CHINT

Empower the World

2024

Zhejiang CHINT Electrics co., Ltd.

This report serves as the annual review of Zhejiang CHINT Electrics Co., Ltd.'s (hereinafter referred to as "CHINT Electrics", "CHINT", "the Company", or "we/us") endeavors in its sustainability field. CHINT holds a firm belief that corporate success is inextricably linked to the well-being of both the environment and society. We are steadfastly committed to creating economic value while actively shouldering environmental and social responsibilities, thereby contributing to the development of a more sustainable future. This report aims to encapsulate CHINT's efforts in the realm of sustainable development (encompassing environment, social, and governance) over the past year, while also addressing and responding to sustainability issues of concern to all stakeholders.

According to the definitions of disclosing entity types outlined in the "Shanghai Stock Exchange Self-Regulatory Guidelines for Listed Companies No. 4-Preparation of Sustainability Reports" ("the Guidelines") and the "Shanghai Stock Exchange Self-Regulatory Guidelines for Listed Companies No. 14-Sustainability Reports (Trial)" ("the Directive"), CHINT qualifies as a voluntary disclosing entity.

The scope disclosed in this report includes Zhejiang CHINT Electrics Co., Ltd. and its subsidiaries, which is consistent with the coverage of the consolidated financial statements in the 2024 annual financial report of the Company.

This report is an annual report covering the entire financial year from 1 January 2024 to 31 December 2024. Some data and content presented in the report are beyond this range.

This report is mainly prepared based on the relevant frameworks and standards of the "Shanghai Stock Exchange Self-Regulatory Guidelines for Listed Companies No. 4-Preparation of Sustainability Reports" and the "Shanghai Stock Exchange Self-Regulatory Guidelines for Listed Companies No. 14-Sustainability Reports (Trial)", and also refers to the Global Reporting Initiative GRI Standards and International Sustainability Standards Board (ISSB) International Financial Report Standard (IFRS) sustainability disclosure guidelines and responds to the United Nations Sustainable Development Goals (UN SDGs).

This report is published as an independent report, available in both Chinese and English, and can be accessed in electronic format on the Company's official website: www.CHINT.net.

This report was reviewed and approved for release by the Company's board of directors in April 2025.

2024 marks a pivotal year in the sustainable development journey of CHINT Electrics. Under the guidance of the global energy transition and the "dual-carbon" objectives, we uphold the core principle of "high-quality, low-carbon, and green development," consistently deepening our strategic layout to propel the energy system towards intelligence and decarbonization.

Adopting the "EMPOWER" model as our framework for action, we embed sustainable development into our corporate DNA, concentrating on three key areas including green energy, intelligent electrification, and smart low-carbon initiatives. Leveraging technological innovation, zero-carbon operations, and global collaboration, we forge comprehensive energy transformation solutions spanning the entire chain of "source, grid, load, and storage," empowering industries to embark on a green transformation.

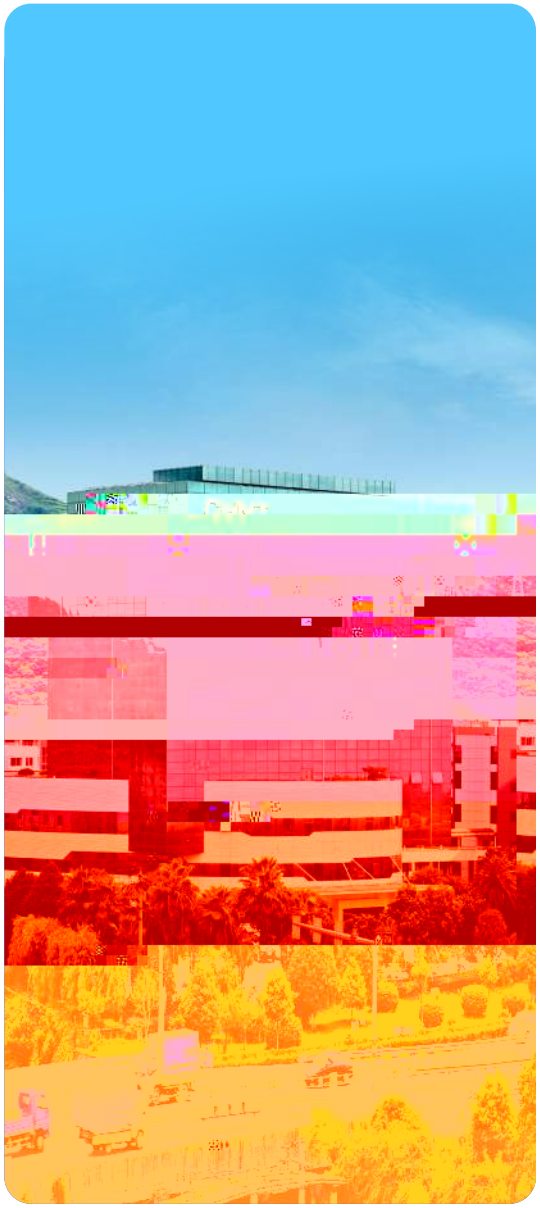
Addressing climate change is a mission entrusted by the era. We aim for "carbon neutrality in operations by 2028" and are the first to achieve dual certification of "zero-carbon factory" and "carbon neutral factory" in Wenzhou Bridge Park (Phase I and III). Through photovoltaic deployment, energy efficiency optimization, and carbon offset mechanisms, we establish a benchmark for green manufacturing in the industry. Globally, we have invested in the construction of over 50GW of photovoltaic power stations (including household photovoltaics), innovating ecological integration models such as "photovoltaics + sand control" and "photovoltaics + agriculture", turning deserts into oases and mudflats into fertile land. In the field of circular economy, we have significantly reduced resource consumption per unit of product through green design, intelligent production lines, and process optimization, demonstrating the win-win of ecological benefits and commercial value.

The value of a company lies in creating a better future for humanity. We are deeply involved in global initiatives such as the "Accelerate" initiative and the "Sustainable Development Goals Ambition Accelerator" of the United Nations Global Compact (UNGC), and have become one of the first member companies of the "China-Africa Community Sustainable Development Action Network", building a sustainable development ecosystem where government, enterprises, and communities coexist. We embrace borderless multiculturalism through global actions and contribute to regional development through localized public welfare initiatives. The Company has established three career development channels: management, professionalism, and skills, laying a growth ladder for employees. We empower suppliers to undergo green transformation, jointly build a green supply chain, and lay a solid foundation for sustainable development with SA 8000 certification. Every effort made by CHINT is a demonstration of our commitment to "growing together with employees, prospering together with partners, and progressing together with society".

We firmly believe that exceptional governance serves as the cornerstone for sustainable development. Our company has established a three-tier ESG governance framework directly overseen by the board of directors, supported by a professional and diverse team to ensure the successful implementation of our strategies.

At this new juncture, CHINT Electrics will forge ahead with greater determination alongside our global partners. We will leverage technological innovation to facilitate energy transformation, address the challenges of our time with a sense of responsibility, and collectively write the next chapter of harmonious coexistence between humanity and nature.

Chairman of Zhejiang CHINT Electrics Co., Ltd.
———Nan Cunhui



20
More than 20 global manufacturing sites

140
Providing specialized products and system solutions to customers in more than 140 countries and regions

10
Ranked No.1 in China's low voltage electric appliance export value for more than ten consecutive years.

10
Sales network of more than 100,000

Zhejiang CHINT Electrics Co., Ltd., abbreviated as CHINT Electrics (601877. SH), was established in August 1997. It is one of the core enterprises of CHINT Group and also a leading enterprise in low-voltage Electrical industry of China. CHINT Electrics was successfully listed on the Shanghai Stock Exchange on 21 January 2010, and is the first A-share listed company in China with low-voltage Electrical appliances as its main business.

CHINT Electrics is mainly engaged in the research and development, production, and sales of distribution appliances, terminal appliances, control appliances, power appliances, electronic appliances, building appliances and instruments, and automation control systems; the development, construction, operation, and maintenance of photovoltaic power plants, EPC engineering general contracting, and energy storage systems BIPV, and the development and construction of household photovoltaics, with establishment of a new integrated development ecosystem for the entire industry chain including power generation, storage, transmission, transformation, distribution, sales, and consumption.

CHINT Electrics has more than 20 manufacturing bases globally, providing professional product and system solutions to customers in more than 140 countries and regions worldwide. It has been ranked first in China's low-voltage Electrical appliances exports for more than a decade. In the domestic low-voltage channel market, the sales network exceeds 100,000, ranking first in industry production and sales volume for more than ten consecutive years. In the low-voltage industry market, CHINT ranks first in market share in multiple segmented industries such as power, construction, industrial OEM, and personal users. It is the only domestic enterprise in the low-voltage Electrical industry with a sales scale exceeding 10 billion CNY.

CHINT Electrics has established research and development centers in North America, Europe, Asia Pacific, North Africa and other regions, integrating global innovation resources and forming a diversified and open research and development system. It has successively won honors such as "National Recognized Enterprise Technology Center" and "National Industrial Design Center". The comprehensive experimental center built in Shanghai Songjiang Industrial Park is one of the most comprehensive experimental centers in the industry in terms of testing projects and coverage of testing standard systems, with the ability to cover major international and domestic standards.
CHINT Electrics always adheres to the concept of

10
2024 China Electrical Industry Leaders

30
Top 30 Listed Companies in Zhejiang

"customer-centric and market-oriented", with the capabilities of "flexible research and development" and "flexible manufacturing", accurately connects with market changes, rapidly iterates product solutions, and meets the ever-changing needs of customers. By leveraging the advantages of a complete industry chain and independently controllable key technologies, we provide increasingly comprehensive one-stop system solutions for various industries, from complete sets of equipment to low-voltage components, which are highly recognized by users.

CHINT Electrics adheres to the concept of green development, promotes the construction of green new products, new formats, and new models, and leads the industry to achieve "green transformation". It is the first domestic enterprise to simultaneously obtain the national honors of "Green Factory", "Green Product", "Green Supply Chain", and "Green Design Demonstration Enterprise". In line with the trend of integrated development of modern energy, intelligent manufacturing, and digital technology, CHINT will continue to anchor digitalization and carbon neutrality unwaveringly, adhere to the sustainable development of industrial ecology, and provide customers with products and services that better meet future needs.

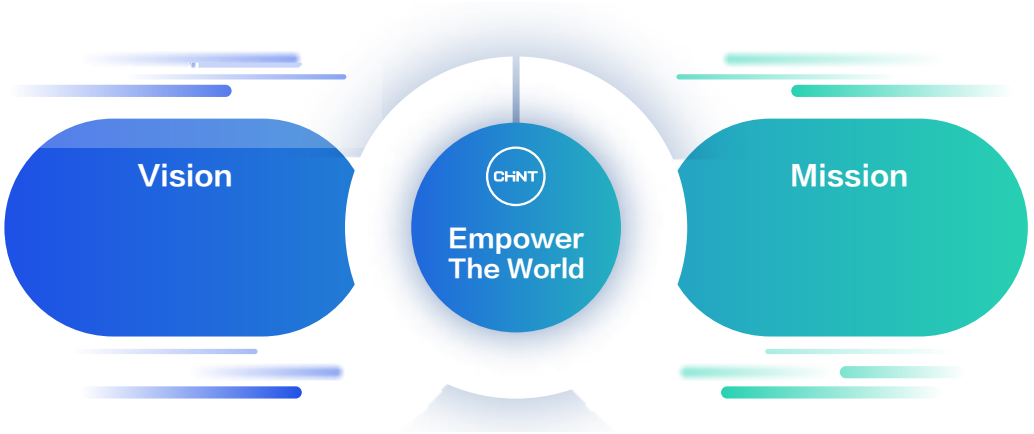
In addition, CHINT Electrics has won multiple national, provincial, and industry honors in 2024, covering areas such as digital transformation, technological innovation, corporate governance, and social responsibility. The core achievements include: being selected as a "Digital Navigation" demonstration enterprise by the Ministry of Industry and Information Technology and a "Vanguard Leading Goose" research and development project in Zhejiang Province (leading projects involving intelligent assembly technology for low-voltage Electrical appliances)and the top 10 leading enterprises in China's Electrical industry for 2024. In addition, the Company has been awarded local honors such as the Top 30 Internal Control Companies in Zhejiang Province and the Leading Enterprise in Wenzhou City, demonstrating outstanding performance in various aspects.

CHINT Electrics always adheres to the culture of people-oriented and value sharing. Our mission is to make power energy safer, greener, more convenient, and efficient. Our core values are customer-centric, innovation, collaboration, integrity, humility, and responsibility. Our business philosophy is to create value for customers, seek development for employees, and take responsibility for society. We aim to achieve value sharing with domestic and foreign partners and upstream and downstream of the industry chain, and build a development community.

2024 is a milestone strategic year for CHINT Group's sustainable development journey. With the objective of global energy transformation and "dual carbon", the Company has officially published the "CHINT Group 2030 Sustainable Development Strategy". This guiding document, which condenses the wisdom and practical experience of the industry, marks the strategic upgrading of the enterprise from a traditional energy manufacturer to a global leading provider of smart energy solutions, and systematically builds a sustainable development system covering three business areas of green energy, smart Electricity and smart low-carbon.

As a core subsidiary of CHINT Group, CHINT Electrics deeply undertakes the group's 2030 sustainable development strategy goals and promotes the vigorous development of green new products, new formats, and new models with the core concept of "high-quality, low-carbon, and green development", leading the industry to achieve "green transformation".

In the wave of globalization, CHINT always adheres to the concept of sustainable development and is committed to building a greener, just and prosperous future. Our vision for sustainable development is "committed to becoming the world's leading provider of smart and green energy solutions". Through continuous technological innovation and management mode innovation, we can maximize economic benefits while protecting the environment. Our mission is to "lead the green transformation of energy and make Electrics energy safer, green, convenient and efficient". In this great journey, we will work with partners in the value chain to jointly address the challenges of climate change, promote energy transformation and create a sustainable development ecosystem.



Based on the vision and mission of sustainable development, CHINT has built the "EMPOWER" sustainable development strategy model, taking into account the needs of its actual business and stakeholders, and strives to empower our business, our customers, our industry, our value chain, our environment and the world with CHINT's sustainable strength.

We are committed to adhering to ethics of business conducting to empower our business

We are committed to developing motivated workforce to empower our business

We are committed to driving product innovation to empower our industry

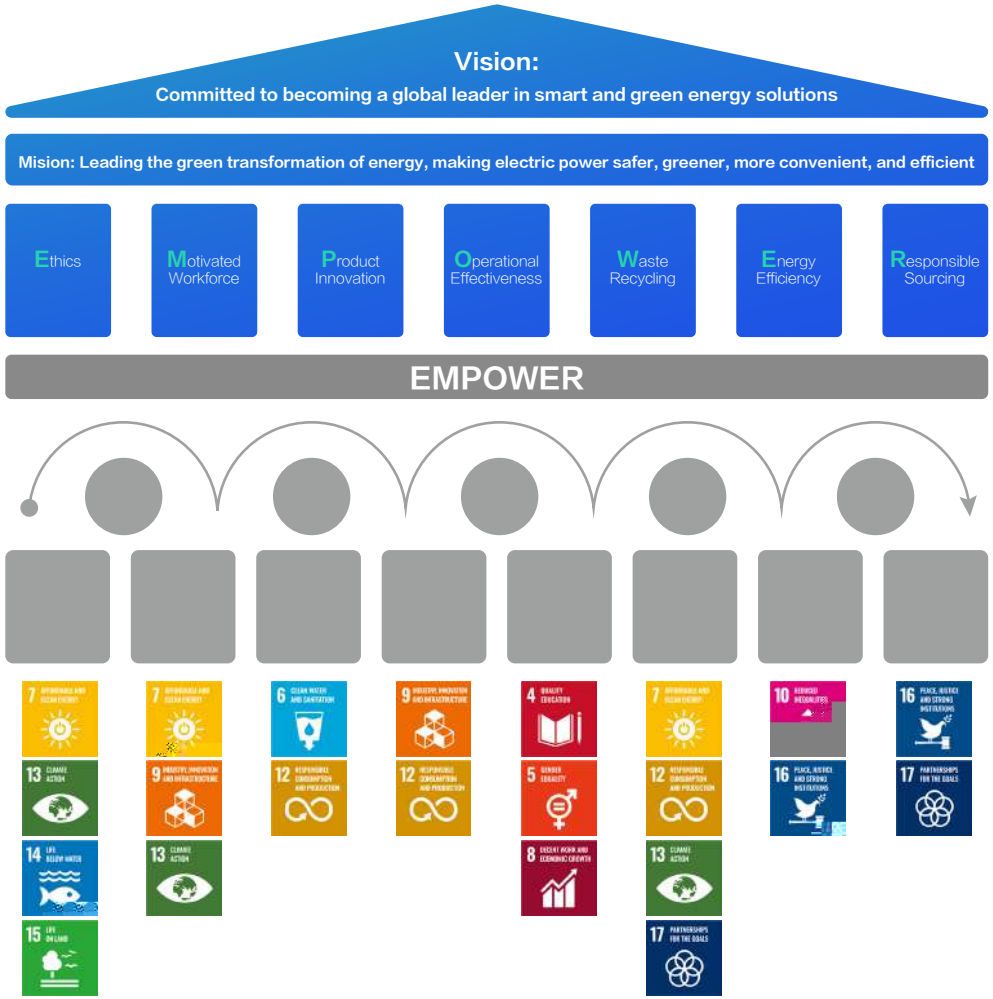
We are committed to improving operational effectiveness to ensure quality consistency to empower our customers

We are committed to driving waste recycling to empower our environment

We are committed to developing application of energy efficient technology to empower our value chain

We are committed to implementing responsible sourcing to empower our business

In the grand blueprint of sustainable development, key actions are the bridge to achieve our vision. By identifying material issues, designing key actions, setting ambitious strategic goals, and planning implementation paths, we will continue to output CHINT's sustainable development influence, empower multiple stakeholders such as the environment, industry, business, customers, and partners, and fully support the achievement of the United Nations Sustainable Development Goals (UN SDGs).



CHINT actively deploys clean energy, builds digital energy management systems, and carries out energy conservation and carbon reduction, gradually upgrading the entire low-carbon cycle from green product design to green factories. In April 2024, after verification by experts from the international authoritative organization TÜV SÜD, CHINT Wenzhou Bridge Park met the requirements of certification standards of PAS 2060:2014 and the "T/CECA-G 0171-2022 Zero Carbon Factory Evaluation Specification, and was awarded certificates of “Organizational Carbon Neutrality” and “Zero Carbon” Factory (Type I, 5-star) for CHINT Electrics Wenzhou Bridge Park (Phase I and III).

On 26 April 2024, the UN Global Compact organization held the launching ceremony of the "Sino-Africa Corporate Community Action Network on Sustainable Development" in Beijing. CHINT joined the "Sino-Africa community action network on sustainable development" and became one of the first member enterprises. With the theme of "lighting up the infinite possibilities of Africa", CHINT plans to provide Electrician vocational skills training for young people in surrounding communities based on CHINT Uganda instrument factory in the next three years; and will cooperate with other enterprises in Africa to jointly carry out at least 10 sustainable development projects.

On 8 March 2024, the United Nations Global Compact held the release ceremony of "Women at work: Chinese enterprises promoting gender equality in action –– guidelines and good practices for promoting environment, society and governance and achieving sustainable development goals in the second half of the 2030 agenda for sustainable development" at the United Nations building in Beijing. As the first report of the United Nations Global Compact focusing on the good practice of promoting gender equality in Chinese enterprises, the Guideline contains the practice cases and female employee stories of eight Chinese enterprises, focusing on the three major areas of fair workplace opportunities, safe and healthy working environment and family friendly workplace, showing the specific measures and good practices taken by Chinese enterprises in gender equality. CHINT was selected as one of the eight practice cases in the Guideline by virtue of its good practice in inclusiveness, diversity and fairness for many years.

CHINT is actively embracing borderless multiculturalism with global actions. In 2024, CHINT launched special Ramadan operations in the Middle East, North Africa, Asia Pacific and other regions. By donating off grid photovoltaic systems and living materials for public welfare, CHINT innovatively implemented the United Nations development goals SDG7 (affordable clean energy). In 2024, CHINT participated in the "Women Conference" held during the famous international Electrical Expo in Mexico City. CHINT's female employees participated in the panel discussion on "the art of negotiation: Success Strategies in various situations". CHINT empowered women with practical actions. In 2024, CHINT held the "CHINT sustainable sports day" in Dubai, United Arab Emirates, promoting a low-carbon lifestyle. In the future, CHINT will continue to fulfill its social responsibilities, continue to give back to the society, and work with multiple partners to create a better and sustainable future, and jointly empower the world.

We have joined the United Nations Global Compact (UNGC)

We support the “Ten Basic Principles of the United Nations”

We support the 17 Sustainable Development Goals (SDGs) of the United Nations

We have signed the Women's Empowerment Principles (WEPs)

We participate in the "UNGC Gender Equality Target Enterprise Accelerator TGE" project (2024)

We participate in the "UNGC Sustainable Development Goals Ambition Accelerator" project (2024)

We participate in the "UNGC Young Professional Talent SDG Innovation Accelerator" project (2024)

We join the “United Nations Global Compact Forward Faster” – Gender Equality Initiative

We have joined the “Sino-Africa Corporate Community Action Network on Sustainable Development”

Selected as UNGC's Best Practice for Achieving Sustainable Development Goals 2021 – “Global Partnership”	United Nations Global Compact (UNGC)	CHINT Electrics
Selected as the best practice of 2021 enterprises to achieve the goal of sustainable development by UNGC – "Sustainable Development of Countries along the Belt and Road"	United Nations Global Compact (UNGC)	CHINT Electrics
2023–2025 Top Employer in China	Top Employer	CHINT Electrics
Southern Weekend China Corporate Social Responsibility List (2024)	South Weekend	CHINT Electrics
CCTV China ESG Listed Companies Yangtze River Delta Pioneer 50 List (2024)	CCTV	CHINT Electrics
2025 China ESG 50 Most Noteworthy List (Leading Enterprises)	Bloomberg Green	CHINT Group
100 Leading Enterprises in Social Responsibility of Zhejiang Private Enterprises (2024)	Zhejiang Federation of industry and Commerce	CHINT Group

In order to effectively identify and manage key issues related to sustainable development, the Company has formulated the principles for materiality assessment of sustainability issues. This principle aims to ensure that we can fully understand the changes in the external environment and the needs of internal operations, so as to formulate a sustainable development strategy that meets the expectations of stakeholders and the Company's strategy.

This two-dimensional approach helps us balance the expectations of external stakeholders and the priorities of internal operations to ensure that our sustainable development strategy has both external influence and internal practicality.

The importance to stakeholders refers to the impact of sustainability issues on internal and external stakeholders (such as customers, investors, suppliers, regulators, communities, employees, etc.) and the potential impact of these issues on corporate reputation, compliance and market competitiveness. The importance of sustainability to business development refers to the impact of sustainability issues on internal operations, strategic objectives, financial performance and risk management.

In order to systematically identify and manage key issues related to sustainable development, we follow the steps as below to establish a list of sustainability issues:

- We have identified the core objectives of the Company in identifying sustainability issues and forming a list of issues from four dimensions: meeting regulatory requirements, responding to stakeholder expectations, enhancing corporate transparency and information disclosure levels, and supporting corporate strategic decision-making and operations.

- The comprehensive understanding and sorting out of the Company's activities and business relationship considerations are the basis for the Company's sustainability issue identification and issue list establishment:

by analyzing the enterprise's operation mode, value chain and business relations, we identify the sustainability issues closely related to the actual operation of the enterprise, and ensure that the issues are closely related to the actual operation and value chain of the enterprise.

by analyzing the external environment (including policies and regulations, industry trends, market environment, etc.), we identify sustainability issues that may have a significant impact on the enterprise, and ensure that the enterprise can respond to changes in policies, markets and technologies in a timely manner.

the expectations and needs of stakeholders (such as investors, employees, customers, suppliers, communities, etc.) are closely related to the company's focus on sustainability, resource allocation methods, communication and response mechanisms, etc. through the analysis of major stakeholders, we ensure that the enterprise can meet the expectations and needs of all parties, and can correctly and effectively communicate and feedback on the focus.

- The Company collects information through internal and external research and benchmarking analysis to form a preliminary list of sustainability issues. The research and benchmarking analysis mainly include:

collect internal opinions on sustainability risk and opportunity management through management interview, department survey, document and data analysis, etc.

identify sustainability risks and opportunities of enterprises through industry trend analysis, peer benchmarking analysis, and reference to mainstream standards for sustainability reporting and rating.

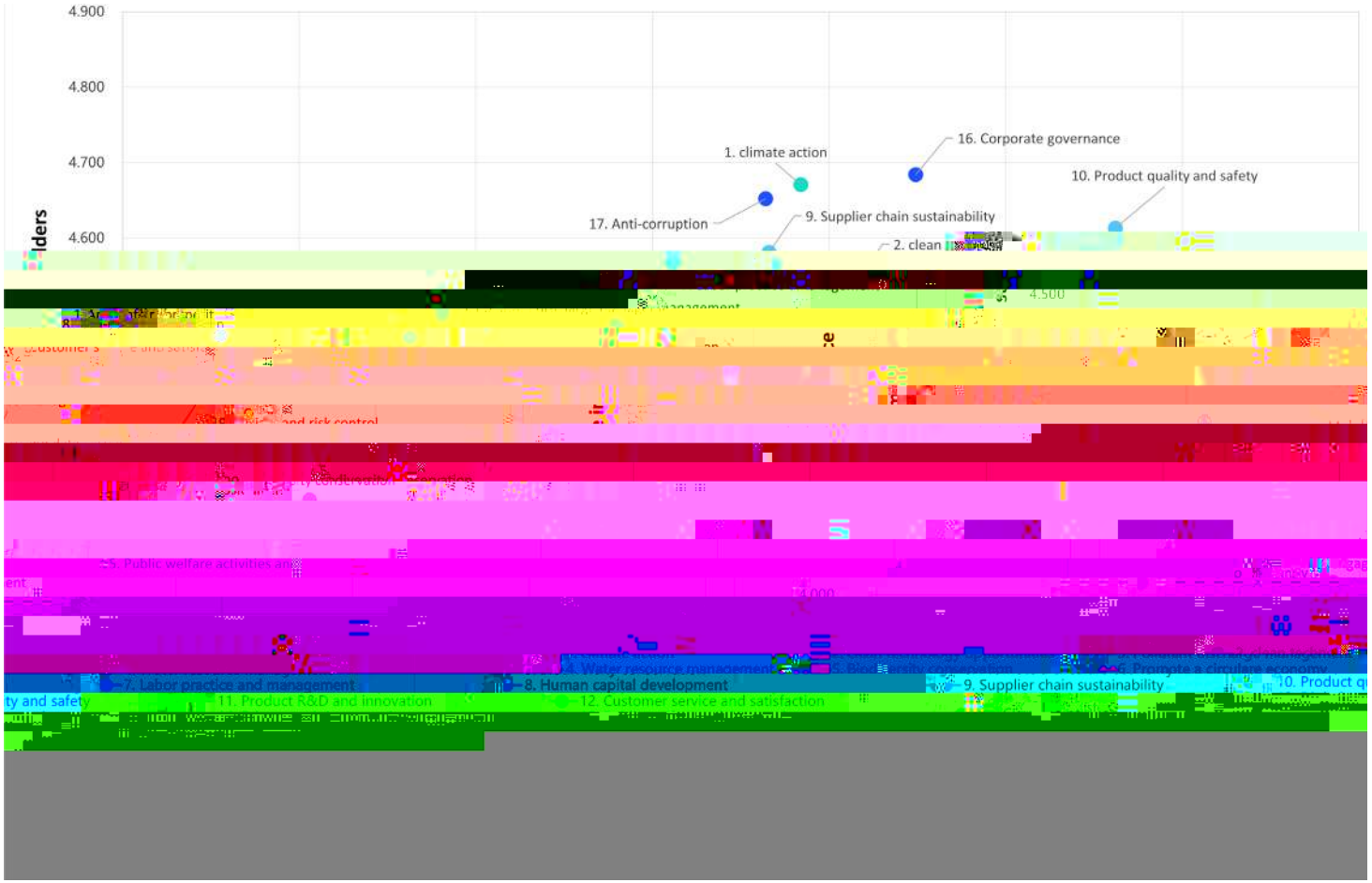
We always attach importance to the full and effective communication with stakeholders, and regard the establishment and effective operation of the stakeholder communication mechanism as the most important part of the company's sustainable development. Stakeholder engagement plays an irreplaceable positive role in identifying key issues, managing sustainability risks, seizing sustainability opportunities, improving the transparency of company information and creating long-term value for enterprises. The Company has established a positive two-way communication mechanism for the majority of stakeholders:

Government	Climate action Pollution discharge Water resource management Circular economy Digital transformation Compliance risk control Anti-unfair competition	Regular meetings, seminars, self-inspection of compliance, document exchanges, etc.
Investors and shareholders	Climate action Clean technology opportunities Circular economy Product R&D and innovation Digital transformation	Shareholders' meeting, information disclosure, investor reception, consultation and answers, etc.
Customers	Climate action Clean technology opportunities Circular economy Product quality and safety Customer service and satisfaction Privacy and data security	Market research, customer satisfaction survey, customer demand survey, marketing conference, after-sales service system, customer service hotline, etc.
Partners	Climate action Clean technology opportunities Circular economy Supply chain sustainability Anti-Corruption	Supplier assistance, dealer assistance, supplier meetings, dealer meetings, etc.
Employees	Human capital development Labor practice Privacy and data security Compliance risk control Anti-Corruption	Employee satisfaction survey, communication channels throughout the company, rationalization suggestions, "Five in One" team building, mass activities of the Party, the masses, and the trade union, etc.
Community public	Climate action Pollution discharge Water resource management Biodiversity Public welfare activities and community participation	Regular work meetings and work reports, timely communication with local communities, local operation and employment expansion, etc.

With the list of sustainability issues, the Company understand the demands and suggestions from various stakeholders on the sustainable development of CHINT Electrics through survey questionnaires, identified and ranked the material ESG issues of CHINT Electrics, finally forming the materiality matrix of CHINT's ESG issues.

The matrix includes:

material sustainability issues, including highly material issues, moderately material issues and low material issues.



To implement the sustainable development strategy, uphold ESG principles, enhance ESG performance, foster a balanced development of the company in environmental protection, social responsibility, and corporate governance, better respond to regulatory requirements and customer needs, accelerate the achievement of sustainable development goals, and contribute to carbon peak and carbon neutrality. CHINT Electrics has officially established a three levels of sustainable development organizational structure, comprising the Board of Directors, the Strategic and Sustainability Development Committee, and the Sustainability Office.

1.Responsible for undertaking and implementing the Group's sustainable development strategy and plan. According to the group strategy, formulate and release the Company's sustainable development strategy;

2.Responsible for formulating sustainable development plans and action plans for the joint-stock company;

3.Responsible for reviewing major sustainable development projects and ESG reports;

4.Responsible for supervising and evaluating the implementation of sustainable development work;

5.Responsible for regularly reporting the progress and effectiveness of sustainable development work to the board of directors;
6.Responsible for organizing and coordinating the company's sustainable development communication and cooperation.

1.Responsible for executing and implementing the decisions of the Committee;

2.Responsible for decomposing sustainable development strategies and plans, and working out sustainable development implementation project plans;

3.Responsible for organization of training on sustainable development related knowledge;

4.Responsible for establishing and maintaining the sustainable development section on the Company's official website;

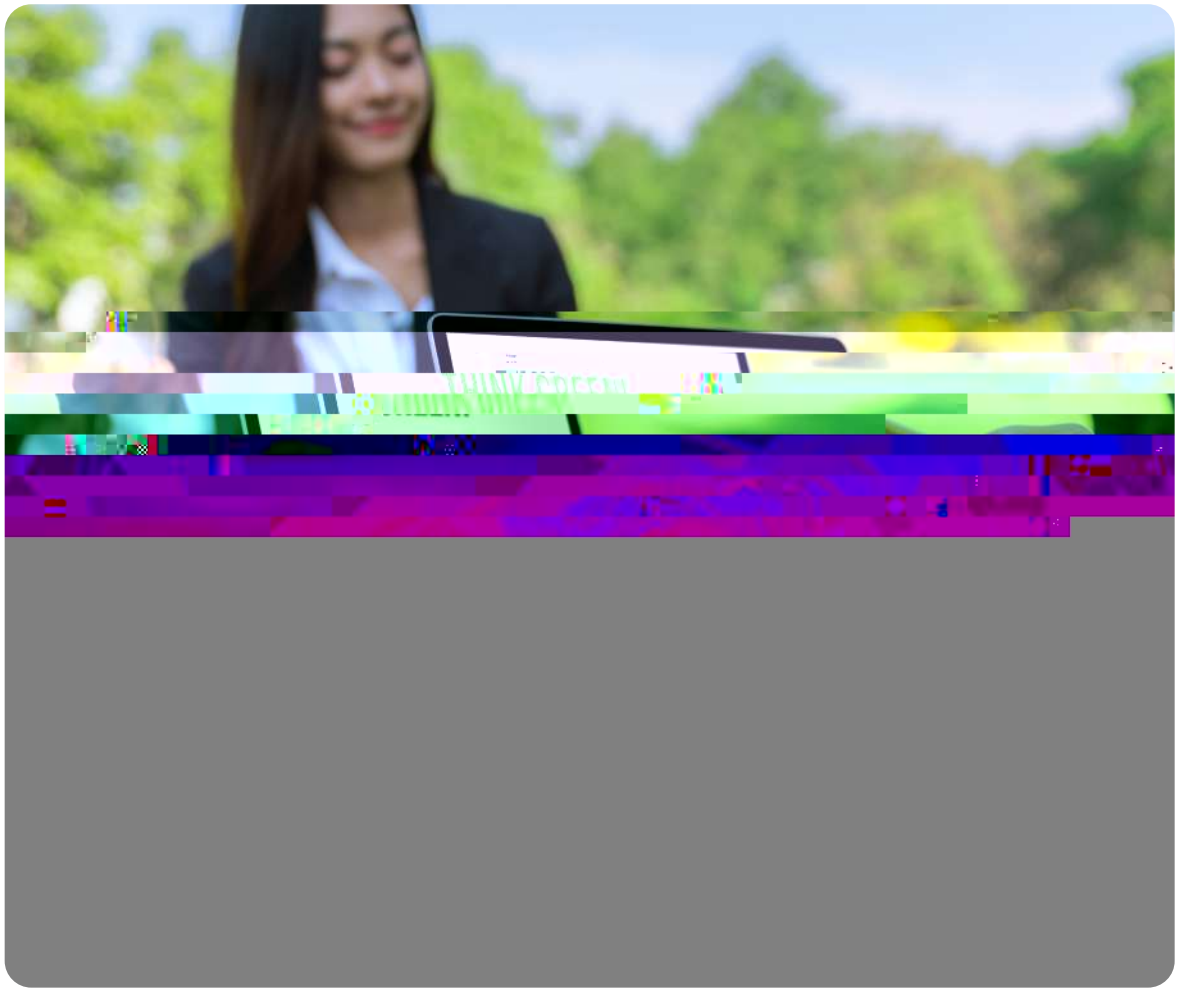
5.Responsible for organizing the preparation of sustainability reports;

6.Responsible for organizing participation in ESG related rating and promotional activities.

The Sustainability Working Group, as the implementation level of sustainable management, is mainly responsible for providing documents of sustainability issues related strategies, ratings, awards and reports, etc., and setting, implementing, and disclosing indicators and objectives, as well as practical work related to corresponding issues.

As the highest decision-making body for sustainability governance in the Company, the Board of Directors strives to enhance the diversity of personnel in terms of gender,

The Company has always attached importance to the professional capacity building of personnel in relevant lines of sustainability management, and continuously improved the team level through internal job rotation, professional skill training and other ways. In order to further deepen the sustainability management work, in the future, we will combine the strategic development needs, coordinate the ability improvement requirements of all departments and levels, promote the sustainability management ability construction step by step and differentiation, and ensure that employees at different positions and levels can obtain targeted training support.



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CHINT Electrics fully recognizes the enormous challenges brought by climate change, as well as its responsibility and mission to accelerate action and promote innovation. We are committed to helping customers reduce carbon emissions through our products and services, while also striving to lower emissions from our own operations and supplier processes. We are driven by innovative technology to accelerate the transition to a low-carbon economy. Relying on our technical expertise in relevant professional fields, we strive to become a contributor and promoter of China's "dual carbon" goals.

According to the framework requirements of the "Shanghai Stock Exchange Self-Regulatory Guidelines for Listed Companies No. 14-Sustainability Reports (Trial)" and the "Shanghai Stock Exchange Self-Regulatory Guidelines for Listed Companies No. 4-Preparation of Sustainability Reports-No.2 Addressing Climate Change", for the topic of "climate action", we disclose relevant information from four aspects covering

The organizational structure of climate action governance follows the overall sustainability governance structure of the Company (for details, please refer to the chapter of "corporate sustainability governance arrangements" in this report).

As one of the eight working groups under the Sustainability Office, the Climate Action Management Group is responsible for the management and practical work related to climate action issues, with specific responsibilities including:

1.Provide climate change related information with regards to ESG strategies, ESG ratings, ESG awards, ESG reports, etc., and set, implement, and disclose indicators and targets;

2.Establish an accounting and verification system, methods, tools, and other systems related to carbon emissions and product carbon footprint, and implement carbon accounting, energy conservation and reduction, carbon offsetting, and carbon neutrality measures throughout the entire carbon reduction chain. In addition, responsible for SBT scientific carbon goal, CDP and other climate related actions;

3.Identify, assess and manage climate related risks and opportunities. If necessary, use scenario analysis to determine the impact of climate related risks and opportunities on the Company's operation, strategy, and finance, etc., and set corresponding climate mitigation and adaptation countermeasures according to the results of scenario analysis;

4.Carry out research based on " Task Force on Climate-related Financial Disclosures" (TCFD), and carry out public welfare projects that can promote ecological protection and mitigate climate change.

The Company encourages internal employees to obtain sustainable management certification to enhance their personal abilities and knowledge in sustainable management. At present, the sustainability related certifications obtained by internal sustainability management staff include but are not limited to: CFA-ESG certificate, registered ESG engineer, enterprise sustainable leadership certification, expert in the sustainable development project think tank of the Shanghai Federation of Industrial Economics, and mentor for financial workplace trainees in Daya Bay District. Additionally, team members have also received multiple certificates on topics such as climate change, renewable energy, gender equality, and sustainable finance from renowned institutions such as Unitar, CFA Institute, United Nations Global Compact (UNGC), German Agency for International Cooperation (GIZ), and United Nations Institute for Training and Research (CIFAL). These certifications not only reflect the professional competence of team members in the field of sustainable development, but also demonstrate the Company's firm commitment and proactive actions in promoting sustainable development. By obtaining these certifications, our team is able to better integrate sustainable development concepts into the Company's daily operations and long-term strategies, contributing to the Company's sustainable development.

The Company regularly organizes internal training courses, inviting senior experts and top management personnel from within the Company to serve as lecturers. Through various interactive methods, such as case studies, group discussions, and practical simulations, these courses help managers gain a deeper understanding of the core concepts and practical paths of sustainable management. These training sessions not only focus on imparting theoretical knowledge but also emphasize the cultivation of practical operational skills, enabling managers to flexibly apply the principles and methods of sustainable management in their daily work. Through communication with experts and teamwork, managers can better integrate the concept of sustainable development into the Company's strategic planning and operational practices, promoting continuous breakthroughs in the field of sustainable development.

As a globally renowned provider of smart energy system solutions, CHINT actively responds to the national "dual carbon" strategy and explores the path of integrated development of renewable energy. It continuously strengthens its layout in modern energy economy, comprehensive energy efficiency applications, and electrification transformation and upgrading. Under the strategic goal of achieving carbon peaking and carbon neutrality, it has taken the lead in exploring a new path model that prioritizes ecology and sustainable development. It not only directly reduces the consumption of fossil energy and carbon emissions but also drives a broader low-carbon transformation through technological innovation and market mechanisms.

CHINT's risk management for climate change adheres to the management requirements outlined in the Company's "Risk and Opportunity Management Process," which covers risk identification, assessment, analysis, and response. The Company annually identifies risks and opportunities based on internal and external environmental factors as well as stakeholder requirements, and develops response measures. The effectiveness of these measures is evaluated to ensure that the Company achieves sustainable growth within a controllable range.

Based on the aforementioned risk management methods, CHINT has identified the risks (including transition risks and physical risks) and opportunity types associated with climate change, the corresponding impacts of these risks and opportunities on the Company, as well as the Company's response measures as follows:

Physical risks	Acute event: extreme weather such as typhoons and rainstorms	Construction delays and increased costs; Damage to related assets; Increased operating and maintenance costs; Rising safety hazards (e.g., health risks, safety accidents, employee absenteeism), affecting income and costs.	Develop extreme weather emergency plans, establish flood and typhoon prevention mechanisms, actively conduct emergency drills, and improve safety emergency response capabilities; regularly inspect relevant systems and equipment.
	Long-term chronic phenomena: climate change, rising temperatures, and sea level rise, etc.	Increased operating and maintenance costs, Reduced equipment lifespan, affecting asset value; Increased health hazards, poor working conditions of employees.	Fully consider potential impacts on future operations, proactively avoid project construction in relevant areas, and reduce potential losses.
Transition risks	Reputation risks: the public's consumption preference continues to shift towards low carbonization, and the company fails to effectively reduce carbon emissions in production and operation	Failes to meet customers' expectations for the company's products and services; Decrease in operating revenue; Reputation impact leads to an increase in financing costs.	Actively build a low-carbon, environmentally friendly, energy-saving, and emission-reducing brand image.

Energy Efficiency	Reduce operating costs through the use of low-cost energy.	Develop a carbon neutrality roadmap, continuously optimize the Electricsity structure, increase the proportion of green Electricsity, and reduce operating costs.
Product and Service	The rising demand for photovoltaic products in the market boosts corporate revenue.	As a new energy enterprise, CHINT invested early in the construction of large-scale ground photovoltaic power stations and distributed household photovoltaic power stations in China. Adapting to local conditions, we have innovatively developed "photovoltaic+" industry models, such as integrating photovoltaics with sand, fishing, agriculture, and forestry, to provide new solutions that meet demand.

To address climate-related risks and seize opportunities presented by climate change, in 2023, CHINT Electrics, in collaboration with international consulting firm Kearney, jointly released the " CHINT Electrics Carbon Neutrality White Paper" and the "Zero Carbon Declaration", announcing their commitment to:

Achieve operational carbon neutrality (with carbon offset) by 2028. This includes measures such as improving energy efficiency, increasing the use of renewable energy, utilizing renewable materials, building a one-stop carbon neutral solution capability, and constructing zero carbon demonstration parks.

By 2035, achieve net zero carbon emissions from operations and establish a comprehensive value chain carbon emissions management system. This includes measures such as waste recycling, fossil energy substitution, process upgrading, green packaging, and carbon elimination, etc.

By 2050, the entire value chain will achieve net zero carbon emissions. This includes measures such as empowering the value chain to accelerate decarbonization, ensuring zero carbon operation across all factories and parks, and striving to achieve carbon neutrality for all products.

based on photovoltaics, comprehensively expanding clean energy sources

The use of clean energy is a crucial approach to achieve carbon neutrality. By increasing the proportion of renewable energy use, we can reduce the reliance on fossil fuels, ultimately achieving the goal of carbon emission reduction. On the energy generation supply side, CHINT has comprehensively expanded various clean energy sources, including photovoltaics, biomass, wind power, and combined cooling, heating, and power. Globally, over of photovoltaic power plants (including household photovoltaics) have been established.

We offer one-stop solutions for various centralized photovoltaic+ power stations and wind power stations, standing as a service provider with strengths in system integration and technology integration. With years of experience in photovoltaic field development and construction, our total installed capacity for large and medium-sized power stations, both domestically and internationally, exceeds (excluding household installations).

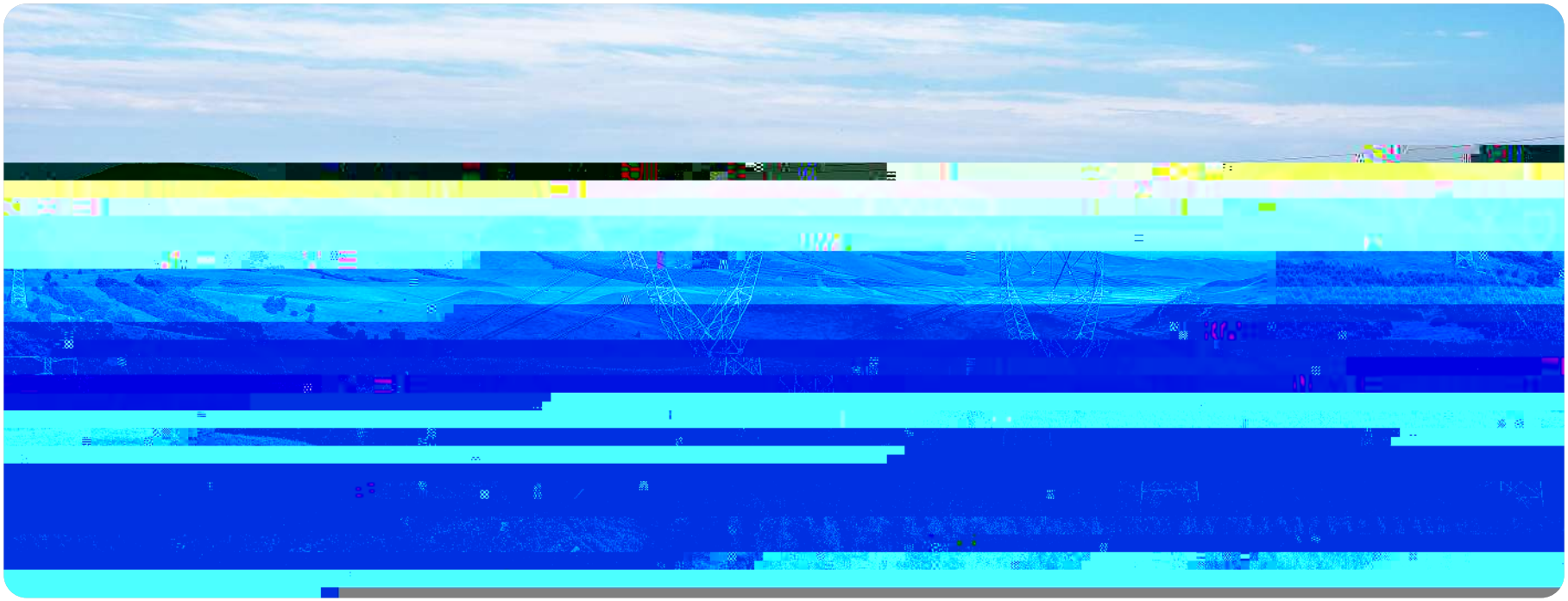
Photo: Household Photovoltaic Solutions of CHINT

A novel power generation method that involves constructing and utilizing photovoltaic panels and systems on residential homes or nearby buildings to directly convert solar energy into Electricsity. The generated Electricsity can be consumed internally, with excess Electricsity sold online or entirely. CHINT offers a comprehensive suite of services including system survey, design, installation, and operation maintenance. We have successfully constructed a total of across the country, boasting a cumulative development capacity exceeding . We are the first household rooftop photovoltaic system enterprise in the industry to receive the "Made in Zhejiang" brand certification.

Digital and intelligent technologies support the construction of new power grid systems

With the large-scale development of new energy and the high proportion of renewable energy integrated into the grid, challenges unprecedented in power and Electricsity balance, as well as security and stability control, CHINT is dedicated to advancing the integrated development of new-generation information technology, power electronics, and energy internet technologies, bolstering the establishment of novel power systems.
CHINT has diligently crafted an intelligent distribution IoT solution that encompasses a range of intelligent terminal devices, including distribution products, power quality devices, smart meters, and diverse sensors.

By bolstering the stability and flexibility of the power grid via smart grid solutions, we can integrate a significant proportion of renewable energy, guarantee the secure and dependable supply of energy and Electricsity, cut energy costs for businesses, and aid in the industry's sustained carbon reduction efforts.



End-user energy efficiency management, comprehensive control of carbon assets

CHINT offers high-quality regional energy solutions tailored for users, aiming to minimize carbon emissions. Leveraging local energy policies and natural resource endowments,

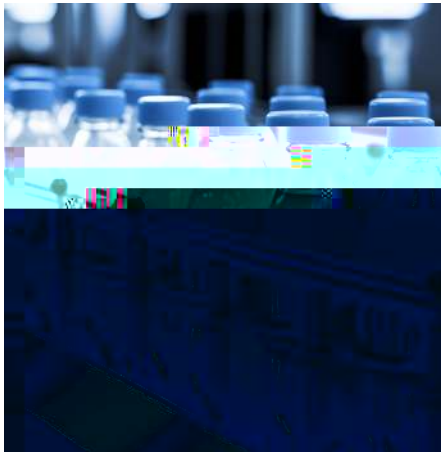
Our renewable-energy-driven multi-energy complementarity significantly reduces reliance on fossil fuels. The synergy of cold, heat, and power, with energy storage at its core, facilitates flexible adjustments and enhances energy efficiency. Comprehensive energy efficiency control, centered around a cloud platform, ensures high efficiency throughout the project's entire lifecycle. Our solutions span various industries, including building energy efficiency, industrial energy efficiency, and transportation energy efficiency.

We offer comprehensive solutions encompassing automation, informatization, digitization, and intelligence for industry customers, covering Electricsal equipment, control systems, instruments, and meters.

By enhancing production efficiency and reducing production costs,

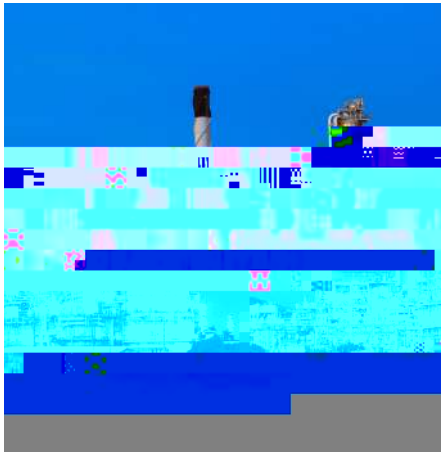
thereby supporting the sustainable development of enterprises.

Metallurgical industry



Food industry

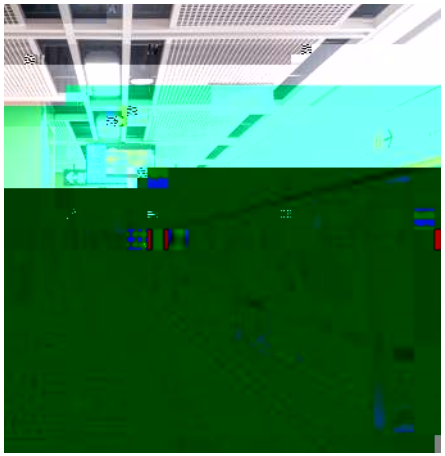
Electronics industry



Petrochemical industry

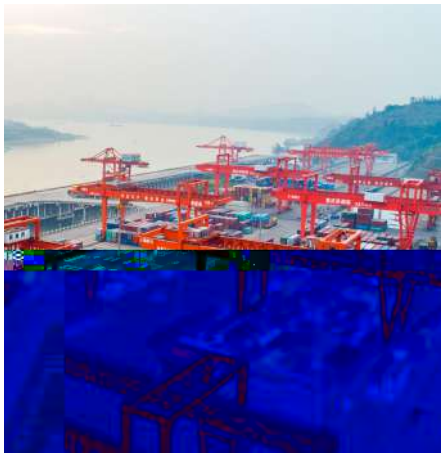
Electrics vehicle charging station: CHINT possesses the EPC general contracting service capability for charging stations, and implements turnkey projects for integrated photovoltaic, storage, and charging power stations, providing complete low-voltage product solutions for AC charging stations and DC charging stations.

Rail transit: we provide integrated solutions for urban rail transit and high-speed rail stations, including comprehensive traffic monitoring, power monitoring, Electrics energy monitoring, and intelligent operation and maintenance. We integrate "station-line-network" automation and intelligent system equipment



Electrics vehicle charging station

Low-voltage power distribution in subway



Power distribution in high-speed railway sections

Ship shore power supply system

new energy storage technology addresses the challenge of new energy consumption

CHINT's energy storage technology and system solutions encompass new energy consumption solutions, user-side peak shaving and valley filling solutions, power generation-side auxiliary service solutions, and microgrid solutions.

aiming to reduce wind and solar power curtailment, coordinating with grid peak regulation, and smoothening the output of new energy generation;

facilitating peak-valley arbitrage, demand adjustment, and delaying system capacity expansion;

enhancing AVG regulation performance, reducing the failure rate of generator sets;

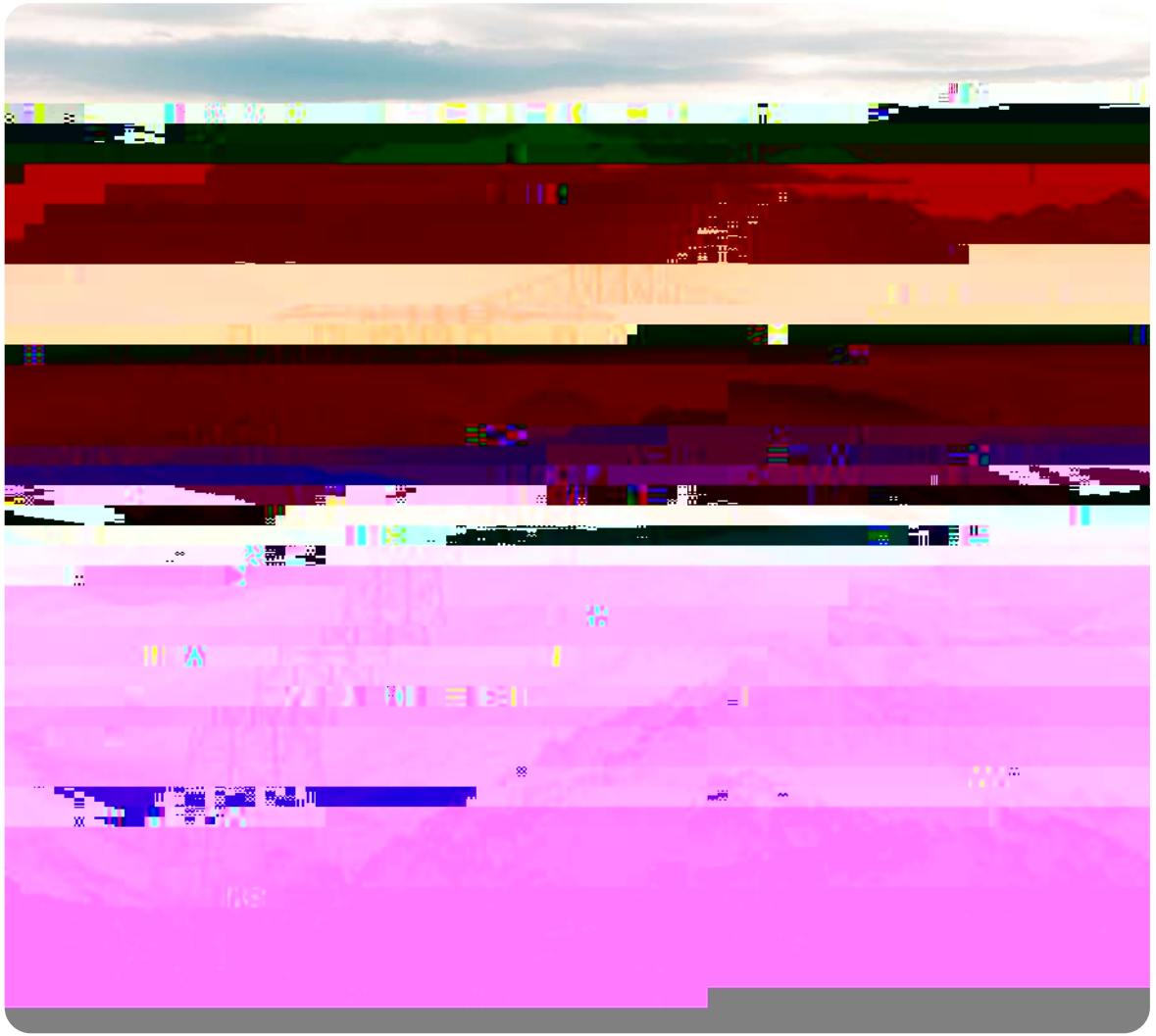
providing backup power supply, allowing for photovoltaic power generation for self-consumption.Whether it involves enhancing traditional energy efficiency or developing and utilizing new energy, CHINT's energy storage system plays a pivotal role in energy storage and reuse, facilitating the low-carbon transformation and reliable supply of the power system.

CHINT gathers green energy and intelligent Electrical industry clusters, based on the overall industrial layout encompassing "source, grid, load, and storage". By applying innovative technologies/products to key carbon reduction scenarios in the industry, CHINT takes the lead in launching "Electrics energy substitution" and "clean substitution", thereby facilitating the transition to low-carbon fuels, energy electrification, and clean Electricsity. This initiative aims to increase the proportion of renewable energy consumption and accelerate the decarbonization process of various key industries. It is expected that the "two substitutions" will contribute to emissions reduction.

To achieve emission reduction targets amidst the rapid growth in Electricsity consumption, the power grid system must enhance infrastructure across the entire process of , establish distinct carbon reduction pathways at various stages, and ensure full-process emission reduction.

Carbon reduction pathway 1:
decarbonization of Electricsity

Under the goal of carbon neutrality, the power industry must achieve clean substitution by deploying renewable energy generation. CHINT Electrics provides reliable renewable power supply for power grid enterprises, industrial and commercial users, and individual households through its mature and leading photovoltaic power generation systems. While establishing renewable power supply, in order to overcome the volatility, randomness, and intermittency of renewable energy, CHINT Electrics focuses on developing energy storage technology and application solutions, which can achieve independent energy storage on the grid side and peak shaving and valley filling on the user side. By meeting the daily regulation needs of the system on the source, grid, and load sides, it further promotes the scale and industrialization development of renewable energy.



Carbon reduction pathway 2:
grid flexibility

Establish a new type of flexible and intelligent integrated power grid, which not only enhances Electricsity efficiency but also boosts the overall system's capacity to absorb renewable energy.

CHINT Electrics offers a comprehensive solution encompassing hardware and system integration, ensuring the seamless integration of new energy power into the grid and enhancing the intelligence and efficiency of power plant operations.

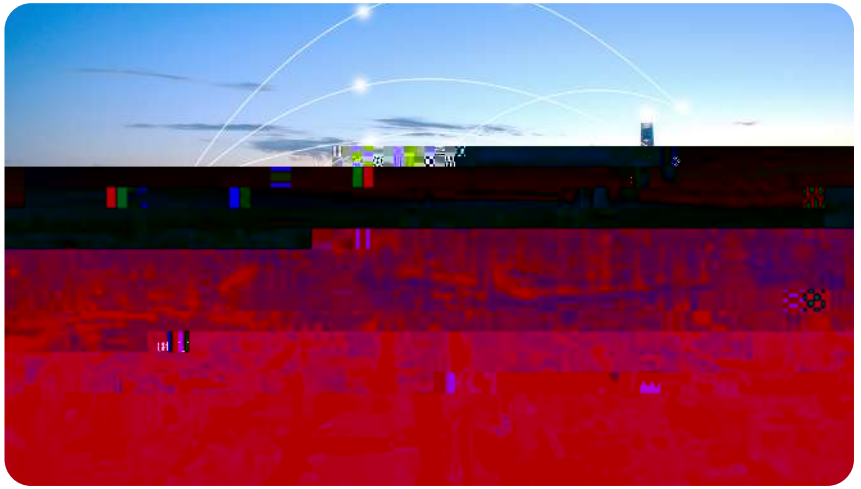
CHINT Electrics provides smart distribution solutions and distribution IoT intelligent substations, achieving comprehensive perception and data fusion across different scales of distribution networks, thereby improving the lean management of the power grid.

CHINT Electrics's smart and safe Electricsity management system, leveraging Internet of Things technology and intelligent analysis platforms, collects real-time Electricsal parameter data from various system nodes and conducts data analysis. This helps Electricsity companies improve energy consumption management while preventing potential Electricsal safety hazards.

Low carbonization of fuel	Adopting renewable energy Enhancing energy efficiency Energy storage technology	Rooftop photovoltaic power generation system BIPV photovoltaic parking shelter Centralized energy station (high-energy efficiency machine room) Energy storage devices
Industrial electrification	Transitioning from fossil fuels to Electricsity	Electricsal equipment solutions Distribution grid system Motor control solutions
Digitalization of production	Digitizing terminal energy equipment Strengthening energy monitoring and management	Automated control system Distribution Internet of Things technology Comprehensive energy efficiency management

Highway traffic	Optimization of transportation structure Electrification of transportation vehicles Enhancing transportation energy efficiency Intelligent transportation systems	Solution for Electrics vehicle charging infrastructure Photovoltaic pavement technology Zero-carbon transportation smart platform
Rail transit	Electrification of railway tracks Enhancing energy efficiency in public transportation	Low-voltage power distribution solution for subway stations Low-voltage power distribution solution for high-speed railway stations Smart rail transit system
Port shipping	Electrification of inland water transportation LNG-powered ships	Integrated application solution of power grid and photovoltaic energy storage E-House shore power facility solution Solution for battery-powered ship propulsion system for direct river-to-sea transportation
Aviation transportation	Biomass fuel Hydrogen substitution Energy efficiency enhancement	Smart energy efficiency building solution for terminal buildings

CHINT Electrics has introduced targeted smart building solutions for commercial buildings and individual residences. These solutions integrate building automation, indoor temperature and water temperature detection and feedback, remote control of intelligent valves, energy consumption metering, and intelligent lighting and furniture systems, enabling intelligent building management and efficient energy utilization.

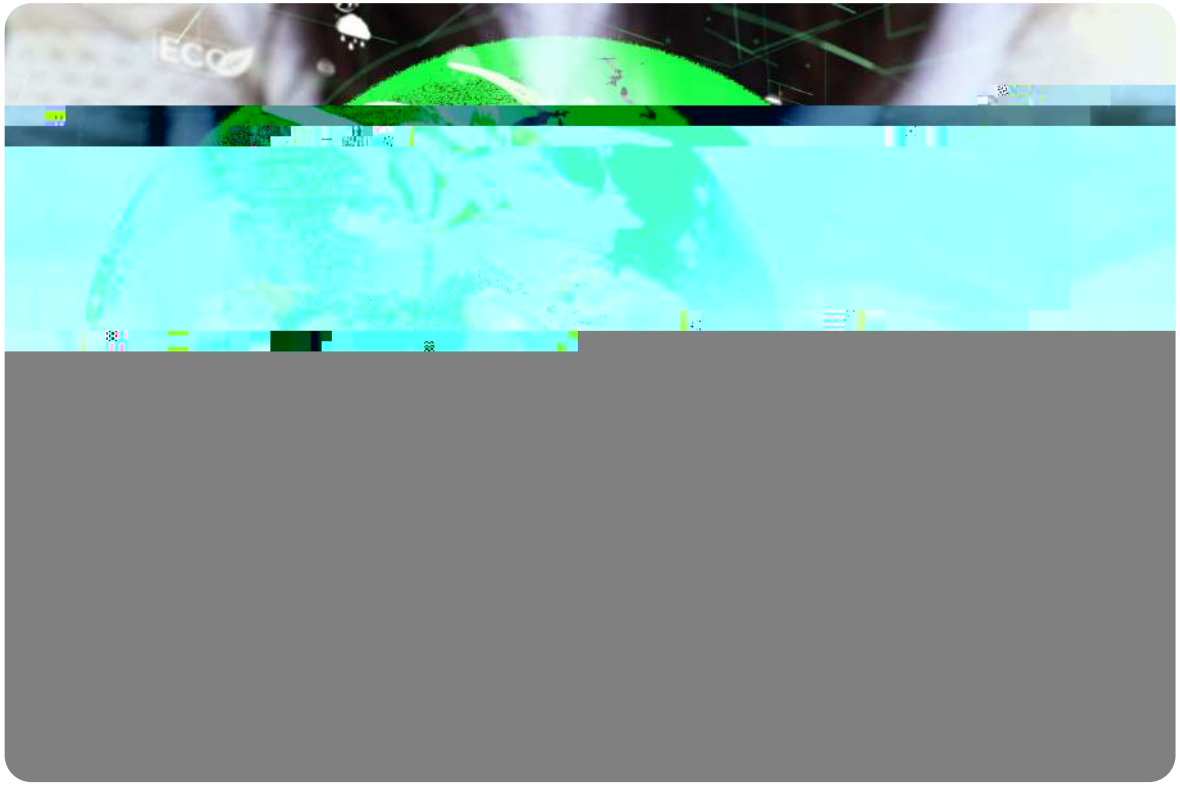


Building electrification	Building system Heating system Refrigeration system	Integrated automation solution for heat sources Integrated automation solution for heat exchange stations
Zero-carbon energy	Building-integrated photovoltaics (BIPV) Electrification of construction machinery Heat pump solar-ground replacement	Integrated solution combining photovoltaic energy storage and smart power distribution BIPV (Building-integrated Photovoltaics) integrated solution Photovoltaic energy storage and flexible charging solution
Building energy efficiency enhancement	Green building Smart building High energy efficiency Electricsal appliances	Smart home solutions Intelligent building valve control solutions

In 2024, the Company completed the product carbon footprint accounting of four products, including NH4-125 and NU6-II G, based on the ISO 14067 standard. Meanwhile, the carbon footprint of eight completed products, including NB1-63 and NXB-63H were effectively renewed to maintain the validity and timeliness of their certifications and provide strong environmental protection support for the Company's overseas market expansion.

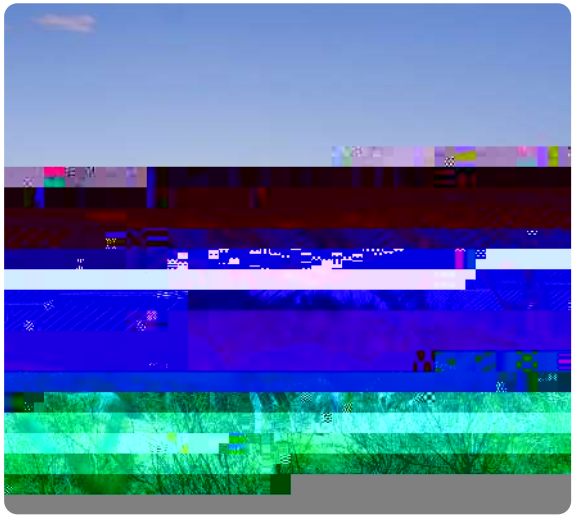
Given the stringent requirements of the Norwegian market for Italian EPD certification, we have swiftly initiated the Italian EPD certification process for a total of 20 products, including terminals, controls, etc.. Currently, data collection has been successfully completed, and three LCA (full lifecycle) reports for four products have been successfully prepared. Moving forward, we will expedite the completion of the remaining certification tasks to ensure that all products meet the entry requirements of markets like Norway as soon as possible.

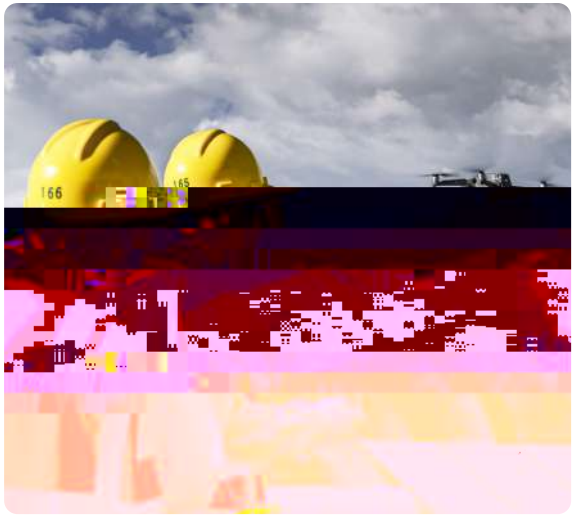
Currently, CHINT Electrics' risk management for climate change adheres to the management requirements for risk identification, assessment, analysis, and response outlined in the Company's "Risk and Opportunity Management Process". Every year, we identify risks and opportunities based on the internal and external environment as well as the requirements of relevant parties, and formulate corresponding response measures. We evaluate the effectiveness of these measures to ensure that the Company achieves sustainable growth within a controllable scope.



not only achieved remarkable results in technological innovation but also taken the forefront in green and low-carbon transformation. We firmly believe that future buildings will be smarter and more environmentally friendly, and the low-voltage industry will continue to lead this transformation, contributing to global sustainable development.

CHINT has established overseas branches in countries such as the Netherlands, Germany, South Korea, Japan, Bangladesh, and Poland, formed localized market development and engineering teams, and invested in the construction of over 250 overseas photovoltaic power plants. Market feedback and classic cases have become powerful drivers for the Company to further expand its overseas markets.



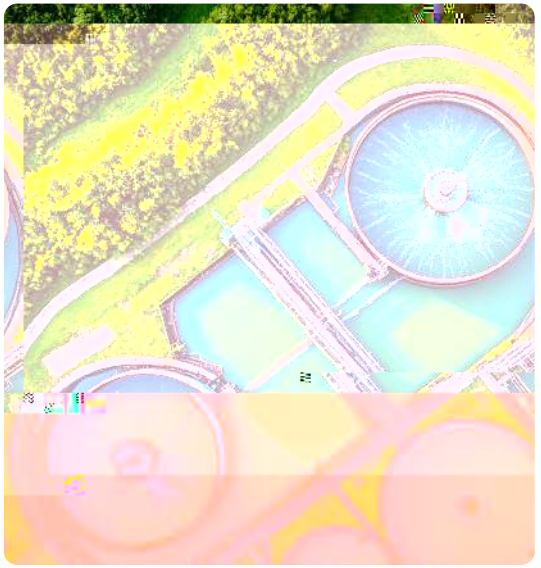


We always regard the management of pollutant emissions as a crucial responsibility for the sustainable development of our enterprise. After undergoing pre-treatment in septic tanks and oil separators, the domestic sewage from the Company's relevant factory areas is transferred to the on-site domestic sewage treatment station for advanced treatment. This ensures that the discharged wastewater quality meets the Class III standards set out in the "Integrated Wastewater Discharge Standard (GB 8978)" and complies with the requirements of the "Indirect Emission Limits for Nitrogen and Phosphorus in Industrial Enterprise Wastewater (DB 33/887)". Ultimately, the treated wastewater is discharged into the municipal sewage network. The Company conducts monthly self-monitoring of wastewater to ensure the stable operation of wastewater treatment facilities and achieve consistent and compliant discharge.

In terms of air emission management, the Company has implemented efficient measures to control exhaust gas from the processes of injection molding, transfer printing, and heat treatment. Injection molding exhaust gas and welding exhaust gas are collected at the workstations and emitted at a height of over 20 meters. After collection, transfer printing exhaust gas undergoes treatment using photocatalytic oxidation or activated carbon adsorption purification to ensure compliance with emission standards before being emitted at a high altitude. Heat treatment exhaust gas is purified using wet oil fume purification technology and then emitted at a height of 15 meters. The Company rigorously adheres to the "Emission Standards for Odor Pollutants (GB 14554-93)", "Integrated Emission Standards for Air Pollutants (GB 16297)", and "Emission Standards for Pollutants in the Synthetic Resin Industry (GB 31572)", ensuring that exhaust gas emissions comply with environmental protection regulations.

In terms of noise control, the Company effectively reduces noise emissions through various measures, including solid partition walls, sound-absorbing materials, shock absorbers, and frequency conversion technology, etc. Additionally, an EHS evaluation process is introduced during the equipment procurement stage, prioritizing the selection of low-noise advanced equipment to ensure that the noise at the factory boundaries meets the requirements of the "Emission Standards for Industrial Enterprise Boundary Environmental Noise (GB 12348)".

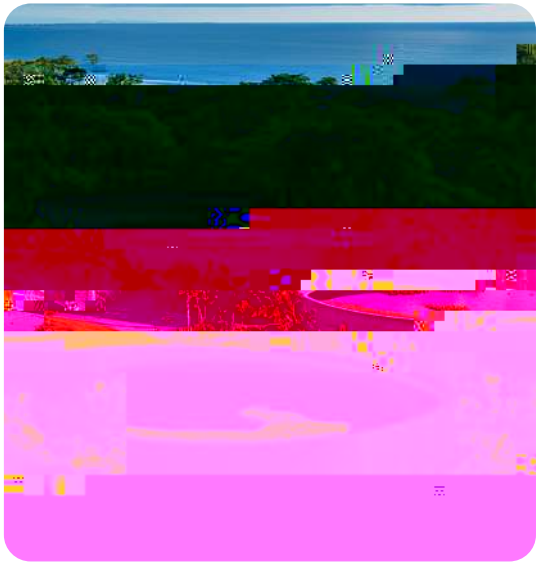
We have been the first in the industry to achieve ISO 14001 environmental management system certification. To ensure the effective operation of the ISO 14001 system, we conduct annual internal audits of our environmental management practices and external audits by third-party certification bodies. In June 2024, the Company commissioned Zhejiang Zheng'an Testing Technology Co., Ltd. to test the wastewater, exhaust gas, and noise in the factory area, and the results showed that all indicators met the relevant emission standards. In 2024, the Company did not experience any environmental pollution incidents, fully demonstrating its outstanding achievements in pollutant emission management.



The Company has integrated management practices for "water, Electricity, gas, and oil" into its standard management system and established a series of management standards and manuals, including "Q/ZTDG0106 Energy Management Manual", "Q/ZTDG1201 Energy Resource Management", "Q/ZTDG1203 Energy Monitoring and Control Management", and "Q/ZTDG1204 Energy Review and Implementation Plan Management". These standards offer systematic and standardized guidance for the Company's water conservation efforts, ensuring efficient utilization of water resources.

Additionally, the Company has set indicators for the decline rate of water intake per unit product and per 10,000 CNY of output value. Through scientific management and technological innovation, water conservation efforts have been enhanced. Compared to 2023, water intake per unit product decreased by 35.5% in 2024, and water intake per 10,000 CNY of output value decreased by 7.06% year-on-year, outperforming the national average annual decline rate (approximately 3%-5%). These water-saving measures have yielded remarkable results.

To enhance water resource management, the company has implemented a series of effective water-saving measures, significantly improving the efficiency of water resource utilization. Specific practices are outlined as below:

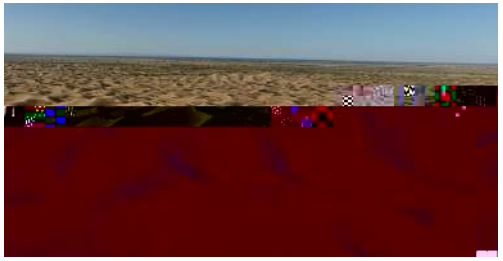


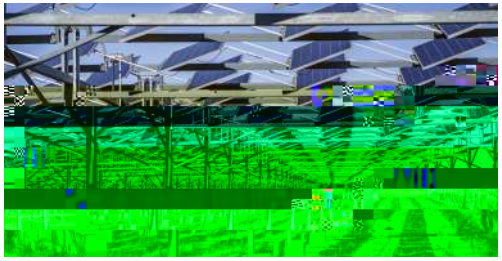
CHINT's "Splendid Scenery" redefines the green energy development model, integrating economic, social, and environmental benefits to forge a collaborative and win-win development pattern:

High value-added photovoltaic and wind power development model

Integration with cultural landscape, natural environment, and architecture

Reflecting the charm and vitality of renewable energy





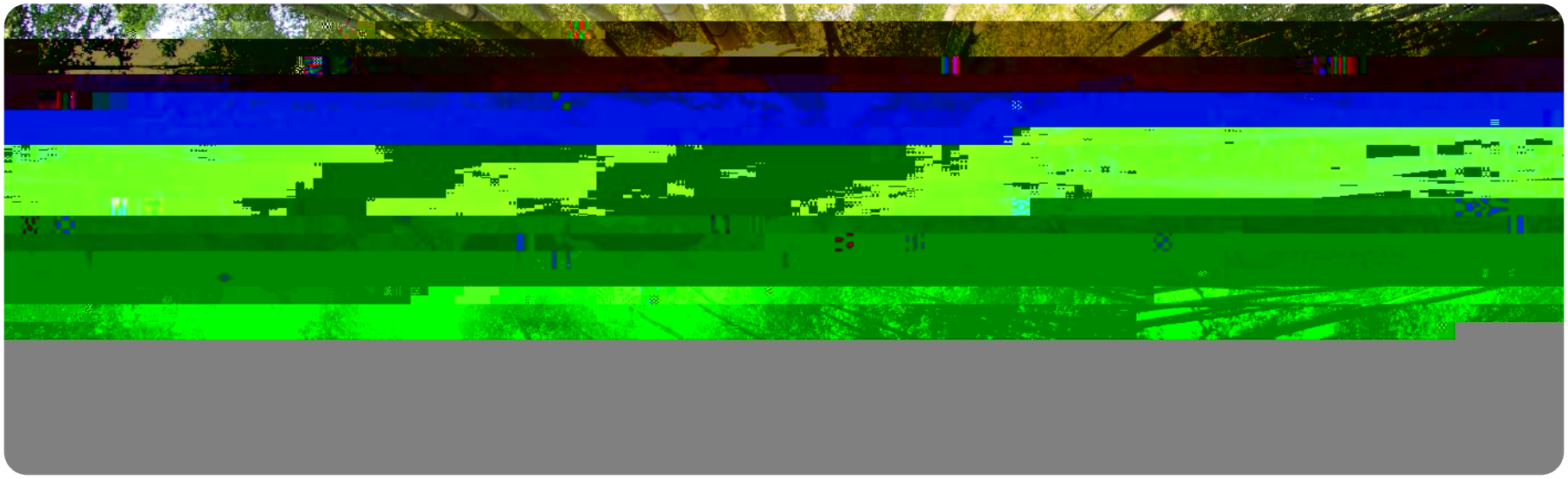
The Company regards standardized management as a crucial foundation for production process management and has obtained the ISO 9001:2015 Quality Management System Certification, ISO 10012:2003 Measurement Management System Certification, QC 080000:2017 Hazardous Substance Process Management System Certification, ISO 14001:2015 Environmental Management System Certification, and ISO 45001:2018 Occupational Health and Safety Management System Certification.

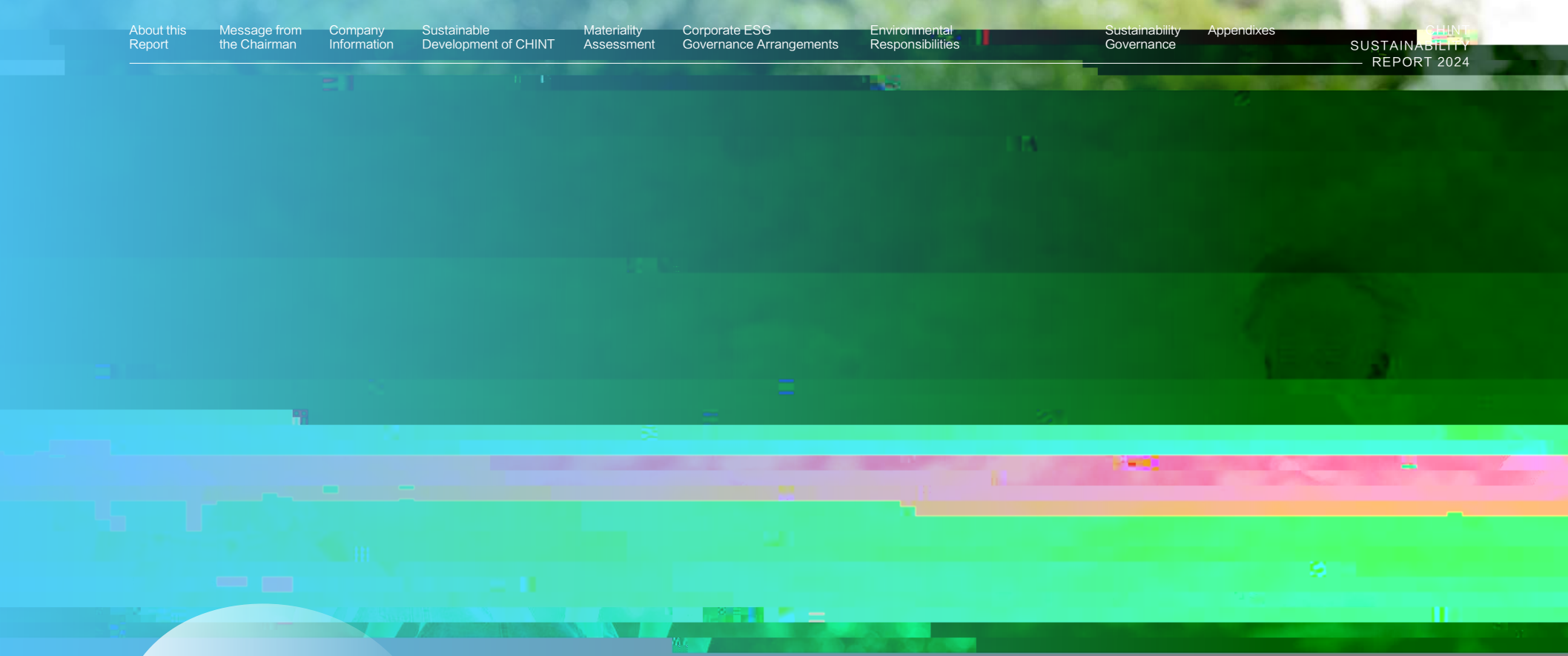
The Company integrates the green design process of its products with its existing management systems to ensure sustainable optimization and improvement of product green design. It incorporates the green design concept

In designing parts, prioritize simplicity and lightweight construction to reduce raw material usage and streamline production and processing techniques. For the Ex9BN and Ex9M2HV product series, the adoption of a simpler design for the shell material has led to a 4% reduction in thickness and volume. The dual gold bracket has undergone structural optimization, resulting in a nearly 10% volume reduction and enabling one-step molding, thus eliminating complex component manufacturing processes.

By combining automated equipment such as automatic riveting, automatic magnetic testing, automatic functional testing, and automatic printing, an intelligent automated production line is formed to achieve an integrated production and testing process, reduce the production of non-conforming products, and free up manpower on the production line.

In product design, we consider using clean processes for component and product assembly to avoid the emission of toxic and harmful substances and their impact on the environment. For instance, laser printing technology is used instead of oil-based ink printing to minimize the environmental impact of the printing process. The design of the arc extinguishing chamber avoids the use of lubrication processes and enhances the surface smoothness of parts by adopting natural drying processes to meet performance requirements.





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CHINT Electrics consistently adheres to the principles of fair and transparent recruitment, striving to foster a diverse and inclusive work environment. We have established a comprehensive recruitment policy to ensure the attraction of talents from diverse backgrounds, cultures, and abilities. Additionally, we actively fulfill our corporate social responsibility and promote sustainable development.

we have forged partnerships with various organizations that prioritize diversity, actively engaging in industry-wide diversified recruitment events. Additionally, we post job advertisements on multiple social media platforms, including LinkedIn, Zhaopin, and BOSS, to attract a diverse pool of candidates.

we have implemented an AI-assisted resume screening tool to uphold fairness in the recruitment process and minimize human bias. Furthermore, all interviewers have undergone diversity and inclusivity training to guarantee the impartiality of the interview process.

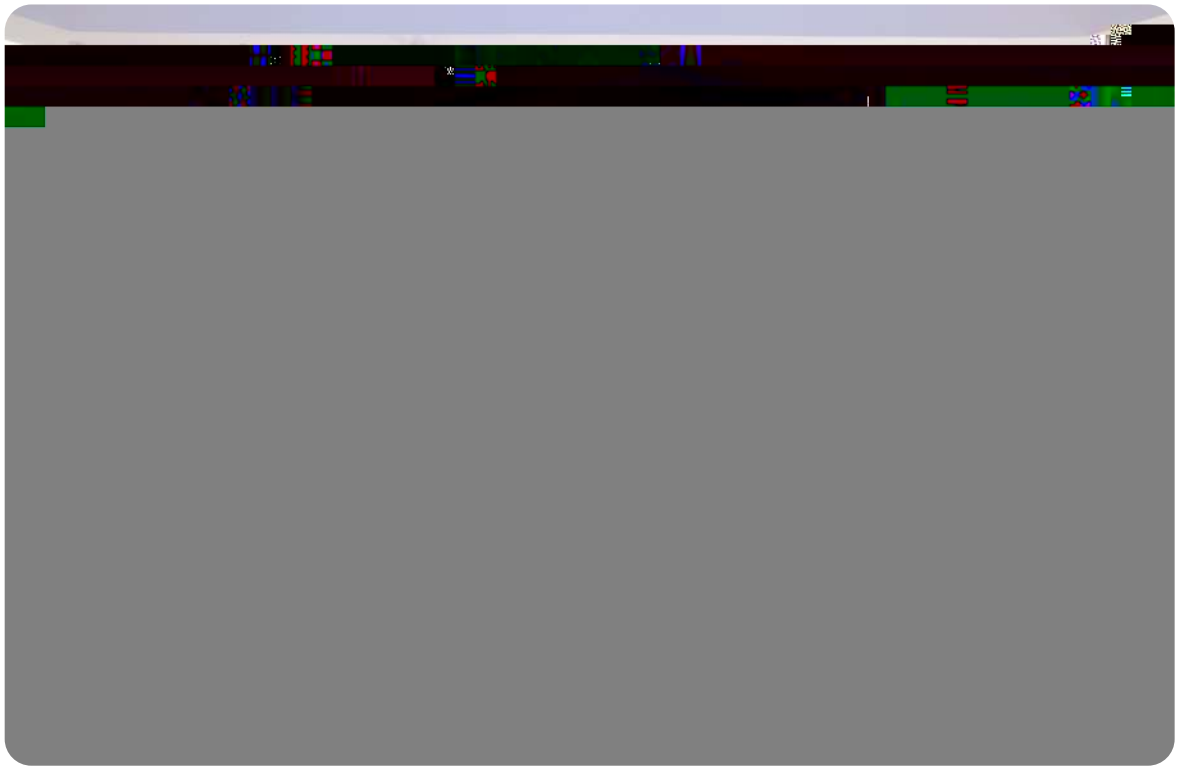
we continue to enhance our collaboration with renowned universities both domestically and internationally, conducting campus recruitment activities. Simultaneously, we attract experienced industry professionals through social recruitment, ensuring a diverse and balanced talent structure.

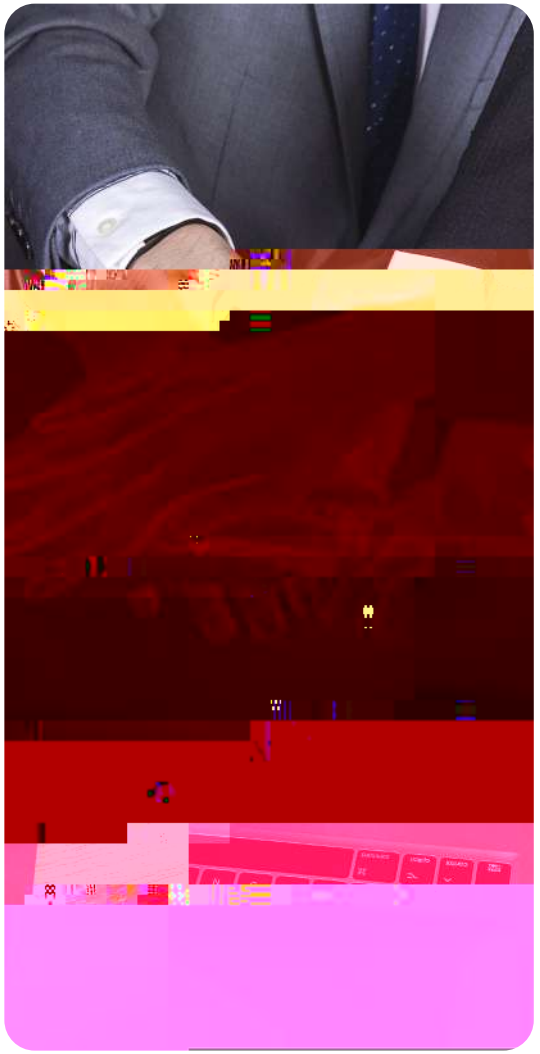
we encourage existing employees to recommend candidates from diverse backgrounds and incentivize their participation in diversified recruitment through a reward mechanism.

As a key initiative by CHINT Electrics to foster youth innovation and sustainable development, the 2024 CHINT Cup Youth Innovation and Entrepreneurship Competition has attracted numerous outstanding teams from universities, research institutions, and start-up enterprises across the country. Through this platform, we have not only identified young talents with innovative potential but also incorporated exceptional contestants into our talent reserve program, offering them internships, employment, and entrepreneurial support, thereby further enriching our company's talent pool.

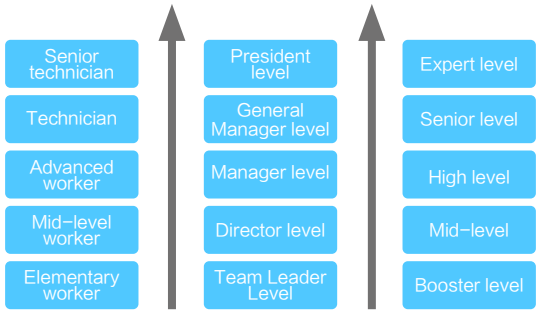
In 2024, CHINT Electrics successfully achieved its annual recruitment goals and made significant progress in the recruitment cycle for key positions by optimizing the recruitment process and introducing intelligent tools. Through intelligent resume screening and interview processes, the Company has not only improved recruitment efficiency but also reduced per capita recruitment costs, further optimizing human resource allocation.

Looking ahead, CHINT Electrics will continue to optimize the recruitment process, further enhance the recruitment efficiency of key positions, and ensure the fairness, transparency, and efficiency of the recruitment process through the in-depth application of intelligent tools, providing a solid talent guarantee for the sustainable development of the enterprise.





Employees who continuously contribute their work abilities and achieve recognition and appreciation for their performance will be promoted and accorded promotions to meet their expectations for job advancement. The Company organizes qualification assessments for professional and technical personnel, following the principles of "performance orientation, emphasis on contribution; ability to move up and down, dynamic management; job matching, openness and equality; leadership and continuous improvement". Employees play to their professional strengths in their respective positions in a fair competition environment.



We have established a comprehensive training management system at the first, second, and third levels, achieving a top-to-bottom comprehensive training framework. Based on the job requirements and development paths of different job levels and categories, a matrix training model has been established with professional skills as the vertical axis and management skills and leadership improvement as the horizontal axis. This model effectively cultivates a talent pool in alignment with the company's development strategy.

Following the compensation concept of "performance contribution as the core, job value as the basis, and ability level as the standard, attracting, motivating, and retaining talents that meet the future development requirements of the company", we have created a smooth career development channel for all employees, formed a broad incentive structure space, fully mobilized employees' work enthusiasm and passion, and provided strong guarantees for the sustainable development of the Company.

CHINT Electrics is supported by a tiered training system consisting of first, second, and third levels. This system aligns with the Company's strategic objectives, management needs, and employee aspirations. By integrating and leveraging both internal and external training resources, and relying on the Zhipei Cloud platform and five major training/learning centers, the Company promotes the development of internal trainer teams. It continuously enriches and enhances its course resource library, offering customized training programs tailored to various levels and types of talents. Additionally, the Company establishes and manages various training files in a unified manner, achieving a comprehensive one-stop talent training framework that spans from top to bottom.

In 2024, the Company conducted face-to-face training sessions, attracting a total of participants, while employees engaged in online self-learning. The cumulative training hours amounted to , with a total training expenditure of .

Building a comprehensive career development system to empower talent teams

For employees at different levels, CHINT has tailored corresponding talent development plans for different types of talents – the Young Eagle Training Camp and Rising Star Plan for 1 3-year school graduates, the Flying Eagle Training Camp for 3 5-year young professionals, the New Promotion Turnaround Training for newly promoted supervisors and managers, the Elite Eagle Training Camp for managers, and the Eagle Training Camp for general managers.

Establish a comprehensive professional center across all channels to support holistic development

At CHINT, employees have the opportunity to become both management talents and business experts. To assist employees in continuously enhancing their professional abilities necessary for career development, CHINT has established various professional training centers tailored to different core businesses, including the "ETC Charging Workshop", "Marketing Empowerment Training Center", "Intelligent Logistics Training Center", "Lean Manufacturing Training Center", and "Quality Empowerment Learning Center". These centers simultaneously offer professional skills training to support employees' comprehensive development. Through a comprehensive curriculum system and systematic professional knowledge learning, we aim to help employees across various job grades improve their professional competence, consolidate their professional foundation, empower them to enhance their own value, stimulate their job innovation ability, and assist them in achieving long-term development in their careers. This, in turn, provides a continuous supply of talent for the development of the enterprise.

Open up the pathway for craftsman training to facilitate intelligent manufacturing

To enhance the development of the blue-collar skilled worker talent pool, continuously advance the high-skilled talent training program, and implement the Future Star Plan specifically for vocational college students, we are dedicated to fostering innovative skilled workers. We organize maintenance technician training camps for key technicians, aiming to establish a stable and efficient team of maintenance and upkeep technicians. Additionally, we launch the Sunflower Plan for frontline team leaders, further cultivating a pool of outstanding team leaders and supervisors. Furthermore, CHINT has established public training bases for high-skilled talents and "master studios" to design tailored talent development systems for frontline blue-collar workers, key technicians, and master craftsmen. This accelerates the cultivation of high-quality industrial labor forces, providing reliable skilled talent support for CHINT's intelligent manufacturing development.

CHINT is committed to providing female employees with ample opportunities and support, aiming to foster a diverse and open corporate environment, as well as a talent development strategy that promotes gender equality. To this end, we have launched multiple initiatives:

CHINT values a diverse and inclusive work environment, providing equal opportunities for all employees regardless of gender. Employee diversity has long been a key factor in ensuring the success of our business, and the first step in building a diverse workforce is to attract diverse talents. CHINT has established a "zero discrimination" policy for employee recruitment and promotion, fostering a non-discriminatory work environment, and making every effort to recognize the contributions of every hardworking employee.

Over the years, we have been proud to see an increasing number of women taking on key leadership positions across various business sectors of CHINT. We are committed to providing more opportunities and platforms for women to stand out. CHINT will continue to cultivate female managers, foster a positive company culture, and encourage women to pursue continuous development.

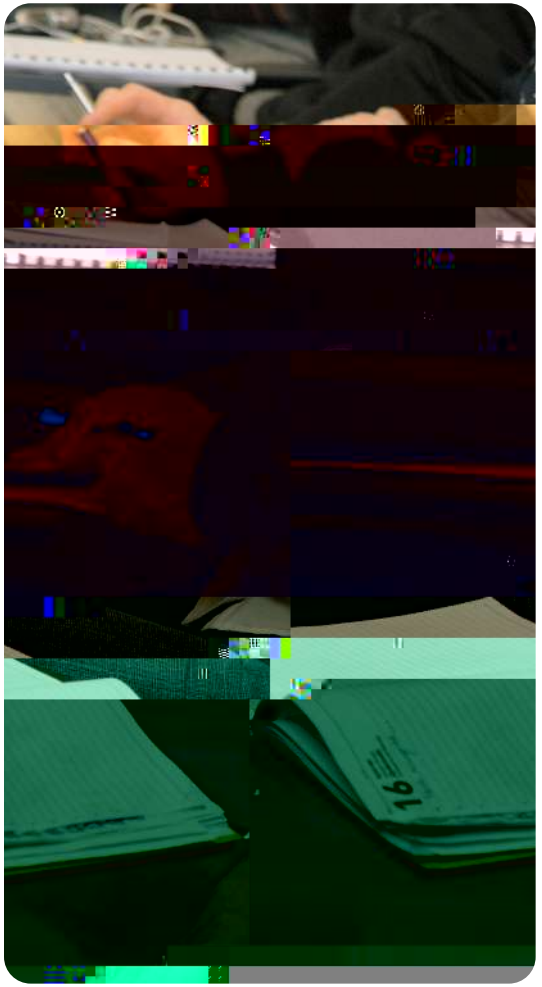
As a global company operating in over 140 countries and regions, we believe it is essential to address cultural and social pressures that are unique to women. Adhering to internal policies such as equal pay for equal work and maintaining a "zero tolerance" approach towards violence and sexual harassment forms the foundation of our internal management. Through rigorous internal supervision, as well as ongoing education and awareness-raising activities, we strive to foster a work environment where all employees feel safe and their work value is fairly recognized. Our goal is to cultivate an open, inclusive, and safe corporate culture.

A dynamic update mechanism has been established, and the "Guidelines for Standardization of Safety Management" and evaluation standards have been comprehensively revised. As a result, a comprehensive management framework encompassing major modules—organizational structure, institutional processes, equipment management, job specifications, emergency management, and performance improvement—with detailed indicators has been formed. This framework provides a systematic operational guide for grassroots safety management.

The Logistics and Warehousing Service Department has conducted pilot projects based on the three-dimensional warehouse team of the first phase of the Daqiao Park. In accordance with the third-level safety standardization certification standards of the China Association of Work Safety, it has successfully established a benchmark team for smart logistics and developed replicable safety management practices.

Establish a PDCA cycle management mechanism, conduct rounds of standardized evaluations covering all elements throughout the year, implement differentiated improvement strategies for teams in need, and conduct a total of special coaching sessions.

Build an integrated online and offline safety training system. Leveraging intelligent learning platforms, we achieve real-time tracking of learning progress and quantitative evaluation of training effectiveness. Since its launch in September, digital pre-class meetings have been conducted.



The Company continues to deepen the "safety partner" work mechanism by establishing a four-level linkage system encompassing "park, workshop, team, and position", forming a horizontally coordinated and vertically integrated safety management network. Throughout the year, a total of 42 cross-level collaborations were conducted, resulting in the identification and rectification of 117 hidden dangers, the implementation of 125 improvement plans, and the establishment of 700 pairs of employee mutual aid groups, thereby promoting an overall enhancement in the safety management levels across various units. Specific measures included:

42
Cumulative cross-level collaboration throughout the year

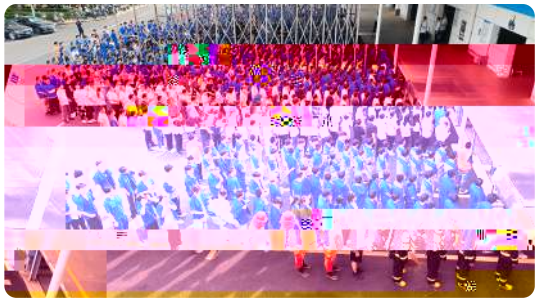
117
Investigate and rectify hidden dangers

125
Implementation of improvement programs

700
Establishment of Employee Interaction Groups

- Establish a pairing assistance mechanism for 5 manufacturing departments and 4 benchmark workshops, organize 4 on-site observation activities, and implement 31 technical improvement plans.
- Form a special inspection team consisting of EHS experts and technical backbones, conduct 5 rounds of full coverage inspections, rectify 117 hidden dangers such as equipment protection deficiencies, and achieve 100% closed-loop management.
- Establish a cross-team collaboration platform, organized 33 themed salons, set up a hidden danger data sharing mechanism and a safety innovation case exchange mechanism, and developed 94 improvement plans.
- Organize the establishment of 700 pairs of mutual assistance groups and sign safety agreements, significantly enhancing the effectiveness of self-inspection for safety hazards within the team.
- Establish a PDCA cycle improvement mechanism, hold quarterly review meetings, summarize and share advanced experience, and promote continuous optimization of safety management through knowledge management.

The Company conducted 164 emergency drills covering firefighting, safety, environmental protection, and occupational health throughout the year, achieving a 100% completion rate as planned. During the Safety Month, we also collaborated with logistics and security personnel to conduct three phases of multi-unit joint fire emergency evacuation drills across three parks, with a total of 4,763 participants.



The Company continues to improve the mechanism for identifying and reporting occupational hazards, strictly enforces the employee occupational health examination system, dynamically updates health monitoring records, and focuses on improving the working environment. Emphasis is placed on advancing the project of manual transfer printing protection isolation and noise control in the stamping workshop of the terminal manufacturing department, effectively reducing occupational hygiene risks and ensuring the occupational health of employees.

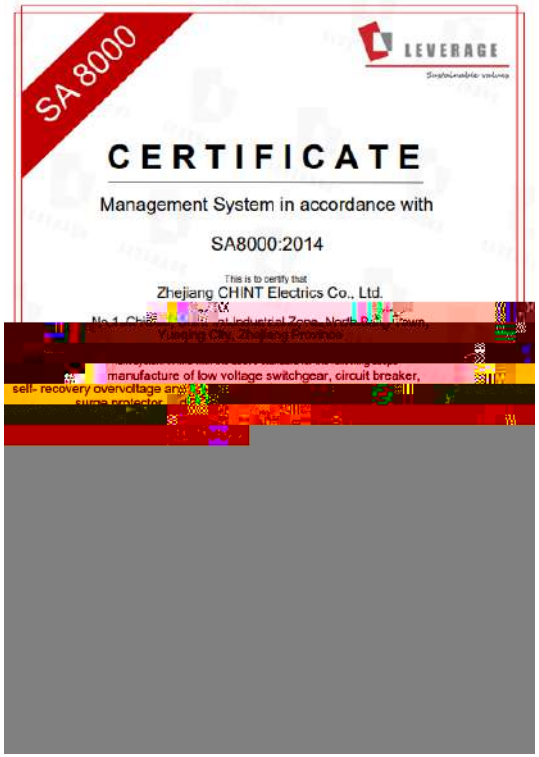
The protection and isolation renovation of 10 manual transfer printing operation points at the terminal manufacturing department was completed, effectively controlling fugitive emissions of exhaust gas.

The parts manufacturing department has taken measures such as optimizing equipment layout (dividing high and low noise equipment), improving operation methods, and installing noise elimination devices to reduce the noise of four key equipment to below 80dB, reducing the exposure of four employees to noise hazards, and controlling noise risks from the source.

In September, a professional organization was commissioned to conduct occupational hazard factor testing on 116 testing points of the Company, and the test results all met the national standard requirements.

The Company has established various benefits including living allowances, job subsidies, overseas subsidies, high temperature allowances, and high-altitude allowances. The Company contributes to the 'five insurances and one housing fund' for all employees and implements a paid leave system, allowing employees to fully enjoy a range of paid leave options such as marriage leave, maternity leave, annual leave, family visit leave, and parental leave. Additionally, bonus leave is granted based on the employee's length of service with the Company. The Company provides employee dormitories and staff canteens, offering a range of benefits including work clothes, holiday allowances, birthday cake vouchers, company anniversary greetings, one-time retirement consolation payments, and activity funds for employees. These comprehensive welfare and guarantee systems, covering all employees, create a warm and happy working and growth environment, fostering mutual growth between the employees and the Company.

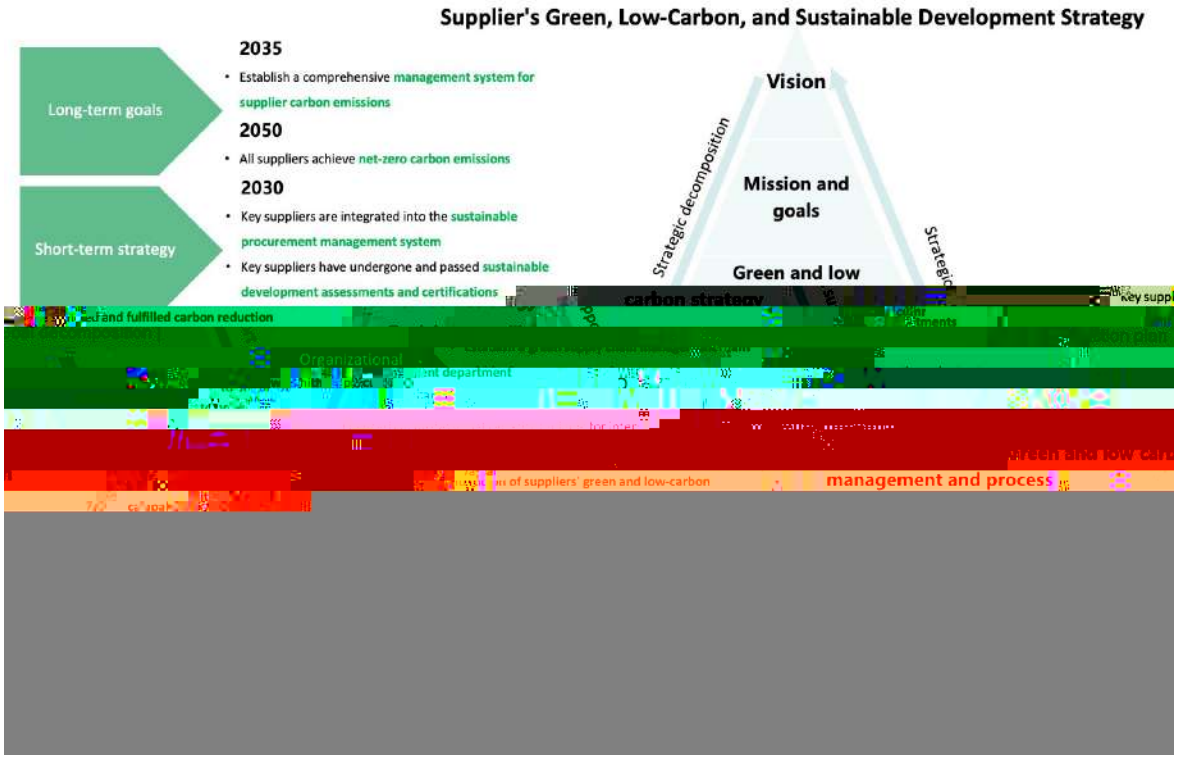
In 2024, we were honored with the SA8000 social accountability management system certification for our outstanding performance. This recognition embodies our deep care for employees and our firm commitment to social responsibility. It also showcases our positive achievements in creating a safe and healthy working environment, safeguarding employee rights and interests, and continuously improving working conditions.



In 2024, CHINT closely focused on the "Supplier Green, Low Carbon and Sustainable Development Strategy" to establish a sustainable supply chain management system.

Specific measures include:

- Gradually establish a supplier sustainability evaluation system in accordance with sustainable procurement management requirements.
- Develop and implement training programs that cover all suppliers, continuously empower suppliers to build sustainable capabilities, and promote supplier sustainability related certifications.
- Build a procurement cloud platform for real-time interaction with major supplier information data, and establish a supplier carbon data management database.
- Gradually promote zero carbon commitments that cover all major suppliers, increase the proportion of renewable energy among suppliers, and help suppliers reduce carbon emissions.



In 2024, the Company prioritized "controllable risk and enhanced resilience" as its core objective, advancing supply chain risk management efforts. This was achieved by refining risk assessment tools, deepening collaborative management with suppliers, and bolstering emergency risk response capabilities.

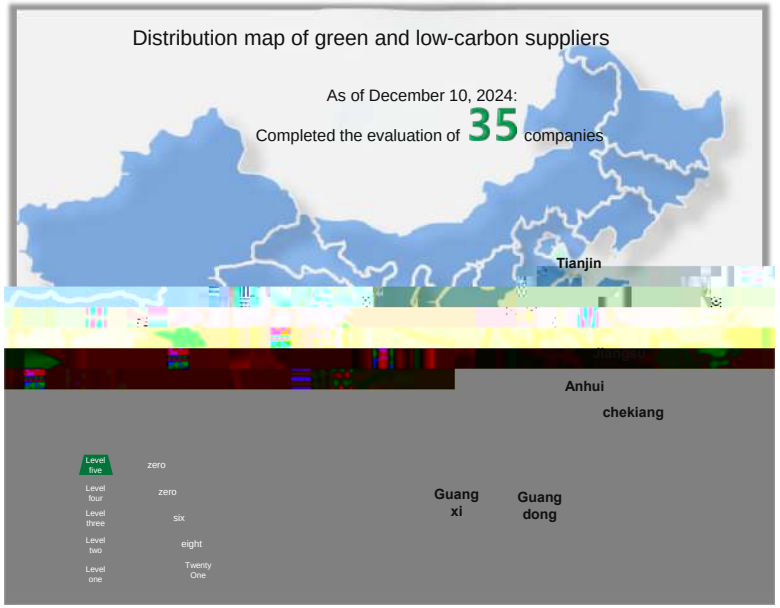
Covering all categories of suppliers, this assessment dynamically scores suppliers based on dimensions such as financial status, compliance, and delivery capabilities, etc.

A risk database has been established for key materials to identify potential risks such as supply disruptions and quality fluctuations. Over 150 risk material entries are updated annually.

A tiered audit mechanism (ABCDEF categories) is employed, tailored to different supplier types and triggering factors. Regular and triggered on-site audits are conducted for all suppliers as per the plan.

The supplier HSF risk level management system is implemented. Audits and rectifications of the supplier's environmental management system are planned based on material and pollution source risk levels, fostering continuous improvement in the management of hazardous substances by suppliers.

In 2024, the Company actively promoted the green supply chain construction and established a comprehensive evaluation standard system for suppliers' green and low-carbon practices. Through a systematic assessment of the green and low-carbon capabilities of 35 suppliers, we successfully created a distribution map illustrating their abilities in green and low-carbon management, product environmental performance, and production process optimization. This map provided an effective identification of suppliers' overall green and low-carbon status, offering data support for precise policy implementation in the future. Moving forward, we will continue to enhance suppliers' green and low-carbon management practices, aiming to promote the overall sustainable development of the supply chain.



We are committed to building a sustainable supply chain system, incorporating all suppliers into a systematic supplier audit plan. Through regular on-site audits, document reviews, and performance evaluations, we ensure that they meet the Company's environment, social, and governance (ESG) requirements. The audit scope encompasses, but is not limited to, issues such as labor rights, carbon emission management, environmental compliance, and business ethics.

In 2024, we conducted research on the risk of conflict minerals in products or components from various suppliers by introducing tools such as "Conflict Mineral Investigation", aiming to promote responsible mineral procurement and ensure the compliance and ethical sourcing of minerals.

In 2024, through the procurement of supplementary agreements, we increased the requirements for analyzing material content data in production materials or for certification certificates and test report attachments issued by certification agencies that meet relevant requirements. We conducted supervision to ensure that relevant materials comply with RoHS 2.0, POPs, REACH Appendix

c esponsc o c ag o

In 2024, the China Circulation Business Department organize comprehensive, multi-level, and long-term activities aimed at supporting and empowering dealers, based on o r d o n u /

The Company has established a comprehensive quality and safety risk management system. By signing annual quality responsibility agreements and refining specific quality objectives, the Company ensures the effective implementation of quality control plans throughout the entire production process. Strictly implementing the requirements of "three presses", "three inspections", and "three no-let-goes for non-conforming products" during the manufacturing process ensures that the products are

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and regularly organizes daily self-inspection and cross-inspection for production process control and 6S on-site management.

Simultaneously, under the strategy of intelligent manufacturing, the Company persistently promotes equipment automation and intelligent upgrading and transformation, resulting in a substantial increase in automation rate.

The Company has established a leading quality testing center in the industry. This center is accredited by the China National Accreditation Service for Conformity Assessment (CNAS), recognized as an energy efficiency labeling and testing laboratory by the China Institute of Standardization, designated as a national low-voltage Electrical reliability demonstration project testing base, and is a member of the China Society for Metrology and Testing. The center comprises seven major specialized laboratories, including environmental engineering, Electrical testing, HSF, chemical analysis, physical testing, Electrical and thermal engineering, and geometric mechanics.

The Quality Inspection Center is capable of conducting over 400 testing projects, with 94 of them being accredited by CNAS. The center is deeply engaged in digital transformation, having independently developed the LIMS laboratory digital platform and promoted its replication within the group. In recent years, leveraging its professional strengths, the testing center has embarked on the construction of "1+N" regional distributed laboratories, supporting the planning of new industry laboratories and CNAS accreditation.

The Company continues to advance the digital transformation of quality management, aiming to "complete business processes, overcome process bottlenecks, and establish data application scenarios". By integrating the latest management practices, we further promote the development of business systems, addressing gaps in supplier on-site audits and quality cost-related operations. We also strive to bridge the system bottlenecks between PLM, procurement cloud, return and exchange platforms, and marketing cloud, while upgrading product change management and quality information processing. By analyzing business pain points and promoting system integration, we facilitate the seamless integration of new parts, new product production, and quality business processes with data.

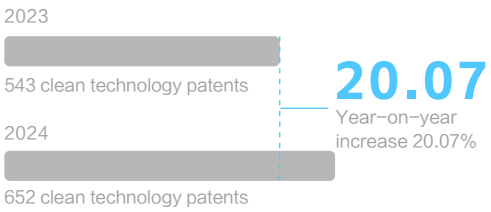
The Company places great emphasis on product research and innovation, continuously exploring new ideas and practices in this field. In 2024, the company applied for patents, patents were authorized, the company's cumulative number of authorized patents reached , and the cumulative number of trademark registrations reached .

CHINT's energy storage technology and system solutions encompass renewable energy integration solutions, consumer-side peak shaving and valley filling solutions, generation-side auxiliary service solutions, and microgrid solutions.

- reduce curtailment of wind and solar power, coordinate with grid peak regulation, and smooth the output of renewable energy generation;
- peak-valley arbitrage, demand regulation, and deferral of system capacity expansion;
- enhance AVG regulation performance and reduce the failure rate of generating units;
- backup power supply, and self-consumption of photovoltaic power generation.

Whether it involves enhancing the efficiency of traditional energy sources or developing and utilizing renewable energy, CHINT's energy storage system plays a pivotal role in energy storage and reuse, facilitating the low-carbon transformation and reliable supply of the power system.

CHINT has established a scientific and comprehensive working mechanism for the entire intellectual property chain, which comprehensively covers the five key links of creation, application, protection, management, and service through systematic layout and refined management, providing strong support for enterprise innovation and development. Among them, there were 543 clean technology patents in 2023 and 652 in 2024, representing a year-on-year increase of 20.07%.



The Company fully leverages its technological innovation advantages, taking patent navigation as the starting point, and deeply utilizes patent information and intelligence to build a high-value patent cultivation mechanism. In 2024, it was successfully approved as one of the first batch of Zhejiang Province's intelligent low-voltage Electrical industry high-value patent cultivation bases, and obtained the industry's first Level 4 certificate based on ISO 56005 for "Innovation and Intellectual Property Management Capability", demonstrating the Company's leading position in the field of intellectual property creation.

The Company innovatively implements multi-scenario patent grading management, systematically advancing diversified patent applications. In 2024, it spearheaded the preparation and release of the nation's first "Guidelines for the Construction and Management of Industrial Organization Patent Pools," pioneering a win-win cooperation in intellectual property within the industrial chain and setting a benchmark for the industry.

Catering to glo g o ri r / / established a robust global warning and risk management it hanism. Leveraging a professional team and advanced technology, it monitors legal t ironit changes in key market countries in real-tiit accurately identifying risks associated with international rule changes. Additionally, guided by market orientation and aligned with market demand it conducts product risk assessit formulates contingency plans scientifically, and comprehensively ensures the stable operation of the R&D system and international market expansion, effectively mitigating various intellectual property risks.

The Company has continuously improved its management system and obtained the top-tier certificate from China's intellectual property system. It innovatively integrates intellectual property into the entire business operation process and invests special fund to establish a digital management platform, enabling intelligent control over high-value asset throughout their lifecycle and significantly enhancing management efficiency.

The Company spearheads the construction of key platform including the national-level industrial intellectual property alliance, fostering a collaborative innovation ecosystem encompassing "industry, academia, research, application, and funding". Through a professional service team, it offers diversified services such as infringement assessment analysis and innovative tool training, effectively enhancing the intellectual property iqnagement capabilities of siqll and medium-sized enterprises and promoting the collective deog o ri / patent achieog)t within the industry.

The Company has optimized its demand forecasting model, improved its delivery mode evaluation mechanism, established a national inventory allocation review and joint assessment mechanism, reshaped the production and procurement process, and launched the MRP system. By implementing category specialization management, the company has comprehensively promoted the digital transformation of the low-voltage integrated supply chain, significantly enhancing the efficiency of production and sales coordination as well as operational management.

– refactoring the demand forecasting model and establishing an online approval process have ensured timely and accurate transmission of front-end requirements to the middle and back-end, significantly improving the accuracy of sales forecasting.

– regularly evaluating suitable supply chain delivery modes based on customer segmentation, service level, and product characteristics, and synchronizing product standard delivery times with the front-end.

– by establishing a national inventory transfer review mechanism, we aim to refine the logic and cost control of finished product inventory transfers, thereby enhancing delivery capabilities.

– by establishing a national joint assessment mechanism for inventory and sharing inventory responsibilities among the front, middle, and back offices, we can accelerate inventory turnover, reduce operating costs, and improve the level of production and sales coordination.

– aligned with the Company's strategic objectives and digital transformation design, we are reshaping our production and procurement planning processes to ensure end-to-end services for order review and product delivery. This initiative aims to enhance production readiness and significantly reduce delivery times.

– by automating the calculation and output of material shortage requirements, we are streamlining processes, minimizing manual transmission and calculations, and thereby enhancing efficiency and data accuracy.

– we are establishing specialized teams based on product categories to conduct procurement expenditure analysis, ensuring professional and detailed procurement operations.

– through the establishment of a collaborative production and sales mechanism, we are integrating various aspects of the low-voltage business sector, including marketing, sales, supply chain, and logistics. This fosters cross-departmental collaboration, connects the company's value chain, improves the precision of resource allocation, and elevates our level of scientific management.

In the field of customer service, the Company consistently adheres to a customer-centric approach, constructing a multi-channel, full-chain, and one-stop service support system. We continuously deepen our industrial chain business, actively explore new service paths, establish diversified service channels, and standardize, digitize, and intelligentize our service processes. This ensures that we can provide customers with consistent high-quality service experiences in different scenarios.

The Company adopts high-performance standards in the customer service industry and collaborates with peers to explore new dimensions of service value. Thanks to its outstanding performance in service channel construction, service experience management, and service brand building, CHINT has been listed on the China Digital Service Annual Billboard for three consecutive years, winning two prestigious awards: the "2024 China Service Brand Top 100" and "2024 Best Digital Service User Experience Award".

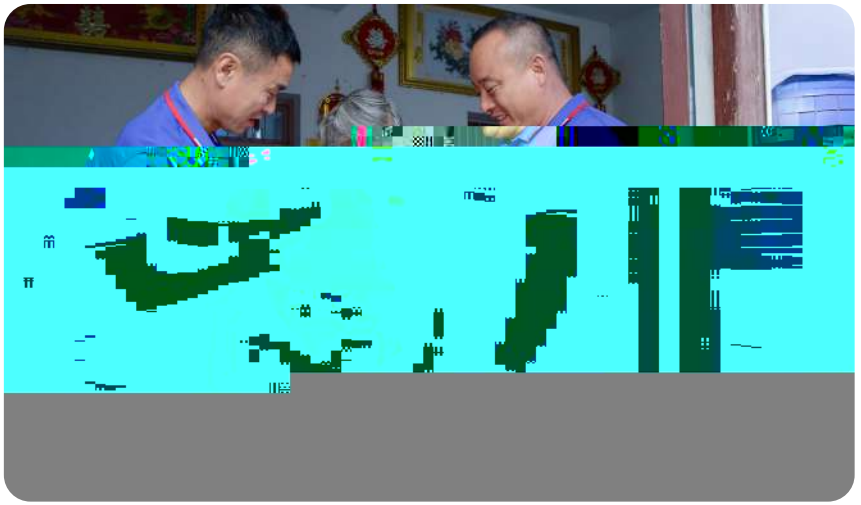
The Company has established a comprehensive system for enhancing and certifying the capabilities of engineers related to the service chain. It continuously invests in training resources to strengthen the professional competence of service engineers in product solutions and service awareness. Through regular assessments, we ensure that the engineering team possesses excellent technical strength and service level. Simultaneously, we will integrate various links including marketing, manufacturing, logistics, and quality control, and establish a service process monitoring platform. This platform provides real-time supervision and early warning of customer service processes across the country, ensuring consistency in service response and efficiency in problem solving.

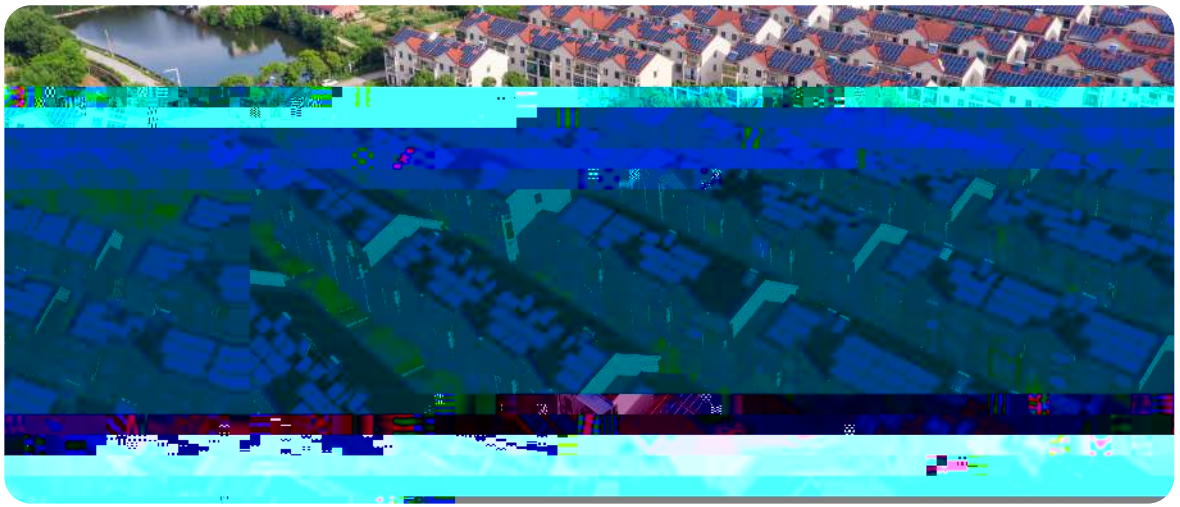
The Company regularly conducts customer satisfaction surveys, establishing a scientific survey system that regularly collects feedback, opinions, and suggestions from different types of customers regarding the service process. We standardize the survey process to ensure the accuracy and representativeness of data collected. Additionally, we implement closed-loop management measures, develop improvement plans based on survey results, and track their implementation to continuously enhance customer satisfaction indicators.

Amidst the accelerating digital wave, information security has emerged as a crucial cornerstone for the steady development of enterprises. We deeply recognize the importance of information security protection work and consistently prioritize information security as a vital component of our strategic development. In the

The Company is well aware of the importance of information and privacy security. In 2024, we continued to promote the improvement of information privacy protection and data security management level. Over 20 information security training sessions were held throughout the year, covering 4,404 employees. Multiple online and offline activities were also held during the National Cybersecurity Week, enhancing the information security awareness and skills of all staff. Through systematic training and diverse activities, employees can better identify and prevent potential security risks, ensuring the security and integrity of the company's information assets. In the future, the company will continue to strengthen the construction of information security culture and provide solid security guarantees for digital transformation.

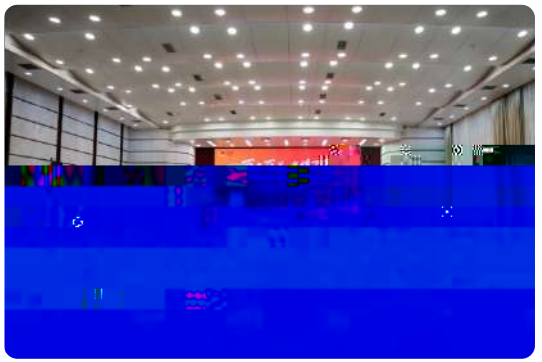
Zhengtai Anneng actively advocates for "loving, respecting, and assisting the elderly" by harnessing the power of the sun to generate wealth, thereby ensuring a worry-free life in their later years. A rooftop solar power station can generate an average annual income of 1,000 to 3,000CNY, providing not only a stable source of supplemental income but also bringing them a sense of happiness transitioning from "retirement" to "enjoying old age", and a sense of achievement moving from "making a contribution" to "having fun".





On 1 July 2024, THE COMMONWEAL FOUNDATION OF CHINT, in collaboration with CZB FINANCIAL LEASING jointly established the "Shanben Trust · Zhejin—— Zheyin Financial Leasing · THE COMMONWEAL FOUNDATION OF CHINT" Charity Trust to support educational development in Badu Town Central Primary School, located in Longquan City, one of the 26 mountainous counties in Zhejiang Province. The funds from this charity trust will be used to renovate teaching infrastructure in phases, including the renovation of classroom functional areas, construction of libraries, updates to sports facilities and equipment, and the construction of cultural corridors. This will enhance the quality of learning, working, and living conditions for both students and teachers. Through practical actions, we aim to embody the concept of shared prosperity and demonstrate the mission and responsibility of our enterprise.

CHINT has always been committed to the development of economically underdeveloped areas. It has partnered with Dajing Town and Xianxi Town in Leqing City, as well as Lizhang Village and Qinyangbei Village in Lecheng Street. On 10 January 10 and 18 January 18 2024, donations of 50,000 CNY and 190,000 CNY were made to Dajing Town and Lingdi Township, respectively. By fully leveraging the enterprise's strengths in funds, technology, talent, information, and management, and organically combining "government leadership with enterprise participation" and "external support with internal growth", we aim to help our partnered units continuously increase their operating income and enhance their sustainable development capabilities. On 20 May 2024, we launched the public welfare event "Warm Books, Cultural Heritage, and Legal Awareness Together", with precise coordination with Wenhua Village. We donated 500 books and simultaneously conducted anti-fraud and legal education public welfare lectures for the elderly in the cultural village. Additionally, we carried out the voluntary public welfare service "Light Warms Every Household", jointly with the government, central state-owned enterprises, and social organizations, to provide free renovation of old power lines for over 2000 rural households in need.



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To ensure the effective implementation of anti-corruption policies, the Company has taken the following measures:

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The Company has established a detailed Anti-Corruption Policy, which clearly prohibits any form of corrupt behavior, including bribery, extortion, influence trading, and money laundering, etc.. In 2024, the Company did not experience any anti-corruption cases.

The Company requires all business partners to comply with the Code of Conduct for Business Partners and conduct strict risk assessments and due diligence prior to cooperation, to ensure compliance with the Company's integrity and compliance requirements.

-

Each business unit of the Company conducts a preliminary risk assessment of the involved business partners, and then followed by a further risk assessment conducted by each functional department. For example, the compliance department conducts background screening and risk assessment on key business partners by professional third-party screening tools. The legal department conducts legal risk assessments on key business partners. The finance department conducts financial risk assessments on key business partners, etc. The audit department, as a risk monitoring department, conducts audit spot checks and evaluations of business partner risks. High risk business partners are generally prohibited from cooperating unless they have obtained special authorization.

During cooperation, the Company ensures that business partners continue to comply with the Company's anti-corruption requirements through regular reviews and audits.

The Company provides regular anti-corruption training for all employees to ensure they understand the Company's anti-corruption policies and relevant laws and regulations, and has the ability to identify and respond to corruption.

The Company has established grievance mechanism to encourage employees to report any suspected corruption and ensure that whistleblowers are protected from retaliation.

Through strict financial control, the Company ensures that all payments and transactions comply with the provisions of the contract and can be verified by audit.

The Company conducts regular internal audit to ensure that all business processes comply with the anti-corruption policy, and identify and correct any potential corruption risks in a timely manner.
The Company attaches great importance to internal audit and compliance construction. By setting up an internal audit department, the Company has established an audit system with key areas as the core and member companies' periodic rotation audit as the starting point. The important risks are listed and covered by normalized audit, the coverage of audit supervision is gradually expanded, to support the healthy and sustainable development of the Company. In the audit work, the Company has always focused on the construction of business ethics and compliance. For example, we actively interact with multiple departments every year to carry out internal audit of economic responsibility for employees above a certain level, and at the same time implement business ethics assessment and evaluation. For example, in 2024, we carried out internal audit around "hotel cash out", and properly handled and arranged unethical business behavior and personnel in accordance with company policies.

In order to effectively enhance employees' awareness of anti-unfair competition and strengthen their legal compliance awareness, CHINT has established a regular training mechanism and carried out training on anti-unfair competition in various forms such as lectures and symposiums. The training content not only covers laws and regulations related to anti-unfair competition, but also incorporates typical cases in the industry, deeply analyzing the legal application and risks in the practical process. Through publicity and training, employees can deeply understand the importance of anti-unfair competition work, master relevant legal knowledge, and effectively identify, prevent, and respond to unfair competition behavior during daily work, promoting the healthy and orderly development of the enterprise. The following are relevant trainings.

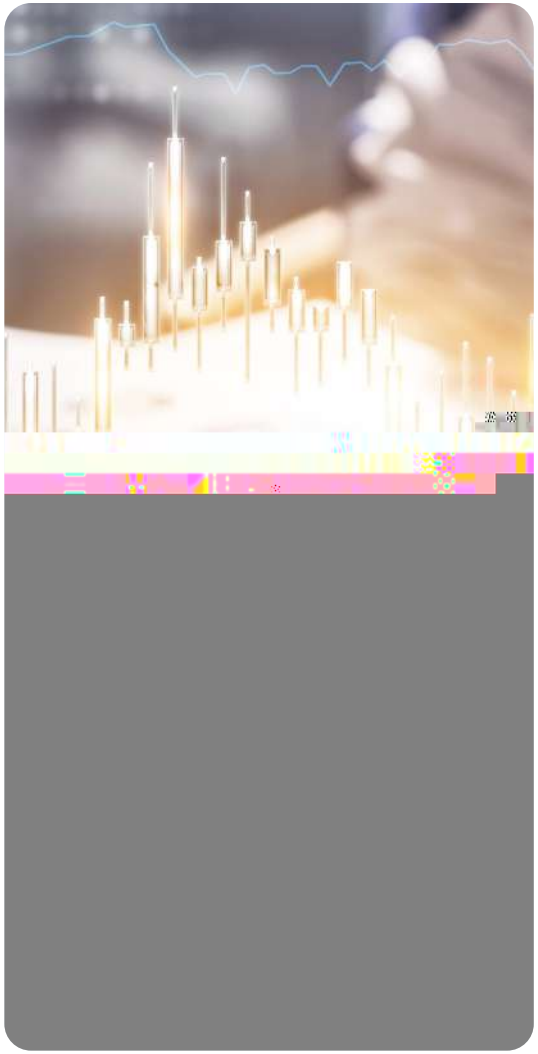
March 2024	Prevention and response to legal risks in external publicity of enterprises
April 2024	Strengthen the protection of enterprise business secrets
June 2024	Software copyright usage risks, confidentiality of technical research and development data
August 2024	Interpretation of confidentiality management system of CHINT Group
November 2024	Experience sharing of civil and criminal trade secret rights protection in the United States
November 2024	Management of enterprise business secrets and key points of attention

CHINT's management organizations at all levels attach great importance to compliance management, and ensure that the Company strictly abide by laws, regulations and ethical standards in business activities, and maintain the Company's business integrity and sustainable development, through the development and implementation of a series of systems.

The Company has established the "Whistleblowing and Inquiry System", which clarifies the rules and procedures for whistleblowing and inquiring, aiming to encourage employees to actively report misconduct and provide compliance consulting channels for employees. This system provides employees with multiple communication channels, including direct communication with compliance officers and members of the supervisory board, the use of confidential hotlines, boxes, and other optional channels, ensuring that employees can easily and safely express concerns or obtain guidance.

The compliance department and the board of supervisors are responsible for managing the reported cases, conducting investigation, and taking corresponding measures according to the investigation results. The whistleblowers (especially real name ones) should fully cooperate with the compliance department or the board of supervisors during the investigation, and all departments should actively cooperate with the investigation. The real name whistleblowers will be informed of the investigation results to ensure the transparency of the whistleblowing process.

The Company strictly protects the identity and personal information security of whistleblowers and prohibits any form of retaliation. If the whistleblower suffers retaliation, the Company will take a series of remedial measures, including restoring their professional status, compensating for economic losses, paying arbitration fees, etc., to safeguard the legitimate rights and interests of the whistleblower.



The Company has established a "Conflict of Interest Avoidance System" aimed at regulating employees and personnel acting on behalf of the Company to avoid conflicts of interest or risks of conflicts of interest. This system clarifies the definition of conflicts of interest, the obligations of employees, and specific requirements for declaration, disclosure, and reporting.

When employees believe that there is a risk of conflict of interest for themselves or related parties, they need to fill out a form to disclose relevant information to the compliance department. Candidates for middle and senior management positions are required to submit personal information declarations and conflict of interest statements before being hired, and update them regularly during their tenure. If potential or actual conflicts of interest are found among other employees, they should also be reported to the compliance department in a timely manner.

The compliance department is responsible for investigating disclosed or reported conflicts of interest and deciding whether to transfer positions or take other measures based on the investigation results, to mitigate or eliminate conflicts of interest.

Information involving conflicts of interest is handled in accordance with the prescribed system, and the compliance department is responsible for recording relevant documents and decisions to ensure the security and integrity of the information.

The compliance training is regularly carried out for employees to help them understand and comply with compliance related regulations. The training covers reporting and inquiry processes, conflict of interest identification and avoidance, and aims to enhance employees' compliance awareness and abilities.

Appendixes

Climate action	Carbon emission	Scope 1: Direct greenhouse gas emissions	t/a	3,213
		Scope 2: Indirect greenhouse gas emissions from energy consumption	t/a	56,049
	Energy management	Electricsity consumption	10,000 kWh	7,447
		Gasoline consumption	tones	20
		Diesel consumption	tones	54
		Natural gas consumption	10,000 m^3	3.62
		Solar energy consumption	10,000 kWh	24

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1. Statistical caliber optimization for 2024 data (adopting the calculation standards of detection reports), leading to year-on-year data fluctuations.

Water resource management	Water withdrawal		

Protection of basic rights	Social insurance coverage rate	%	100
	Supplementary insurance contribution amount	10,000 CNY	34.21
	Number of individuals taking paid leave throughout the year	–	18,295
	Total number of paid vacation days taken throughout the year	days	194,268
	Number of individuals taking maternity leave throughout the year	–	460
	Total duration of maternity leave taken throughout the year	days	27,844

Labor practice and manage-ment	Occupational disease	Investment in prevention and control of occupational diseases	10,000 CNY	160.56
		Notification rate of occupational disease hazards at workstations	%	100
		Declaration rate of occupational hazard factors	%	100
		Pass rate of occupational hazard factor testing	%	100
		Physical examination rate	%	100
		Training on the prevention and control of occupational diseases	–	2
		Annual number of new occupational disease cases	–	0
	Safe production	Safety investment	10,000 CNY	1,650
		Safety training coverage rate	%	100
		Total duration of safety training	hours	262
		Number of safety emergency drills conducted	–	164
		Number of participants in safety drills	–	9,205
		Million-hour loss rate	occurrences/ million working hours	3.987
		Number of fatalities on duty	–	0
		Fatality rate due to work-related accidents	%	0
		Number of days lost due to work-related incidents	days	426
		Number of working days lost due to work-related injuries	days	281

Supplier chain sustainability	Total number of suppliers	–	658
	Number of suppliers of production materials	–	383
	Number of suppliers of non-production materials	–	275
	Number of suppliers certified by the quality management system	–	329
	Number of suppliers certified by occupational health and safety management system	–	92
	Number of suppliers certified by environmental management system	–	127
	Number of suppliers who have signed the Sunshine Cooperation Agreement (or Commitment Letter)	–	658
	Number of annual supplier review evaluations	–	658
	Number of suppliers whose qualifications have been revoked	–	34
	Annual number of suppliers terminated due to environmental and social issues	–	3
	Number of suppliers trained on environmental and social issues annually	–	688
	Number of suppliers covered by ESG training	–	370
	Supplier ESG training duration	hours	85

Product quality and safety	Product quality	Product Qualification Rate	%	100
		Number of products recalled for safety and health reasons	–	0
		Proportion of the total number of sold or shipped products that need to be recalled due to safety and health reasons	%	0

Product R&D and innovation	Intellectual property	Number of patent applications in that year	–	873
		Number of invention patent applications in that year	–	281
		Cumulative number of granted patents	–	6,258
		Number of patents granted in that year	–	647
		Cumulative number of Chinese patent awards	–	7
		Cumulative number of trademark applications	–	1,648
		Cumulative number of trademark registrations	–	1,233
	R&D and innovation	Total R&D funding	100 million CNY	12.67
		Number of R&D personnel	–	2,210
		Ratio of researchers to total employee count	%	6.20

Digital transformation	Achievements of digital transformation	Number of projects	–	172
	Investment in digital technology	Annual budget for digital transformation	10,000 CNY	6,130

Customer service and satisfaction	Customer complaints & customer satisfaction	Number of product and service complaints	–	2,070
		Customer complaint response rate	%	100
		Customer complaint resolution rate	%	100
		Customer satisfaction	%	99

Privacy and data security	Data security	Number of data breach incidents	–	0
		Number of users impacted by data breach incidents	–	0

Public welfare activities and community engagement	Overall situation	Total donation amount	10,000 CNY	1,438
		Funding donation	10,000 CNY	1,418
		Depreciation of material	10,000 CNY	20
		Number of beneficiaries	–	240,000
	Poverty alleviation and rural revitalization	Total donation amount	10,000 CNY	428
		Funding donation	10,000 CNY	426
		Depreciation of material	10,000 CNY	2
		Number of beneficiaries	–	121,120

Corporate governance	Total number	Directors	–	9
		Male directors	–	7
		Female directors	–	2
	Number by age	Aged 60 and above	–	5
		Aged 40–59	–	4
		Under 40 years old	–	0
	Number by education	Master and above	–	5
		Bachelor	–	2
		Associate degree	–	2
		Associate degree and below	–	0
	Number by profession	Finance	–	0
		Law	–	2
		Finance	–	1
		Other majors	–	6
	Number by position	Number of independent directors	–	3
		Number of executive directors	–	6
	Stakeholder communication during the current year	General meeting of shareholders	–	3
		Investor exchange meetings (Online)	–	87
		Investor exchange meetings (Offline)	–	39
		Roadshows	–	122
		Open Day activities	–	3
		Online response to investment inquiries	–	27
		Question response rate	%	100
		Number of board meetings held	–	9
		Number of supervisory board meetings	–	7
	ESG training	Number of trainings	–	18
		Duration of training	hours	33.50
		Number of participants	–	2,523

Anti-corruption	Total number of anti-corruption training sessions	–	9
	Total number of anti-corruption training personnel	–	665
	Duration of anti-corruption training sessions	hours	17

Anti-unfair competition	Whistleblowing and protection mechanism	Number of reported cases of anti-unfair competition	–	0
	Training and education	Number of employees trained on anti-unfair competition	–	1,074

Compliance and risk control	Total number of compliance training sessions	–	50
	Total number of participants in compliance training	–	2,732
	Duration of compliance training	hours	75

CHINT Electrics is actively engaged in promoting the realization of the United Nations Sustainable Development Goals (UN SDGs), integrating the SDGs into the Company's daily operation practices, and achieving a win-win situation between enterprise value and social value.

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Dear readers:

Thank you for reading this report. In order to better provide you with valuable information and content, and promote your supervision of our sustainable development management work, so as to help us further improve our ability in environmental, social and sustainable governance issues. We sincerely invite you to evaluate this report and put forward your valuable comments and suggestions.

You can send your valuable feedback on this report to the Company's official email address via email

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