s rig were sed o e ec ive yi prove r i i g e ec ive ess, s ppor re i ed digi b si ess deve op e , d boos es s i biiy o corpor e oper io s.

Held induction ceremony for Class of 2023 employees

O y 3, 2023, o r os c ri g b se d i' c ri g b se si eo sy ed id c io cere o y or ew ye ro ed gr d es, w ic were e ded by ore 90 gers d ew e p oyees. Wi is cere o y, we ope ew e p oyees c i eir dre s d cre e ew c pers o eir ie ere g erise.

We c gre i por ce o e p oyees' co pe i ive ess, d provide e wi c de ic ed c io d r i i g oppor ies o ep e re ize perso v e d c reer deve op e w ie growi g oge er wi e Co p y. As o ee do e repor i g period, we d de ivered 6 ed c io dv ce e pro ec s w ic be e i ed 1 e p oyees.

We co i y i prove occ p io e d s e y ge e , vi ges b is ed Occ p io e d S e y Co i ee (O SC) d cre ed ec is s s c s Occ p io e ge e e s res d rovisio s o S e Work d Work- re ed I ry ge e o provide cre e e y d s e worki g e viro e or e p oyees. D ri g e repor i g period, g erise, g erise ec ric & ec ro ic (i') Co., L d., d os g erise ower Scie ce & ec o ogy (S de) Co., L d. p ssed ISO 4 001:2018 cer i ic io o occ p io e d s e y ge e sys e .

S r c reo o r Occ p io e d S e y Co i ee

We i p e e o r z rd So rce Ide i ic io d v io e s res, Occ p io e ge e ies, ysic x i io C eck is d Cyc e or Occ p io e , e c. o e ce e preve io d co ro o occ p io dise se z rds. eg r y i spec io s o posi io s d re s wi occ p io dise se z rds re co d c ed. erso pro ec ive eq ip e d e erge cy resc e ci i ies re dis rib ed o i e o pro ec e p oyees. p oyees o r os c ri g b se d i' c ri g b se re provided wi occ p io e ex i io s be ore, d ri g d rig er eir er o service g erise.

O r erge cy rep red ess d espo se Co ro roced res covers e erge cy p s or ires, exp osio s, ec ic i ries, i i gi ries, e c., w ic e p s preve d reso ve s e y risks, s re i e d reg e e erge cy respo se, d i e y respo d o ypes o e erge cies. or s e y ccide s ve occ rred, we co d c c ssi ied ge e o e b sed o eir re, severi y d scope o i e ce.

We reg r y co d c r i i g o c rigs e y, ires e y, d occ p io e ds e y. x pesic de ree- eve s e y r i i g or ew e p oyees, d s e y, ire ig i g, c e ic ge e do er ecess ry r i i g or e p oyees or c ri g b sesi os , i' , d ysi .

Contributions for a Better Society

We o o y c ive y ss e respo sibi i ies o s ke o ders s c s s re o ders, i ves ors, e p oyees, p r ers, d e e viro e , b so be r p i ropic respo sibi i ies o socie y.

W i es ppor i g oc eco o y ro g b si ess oper io s, we so i cre se e e p oy e o oc workers o i prove eir ivi g co di io s. Loc e p oy e r ei or os c ri g b se is 1 . %[4], d i or i' c ri g b se is 73.9% .

Offered job opportunities to locals to stabilize local employment

O ove ber 2-3, 2023, we e ded "Go de A ecr i e " ob ir org ized by eso rces d Soci Sec ri y B re o i' Co y o provide ob oppor i ies or oc zero-e p oy e i ies, e p oyed yo , e p oyed co ege gr d es, e c. o e p s bi ize oc e p oy e .

I ddi io , we ve es b is ed oi worki g ec is wi oc co i ies i order o e ce i er c io s wi e . O r

Independent Assurance Statement

o e ge e d s ke o ders o g erise ec ric & ec ro ic (C i) Co., L d.,

We e g ged V S D S g i Br c o per or i depe de ird-p r y ss r ce o o r 2023 S s i biiy epor & viro e , Soci d Gover ce epor (e epor). e ss r ce e s ric y d ered o e co r c sig ed wi g erise d provided ss r ce i ccord ce wi greed provisio s d orized scope.

is I depe de Ass r ce S e e is b sed o e d di or io co ec ed by g erise d provided o V S D. e scope o ss r ce is i ied o give i or io , d g erise is respo sib e or e e ici y d co p e e ess o e d di or io .

Scope of Verification

i e r e o is veri ic io :

- e epor co i s e d disc osed by g erise d rig e repor i g period ro ry 1s , 2023 o Dece ber 31s , 2023, i c di g gover ce, e viro e d soci i or io d d , e ods or ge e o eri iss es, c io s/ e s res d e Co p y's s s i biiy per or ce d rig e repor i g period.

ysic bo d ry o is veri ic io :

- e o -si e veri ic io s p i g ook p ce be ow is ed oc io :

o.4 s z e o d, Bei i o ow , S de Dis ric , os Ci y, G gdo g rovi ce

Scope o d di or io or e veri ic io :

- e scope o veri ic io is i ied o e d di or io o g erise d co p ies der i s oper io co ro covered by e epor .

e o owi gi or io d d re beyo d e scope o is veri ic io :

- A yi or io d co e s beyo d e repor i g period o is epor ; d
- e d di or io o g erise's s pp iers, p r ers d o er ird p r ies; d
- e i ci d di or io disc osed i is epor ve bee di ed by i depe de ird p r y re o veri ied g i erei .

Limitations

- e veri ic io process is co d c ed i e bove scope d p ce. S p i g d veri ic io re dop ed or e d d i or io i e epor by V S D, d o y es ke o ders wi i e Co p y rei erviewed; d
- e Co p y's s dpoi , opi io s, orw rd- ooki g s e e s d predic ive i or io s we s e is oric d d i or io be ore ry 1s , 2023 re beyo d e scope o is veri ic io .

Basis for the Verification

i e r e o is veri ic io :

- I er io S d rd o Ass r ce g ge e s (ISA) 3000, Ass r ce g ge e s O er A dis or eviews o is oric i ci l or io , Li ied Ass r ce
- V S D roced re o Veri ic io o S s i biiy epor

I order o per or deq e veri ic io i ccord ce wi e co r c d provide re so b e veri ic io or e co c sio s, e veri ic io e co d c ed e o owi g c ivi ies:

- re i i ry i ves ig io o e re ev i or io be ore e veri ic io ;

- Co ir io o e prese ce o e opics wi ig eve o eri iy d per or ce i e epor ;
- O -si e review o s ppor i g doc e s, d d o eri or io provided by g erise; r ci g d veri ic io o key per or ce i or io ;
- Speci i erview wi e represe ive o g erise's ge e ; i erviews wi e e p oyees re ed o co ec io , co pi io d repor i g o e disc osed i or io ; d
- O er proced res dee ed ecess ry by e veri ic io e .

Verification Conclusions

Accordi g o e veri ic io , we be ieve e d di or io prese ed i g erise's repor re ob ec ive, c d re i be, wi o sys e ic prob e s, d c be sed by s ke o ders.
e veri ic io e s dr w e o owi g co c sio s o is epor :

Inclusivity	g erise s ide i ied ei er dex er s ke o ders s c s re o ders di ves ors, e p oyees, c s o ers, s pp iers, gover e s d reg ory ori ies, e c., d des b is ed s ke o der co ic io ec is o co ec e de ds o s ke o ders o reg r b sis.
Materiality	g erise s es b is ed e priori iz io process o eri opics de er i io , ide i ied d ssessed e priori y o e s s i biiy opics w ic re ig y re ed o ei d s ry, e Co p y disc osed e sr egy, ge e ppro c s we s s s i biiy per or ce i corpor e oper io , ere ore e epor 's d ere ce o eri iy pri cip e is g r eed.
Responsiveness	g erise s disc osed e ge e ppro c d per or ce o ig eri opics s ke o ders co cer s c s prod c q iy ds e y, corpor e gover ce, s s i b es pp y c i , e p oyee rig s, prod c iecyc e ge e de ergy ge e , d ses b is ed co ic io ec is , o y respo d o e de ds d expec io s o s ke o ders.
Impact	g erise s ide i ied is posi ive or eg ive, c orpo e i i p c so e eco o y, e viro e d socie y. e co p y s ke cer i iig io e s res o preve , s ow dow d re edy e eg ive i p c s d s disc osed e ccordi g yi e repor ..

Recommendations on Continuous Improvement

- I is reco e ded e Co p y wi disc ose G G red c io rge s d speci ic e s resi e ex repor .

Statement on Independence and Verification Capability

V S D is r s ed p r er o c oice or s e y, sec ri y d s s i biiy so io s. I speci izes i es i g, cer i ic io , di i g d dvisory services. Si ce 1866, e co p y s re ied co ied o is p rpose o e b i g progress by pro ec i g peop e, e e viro e d sse s ro ec o ogy-re ed risks. od y, V S D is prese i over 1,000 oc io s wor dwide wi is e dq r ersi ic , Ger y. ro g exper e s represe ed by ore 26,000 e p oyees, i dds v e oc so ers d p r ers by e b i g rke ccess d gi g risks. By icip i g ec o ogic deve op e s d cii i g c ge, V S D is pires r s i p ysic d digi wor d o cre e s er d ores s i be re.

V S D Cer i ic io d es i g (C i) Co., L d. is o e o V S D's g ob br c es d s exper e w ose e bers ve pro essio b ckgro d d ric id s ri experie ces.

V S D d g erise re wo e ies i depe de o e c o er d bo V S D d g erise d eir br c es or s ke o ders ve o co ic o i eres. o e ber o e veri ic io e s b si ess re io s ip wi e Co p y. e veri ic io is co pe e y e r .

Sig re:
O Be o V S D Cer i ic io d es i g (C i) Co., L d.

V S D S s i biiy A orized Sig ory O icer
rc 2 , 2024 os , C i

o e: I c se o y i co sis e cy or discrep cy, e si p i ied C i ese versio "I depe de Veri ic io S e e C " o is veri ic io s e e s prev i , w i e e g is r s io is sed or re ere ce o y.

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3-3 ge e o eri opics	S ppor or p oyee Deve op e	2- 4	
404-1 Aver ge o rs o r i i g per ye r per e p oyee	S ppor or p oyee Deve op e	2- 4	
404-2 rogr s or pgr di g e p oyee ski s d r si io ssis ce progr s	S ppor or p oyee Deve op e	2- 4	
404-3 erce ge o e p oyees receivi g reg r per or ce d c reer deve op e reviews	S ppor or p oyee Deve op e	2- 4	
G I 40 : Diversi y d q Oppor i y 2016			
3-3 ge e o eri opics	S ric Ad ere ce o L bor S d rds	48-49	
40 -1 Diversi y o gover ce bodies d e p oyees	S ric Ad ere ce o L bor S d rds	48-49	
G I 406: o -discri i io 2016			
3-3 ge e o eri opics	S ric Ad ere ce o L bor S d rds	48-49	
G I 407: reedo o Associ io d Co ec ive B rg i i g 2016			
3-3 ge e o eri opics	S ric Ad ere ce o L bor S d rds	48-49	
G I 408: C i d L bor 2016			
3-3 ge e o eri opics	S ric Ad ere ce o L bor S d rds	48-49	
408-1 Oper io s d s pp iers sig i ic risk or i cide so c i d bor	S ric Ad ere ce o L bor S d rds S pp y C i ge e	48&34-3	
G I 409: orced or Co p sory L bor 2016			
3-3 ge e o eri opics	S ric Ad ere ce o L bor S d rds	48	
409-1 Oper io s d s pp iers sig i ic risk or i cide so orced or co p sory bor	S ric Ad ere ce o L bor S d rds S pp y C i ge e	48&34-3	

G I S A DA D DISCLOS	LOCA IO	AG	O ISSIO
G I 413: Loc Co i ies 2016			
3-3 ge e o eri opics	Co rib io s or Be er Socie y		
413-1 Oper io s wi oc co i y e g ge e , i p c ssess e s, d deve op e progr s	Co rib io s or Be er Socie y		
G I 414: S pp ier Soci Assess e 2016			
3-3 ge e o eri opics	S pp y C i ge e	34-3	
414-1 ew s pp iers were scree ed si g soci cri eri	S pp y C i ge e	34-3	
G I 41 : b ic o icy 2016			
3-3 ge e o eri opics	/		o pp ic b e
41 -1 o i ic co rib io s	/		o pp ic b e
G I 416: C s o er e d S e y 2016			
3-3 ge e o eri opics	C s o er power e	30-32	
416-1 Assess e o e e ds e yi p c s o prod c d service c egories	C s o er power e	30-32	
416-2 I cide s o o -co pi ce co cer i g e e ds e yi p c so prod c s d services	C s o er power e	30	
G I 417: rke i g d L be i g 2016			
3-3 ge e o eri opics	C s o er power e	33	
417-1 eq ire e s or prod c d service i or io d be i g	C s o er power e	33	
417-2 I cide s o o -co pi ce co cer i g prod c d service i or io d be i g	C s o er power e	33	
417-3 I cide s o o -co pi ce co cer i g rke i g co ic io s	C s o er power e	33	
G I 418: C s o er riv cy 2016			
3-3 ge e o eri opics	C s o er power e	33	
418-1 S bs i ed co p i s co cer i g bre c es o c s o er priv cy d osses o c s o er d	C s o er power e	33	

I dex b e or e ied io s S s i b e Deve op e Go s(SDGs)

ied io s S s i b e Deve op e Go s	epor sec io	ge o	ied io s S s i b e Deve op e Go s	epor sec io	ge o
3 GOOD HEALTH AND WELL-BEING	p oyee e ro ec io	4-		S ric Ad ere ce o L bor S d rds	48-49
4 QUALITY EDUCATION	S ppor or p oyee Deve op e	2- 4	11 SUSTAINABLE CITIES AND COMMUNITIES	Co rib io s or Be er Socie y	
5 GENDER EQUALITY	S ric Ad ere ce o L bor S d rds	48-49	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	S pp y C i ge e	34-3
6 CLEAN WATER AND SANITATION	W er eso rces ge e	4		Drivi g o io Co ro d S eg rdi g r eso rces	38-4
7 AFFORDABLE AND CLEAN ENERGY	Drivi g o io Co ro d S eg rdi g r eso rces	38-4	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	S re g e i g Corpor e Gover ce	20-24
8 DECENT WORK AND	Op i izi g S ry d Be e i s	49- 1	17 PARTNERSHIPS FOR THE GOALS	S pp y C i ge e	34-3
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	S re g e i g Corpor e Gover ce C s o er power e	20-24 2 -34			

I dex b e or e G ide i es or S e z e S ock