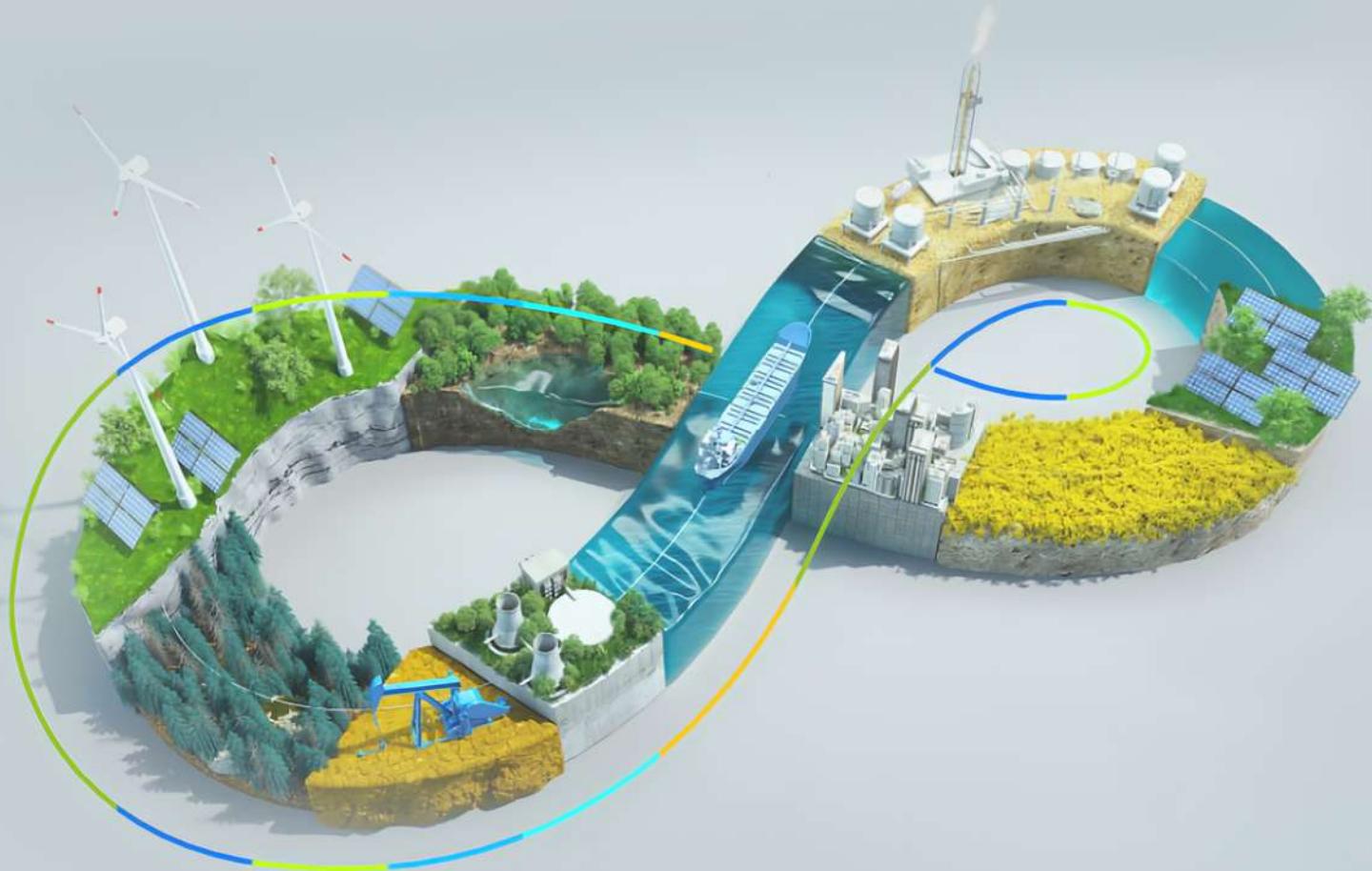


# 2023

## Environmental, Social and Governance (ESG) Report & Corporate Social Responsibility (CSR) Report



**To uphold "Integrity" and be the foundation of ourselves**

**To be honest and establish "reliability" in all things**

# ABOUT THIS REPORT

## Reporting Organization Scope

Zhejiang CHINT Electrics Co., Ltd. (hereinafter referred to as "CHINT Electrics", "CHINT", "the Company", "We") and its subsidiaries.

## Reporting Time Scope

From January 1 to December 31, 2023, some data and content exceed the scope.

## Report Data Description

If there is any discrepancy between the financial data disclosed in this report and the annual report, the annual report or the audit report shall prevail, and other data are derived from the internal statistics of the Company. The monetary amounts involved in this report are denominated in RMB, unless otherwise stated.

## Report Principles

Global Reporting Initiative (GRI) Sustainability Reporting Guidelines 2021

Chinese Academy of Social Sciences, Guidelines for the Preparation of CSR Reports in China (CASS-ESG5.0)

Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)

Task Force on Climate-related Financial Disclosures (TCFD)

## Report Publication Form and Interpretation

This report is published in both printed and electronic versions. To obtain the electronic version of the report, please visit the official website of Zhejiang CHINT Electrics Co., Ltd. ([www.CHINT.net](http://www.CHINT.net))

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# Chairman's Statement



Nan Cunhui, Chairman

Dear shareholders, partners, employees and friends from all walks of life,

Looking back on 2023, the global economic environment is complex and changeable, and the severe and complex external environment such as anti-globalization, geopolitics, and high inflation will profoundly reshape the global industrial chain structure and business rules. Amid multiple uncertainties, we really feel that what can remain unchanged in the future is greening, digitization and intelligence. Relying on the forward-looking strategy, CHINT Electrics has actively expanded the field of new energy while maintaining the steady growth of traditional business, accelerated the process of global localization, and realized the diversified development of business.

In terms of environmental protection, CHINT has always practiced the concept of sustainable development, integrated the national "dual carbon" goals into the corporate development strategy, and formulated its own carbon neutrality goals based on the actual situation of the Company, promising to achieve carbon neutrality in business operations in the smart electrical sector by 2028. We have increased investment in research and development of clean energy technologies and promoted household distributed photovoltaic solutions. The number of household photovoltaic service end users has exceeded **1.2 million**. We provide **24 billion kWh** of green electricity for the whole society every year and reduce equivalent carbon dioxide emissions (CO<sub>2</sub>e) by **19 million tons**. While increasing farmers' income, we also provide solid green energy support for rural revitalization.

In terms of social responsibility, we continue to pay attention to and actively participate in public welfare undertakings such as education, poverty alleviation, and rural revitalization. Through programs such as the "Kilowatt-Hour" special public welfare fund, we provide health and education support for rural areas, helping to narrow the development gap between urban and rural areas. We strive to create the "Light and Warm Thousands of Families" program, renovating old lines and upgrading lighting for 2,000 assisted families in 20 villages and towns in Chongqing to eliminate potential safety hazards in electricity consumption and improve the lighting environment of households. Meanwhile, we promote the construction of smart and low-carbon cities around the world. By providing high-efficiency and energy-saving products and solutions, we help cities improve energy efficiency and achieve sustainable development.

In terms of corporate governance, we adhere to the operating principles of transparency and compliance, improve the internal control and risk management system, and ensure the scientific and rational decision-making of the Company. We believe that good corporate governance is the cornerstone of a Company's sustainable development, and it is also a manifestation of being responsible to shareholders and all sectors of society. Our governance structure and risk management process have been effectively implemented, ensuring the stable operation and long-term development of the Company.

Looking ahead, we will continue to adhere to the ESG concept, take green development as the guide, and promote business innovation and technological upgrading. We will further strengthen close cooperation with global partners to jointly promote energy electrification, power decarbonization, and efficient energy utilization, and contribute more CHINT wisdom to the realization of the global carbon neutrality goal.

**1.2** million households

Household photovoltaic service end users

**24** billion kWh

Green electricity provided to the society every year

**19** million tonnes

Carbon dioxide emission reduction

# 01 About CHINT Electrics

**100+**

Company electrical appliance series

**10,000+**

Specifications for low-voltage electrical appliances

## Company Profile

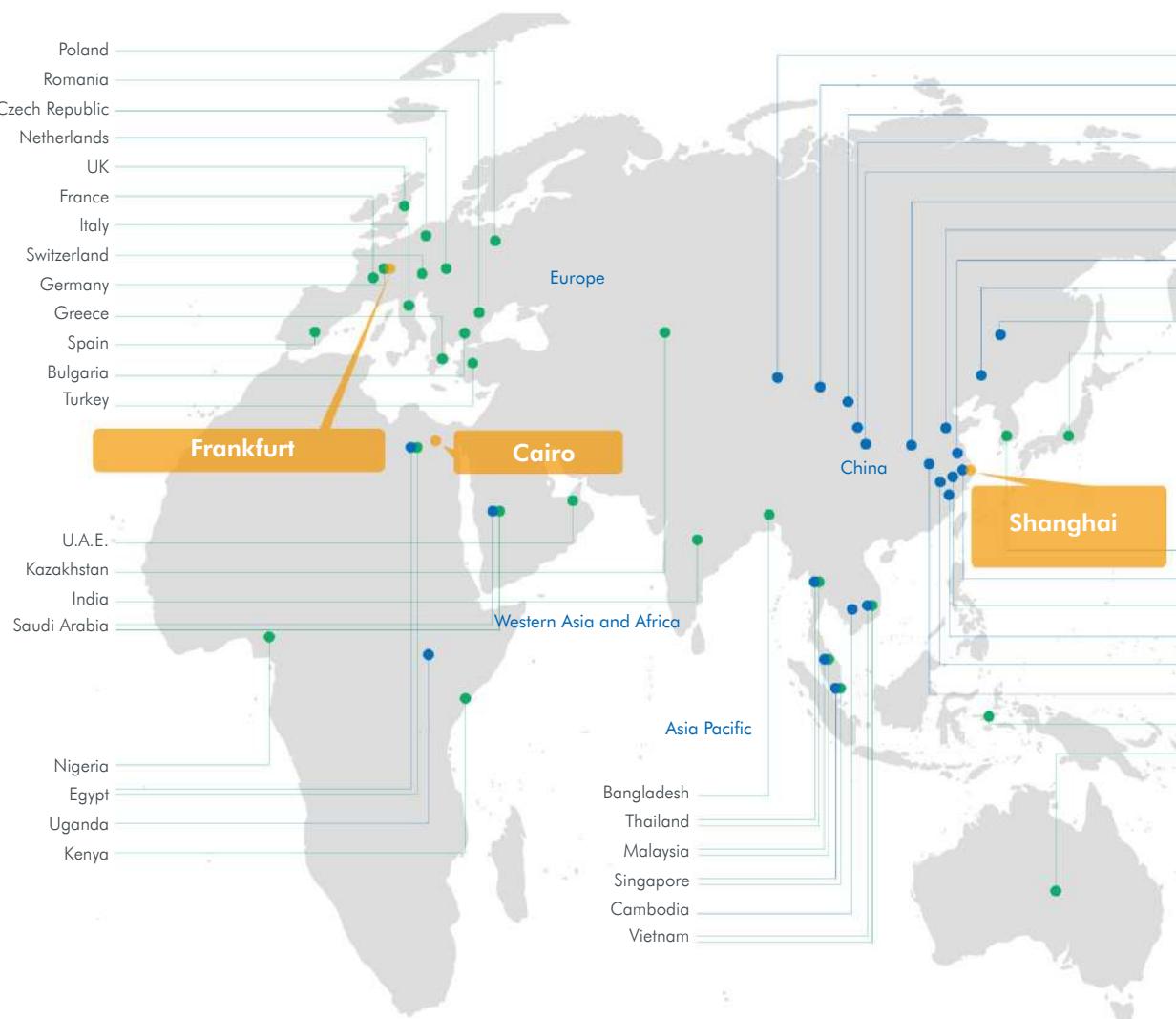
Zhejiang CHINT Electrics Co., Ltd., referred to as CHINT Electrics (601877. SH), is a leading enterprise in the production and sales of low-voltage electrical appliances in China, and is also one of the few energy solution providers in the new energy industry with the advantages of both system integration and technology integration. The Company specializes in the R&D, production and sales of more than **100** series and more than **10,000** specifications of low-voltage electrical appliances such as power distribution appliances, control appliances, terminal appliances, power supply appliances and power electronics, providing increasingly perfect one-stop system solutions from complete sets of equipment to low-voltage components to the power grids, information and communications, power generation and new energy, basic energy and process industry, infrastructure and transportation, construction, OEM and other industries. CHINT actively promotes intelligent manufacturing and technological innovation, providing users with more intelligent, convenient and efficient system solutions, making energy safer, greener, more convenient and efficient, and making electricity do its best.



## Operation regions of the Company

CHINT Electrics adheres to the unshakable concept of open development and global layout, and actively builds a resource intelligence sharing platform and a collaborative business platform. It has four global R&D centers in North America, Europe, Asia-Pacific, and Asia-Africa, as well as more than **30** overseas subsidiaries and **7** overseas manufacturing bases.

CHINT Electrics has established six international marketing regions, namely, Asia-Pacific, West Asia and Africa, Europe, Latin America, North America and China, providing professional products and system solutions for more than **140** countries and regions around the world, ranking first in China's low-voltage electrical appliance export for more than ten years. In addition, the Company cooperates closely with Thailand, Singapore, Vietnam, Malaysia, Egypt, Cambodia, Algeria and other countries, and continues the global layout.



Looking at the domestic market, CHINT's business covers 9 regions including the Yangtze River Delta, Greater Bay Area, Beijing-Tianjin-Hebei, North, Northeast, Northwest, Central China, Jiangsu and Anhui, and Southwest, as well as cities and counties in 34 provinces across the country, with a sales network of more than 100,000 retailers and a coverage rate of more than 96% in primary and secondary channels and prefecture-level cities. The Company's channel network and self-owned logistics network cover the whole country, and its main business scope covers power grids, power generation and new energy, process industry, information and communication, infrastructure and transportation, construction, OEM, cabinets, distribution, regional industry and commerce. Meanwhile, the Company has also established 16 manufacturing bases all over the country, covering Wenzhou, Shanghai, Jiuquan, Jiaxing, Yancheng, Xianyang, Wuhan, Shenyang, Jinan and other cities.





# Facts in numbers 2023

## Highlights



### Economic Indicators

Operating income was **57.251** billion CNY, with a year-on-year increase of **24.53%**

Among them, revenue in the Greater Europe region saw a year-on-year increase of **13%**

Revenue in North America increased by **51%** year-on-year

Total assets amounted to **120.805** billion CNY, representing a year-on-year increase of **15.78%**

Research and development investment totaled **1.179** billion CNY, accounting for **2.06%** of research and development expenses

About **400,000** new household photovoltaics

Installed capacity of the developed household photovoltaic exceeding **12 GW**



Environmental  
Indicators



Social  
Indicators



Governance  
Indicators

Purchased electricity	<b>69,583,800.00</b> kWh
Total water consumption	<b>495,631.00</b> tons
Solar power generation (self-use)	<b>2,319,398.69</b> kWh
Total carbon emissions (without carbon offsets)	<b>39,844.08</b> tCO <sub>2</sub> e
Carbon intensity (without carbon offsets)	<b>0.007 tons/10,000 CNY</b>
Amount of social welfare donations by the Commonweal Foundation of CHINT	<b>21.295 million CNY</b>
Duration of ESG training activities organized by the Company	<b>7.5 hours</b>
Total number of anti-corruption training sessions	<b>7 times</b>
Total training hours for information security and data governance	<b>664.5 hours</b>



# Honors

**Honorary Title****Awarded by****Award Winner**

"Digital Pilot" Demonstration Enterprise

National Ministry of Industry and Information

Zhejiang CHINT Electrics Co., Ltd.

Green Design Demonstration Enterprise of Industrial Products

National Ministry of Industry and Information

Zhejiang CHINT Electrics Co., Ltd.

Top 30 Best Internal Control List of Zhejiang Listed Companies

School of Management, Zhejiang University, Institute of Finance and Accounting, Zhejiang University, Global Zheshang Research Institute, Zhejiang University and Zhejiang Association of Chief Financial Officers

Zhejiang CHINT Electrics Co., Ltd.

2022 Benchmarking Enterprise for Management Benchmarking and Improvement in Zhejiang Province

Economy and Information Technology Department of Zhejiang

Zhejiang CHINT Electrics Co., Ltd.

The 6th AVE Award-2022 most masterminded short video, most influential brand, preferred contactor, preferred circuit breaker, green and low-carbon manufacturing pioneer enterprise in China's low-voltage electrical appliance industry and renewable energy system field

Organizing Committee of the Selection Activities in the Field of Low Voltage Electrical Appliances Industry and Renewable Energy

Zhejiang CHINT Electrics Co., Ltd.



Honorary Title	Awarded by	Award Winner
Top Employer in China	Top Employers Institute	Zhejiang CHINT Electrics Co., Ltd.
2023 ESG Gold Medal	Times Responsibility 40 Forum Think Tank	Zhejiang CHINT Electrics Co., Ltd.
CHINT was selected into the 2023 Shanghai Private Enterprise Headquarters List	Shanghai Headquarters Economic Promotion Center	Shanghai CHINT Power System Co., Ltd. NOARK Electrics (Shanghai) Co.,Ltd.
2022 China Household System Influential Brand	Organizing Committee of China Household Photovoltaic Conference	CHINT Anneng Digital Power(Zhejiang)Co.,Ltd.

# Events of the Year

May

The 2nd Household Photovoltaic Innovation and Development Conference was held, and the first ESG report of the household photovoltaic industry was released

In May, the 2nd Household Photovoltaic Innovation and Development Conference and the establishment ceremony of CHINT Anneng's "Kilowatt-Hour" special public welfare fund was held in Hangzhou. At the conference, CHINT Anneng Digital Power(Zhejiang)Co.,Ltd. launched the completion ceremony of one-million-household photovoltaic power plant and officially released the first ESG report in the household industry.



CHINT

June

August



Focusing on CHINT/exploring the new "chain" of the industry, CHINT Electrics held the 2023 Supplier Conference

The 2023 Supplier Conference of CHINT Smart Appliance Sector with the theme of "New Supply Pattern, New Win-win Future" was successfully held. CHINT and the suppliers face up to the current market situation, stand from the present, tackle difficulties, and jointly discuss new measures for supply innovation management under the new pattern.

CHINT joined the United Nations Global Compact (UNGC)

CHINT Electrics successfully passed the audit of the UNGC Office and officially joined the United Nations Global Compact Organization (UNGC). As another important action of CHINT to fulfill the responsibilities of economy, society and environment in enterprise development, joining the UNGC expresses CHINT's firm belief in engraving sustainable development in the genes of enterprise development.

## November

### COP28: CHINT joins hands with the world to build a sustainable future

Accelerate climate action for a sustainable future. Dubai, United Arab Emirates - From November 30 to December 12, CHINT Electrics was invited to participate in the 28th United Nations Climate Change Conference (COP28) and shared CHINT's sustainable development concept, ESG construction and industry carbon reduction plan with all sectors of the world. During the conference, CHINT participated in activities such as signing contracts, speeches, and initiatives, as a builder, a sharer, and a witness. Together with government agencies and international partners, it will promote the global green and low-carbon transformation and create a low-carbon future.

Joining UNGC's "Forward Faster" program, CHINT Electrics accelerates to realize sustainable development goals

### The 2023 CHINT Global Development Conference was held, the "CHINT Electrics Carbon Neutral White Paper" was released.

CHINT held the 2023 CHINT Global Development Conference and the 10th CHINT International Marketing Forum (CIMF) in Shanghai, Wenzhou, and Jiaxing through online and offline forms. It invited experts, scholars, and ecosystem partners in fields of power, new energy, and industry from more than 60 countries around the world, looked at trends, promoted consensus, talked about the future, and linked global energy force to create a green development future together. At the forum, the "CHINT Carbon Neutrality White Paper" was released, and enterprises will achieve net zero carbon emissions in the entire value chain by 2050.

CHINT Electrics was invited to participate in the "Forward Faster" CEO closed-door meeting organized by the UNGC. As one of the first Chinese companies in the world to join the "Forward Faster Initiative", CHINT Electrics has been committed to achieving the sustainable development goals proposed by the United Nations, actively practicing the concept of corporate sustainable development, and providing partners with green and low-carbon sustainable development solutions. This Forward Faster initiative was officially launched by the UNGC on September 18, 2023. It is currently the world's largest corporate sustainable development initiative and is of great significance to the realization of various sustainable development goals.

### Participated in the 2023 Tsinghua University New Era Industrial Engineering Development Forum and the 18th "Dongfeng Nissan Cup" Tsinghua IE Sword National Industrial Engineering Case Study Competition

CHINT Electrics participated in the competition, and its project "Exploration of High-quality Digital Agile Production Model Based on New Industry Forms" was shortlisted for the finals and won the first prize in the competition, and the project "Intelligent Manufacturing Drive + Digital Empowerment - Creating MCCB Industry Benchmark" won the third prize.

## October

# 02 Core Highlights

## Cultivate new quality productivity and respond to the national top-level strategy

### Respond to the national "dual carbon" strategy, build a green manufacturing system, and accelerate energy transformation

With the increasingly serious problem of global climate change, low carbon, environmental protection and green have become the common themes of development of all countries. As the world's largest carbon emitter, China actively responded to the call of the global low-carbon economy and put forward the "dual carbon" strategic goal, that is, strive to achieve carbon dioxide emissions peak before 2030 and achieve carbon neutrality by 2060. The proposal of this strategic goal marks that China will move towards a greener, more environmentally friendly, and low-carbon development path. At the same time, it also brings huge opportunities and challenges to China's energy economy, comprehensive energy efficiency applications, and electrification transformation and upgrading.

In this context, CHINT Electrics, as a leading new energy technology enterprise in China, has continuously strengthened its layout in the fields of modern energy economy, comprehensive energy efficiency application, electrification transformation and upgrading, and actively explored a new path model of prioritizing ecological protection and pursuing sustainable development.

As a new energy enterprise, CHINT invested in the construction of large-scale ground photovoltaic power stations and distributed household photovoltaic power stations earlier in China, adapted measures to local conditions, innovatively developed "photovoltaic+" industrial models such as desert-photovoltaic complementation, fishery-photovoltaic complementation, agriculture-forestry-photovoltaic complementation, and achieved good economic benefits. At the same time, it has realized the social benefits of increasing ecological beauty, increasing farmers' income, and increasing government taxes.



In October 2023, CHINT Electrics released the "CHINT Carbon Neutrality White Paper" (hereinafter referred to as the "White Paper") and launched the zero-carbon declaration.

2028

2035

2050

will achieve operational carbon neutrality (including carbon offsets) in 2028

will achieve net-zero carbon emissions by 2035, and establish a comprehensive carbon emissions management system in the whole value chain

will achieve net-zero carbon emissions in the whole value chain by 2050

## Cultivate a scientific innovation incubation platforms to promote small and medium-sized enterprises to start businesses and innovate, and create wealth

In the rapidly developing modern society, innovation and entrepreneurship have become an important basis and key for a country to win future competition. Scientific and technological innovation is not only the fundamental guarantee for promoting high-quality economic development, but also an important engine leading social progress. Micro, small, and medium enterprises play a pivotal role. They are like the baton of new growth drivers, constantly passing on the fire of innovation and promoting sustainable and healthy economic development. At the same time, large enterprises also build a platform for innovation and entrepreneurship, gather resources from all parties, accelerate their own transformation and upgrading, and provide more solid support for innovation and entrepreneurship.

As a leading enterprise in the industry, CHINT Electrics is deeply aware of its important mission in innovation and entrepreneurship. The Company takes

As a new energy enterprise, CHINT invested in the construction of large-scale ground photovoltaic power stations and distributed household photovoltaic power stations earlier in China, adapted measures to local conditions, innovatively developed "photovoltaic+" industrial models such as desert-photovoltaic complementation, fishery-photovoltaic complementation, agriculture-forestry-photovoltaic complementation, and achieved good economic benefits. At the same time, it has realized the social benefits of increasing ecological beauty, increasing farmers' income, and increasing government taxes. the initiative to undertake social responsibilities, actively builds a platform for innovation and entrepreneurship, and gives full play to the advantages of industry resources to provide small and micro enterprises with a broader development space and a better innovation environment.

By creating a chain-type small and micro enterprise park featured by "space + incubation + accelerator", CHINT Electrics not only supports the collaborative innovation of small and micro enterprises, but also assists micro, small, and medium enterprises to improve the quality and efficiency of entrepreneurship and innovation, realizing the organic combination of the transformation and upgrading of the enterprise itself and social responsibility. In addition, CHINT Electrics has given full play to the advantages of the industrial chain accumulated in nearly 40 years of entrepreneurship, and through strategic cooperation with the government, universities, financial institutions, and state-owned enterprises, it has invested in the construction of scientific and technological innovation incubation parks in Hangzhou, Wenzhou, Shanghai and other places to help the results of scientific and technological innovation incubation and accelerate cultivation and transformation, boost the high-quality upgrading and development of traditional manufacturing industries, realize co-creation, sharing and common wealth from the industrial chain to the ecological circle, and help cultivate new quality productive forces. During the reporting period, the incubation park achieved a total revenue of nearly 10 billion CNY, employed more than 20,000 people, and settled in more than 400 enterprises.



**Nearly 10 billion CNY**

The total revenue of the incubation parks



**More than 20,000**

Employees



**More than 400**

Settled enterprises

## Respond to the manufacturing industry going abroad, actively involve in the "Belt and Road" initiative, and promote the low-carbon transformation of countries along the Belt and Road.

In recent years, CHINT Electrics has actively responded to the national "Belt and Road" initiative and the integrated development strategy of the Yangtze River Delta, and has closely integrated its own development into the overall development of the country. CHINT not only sticks to its original intention and advances in the field of low-voltage electrical appliances, but also actively participates in cutting-edge industries such as green energy, smart electrical appliances, and smart low-carbon cities.

Driven by the "Belt and Road" initiative, CHINT Electrics closely follows the pace of the country's opening up and extends its industries overseas. By relying on technological innovation and product quality, and adherence to high standards and strict requirements, it ensures the successful landing of every overseas project.

At present, CHINT has built more than 10 overseas warehouses in Europe, West Asia, Africa, South America and other regions. Overseas warehouses not only provide more convenient services for local users, but also lay a solid foundation for CHINT's global layout, providing strong support for the expansion of CHINT in the global market.

In the European market, CHINT's products and services have penetrated into every corner: in the Czech Republic, CHINT's overseas warehouse not only provides local users with high-quality products, but also provides them with customized solutions; In Dubai, United Arab Emirates in West Asia, CHINT's overseas warehouse has become a benchmark in the local green energy and smart electrical fields; In African and South American markets, CHINT has also demonstrated strong strength and influence. For example, CHINT's overseas warehouse in Brazil has made positive contributions to the construction of local smart and low-carbon cities. At the same time, CHINT has also actively participated in infrastructure construction in Africa, injecting new vitality into local economic and social development.

The "Belt and Road" is the core line of CHINT's overseas "circle of friends". CHINT's business has spread to more than 140 countries and regions around the world, and has established varying degrees of cooperative relations with more than 80% of the countries along the "Belt and Road". It has established global R&D centers in North America, Europe, Asia-Pacific, and North Africa, six major international marketing regions, and more than 30 international subsidiaries, and established regional factories in Singapore, Thailand, Vietnam, Cambodia, Egypt and other countries. From Northwest China to the Mediterranean Sea, from southeast coastal region in China to the east coast of Africa, CHINT has built more than 700 large-scale ground photovoltaic power plants and more than 1.2 million distributed household photovoltaic power plants around the world, continuing to contribute to the global carbon neutrality vision.

CHINT's global layout not only reflects the Company's strategic vision and foresight, but also demonstrates its responsibility and commitment as a Chinese company to actively participate in global governance and promote the building of a community with a shared future for mankind. In the future, CHINT will continue to uphold the new development concept of innovation, coordination, green, openness and sharing, provide global users with better products and services, and make greater contributions to the realization of global sustainable development.

New development concept



## Practice common prosperity, Dedicated to rural revitalization and committed to building "China's zero-carbon village"

With the continuous progress of society and the sustainable development of economy, common prosperity has become an important goal of our country. In this context, the development of rural areas and farmers, especially economic development, has gradually attracted widespread attention from all walks of life. China's vast rural areas, idle roofs, good lighting conditions and abundant land resources all provide unique convenience for the construction of distributed photovoltaic power generation. Under the guidance of the two national strategies of "carbon neutrality by 2060" and "rural revitalization", CHINT Anneng actively explores the rural market, focusing on providing rural users with a complete solution for cooperative development, sales, survey and design, installation and after-sales operation and maintenance of rooftop photovoltaic systems. CHINT Anneng's business covers 27 provinces including Henan, Shandong, Anhui, and Zhejiang etc. It has 1.2 million rooftop photovoltaic users, with the installation volume ranking among the top in the country. At the same time, the Company has established CHINT Photovoltaic Marketing College, providing professional knowledge training for 200,000 people and boosting employment of 200,000 people. The Company innovates the "photovoltaic + environment" governance model, develops industries with local features in combination with local location characteristics, broadens income-increasing channels, and improves the ecological environment, thereby improving the life quality of local people.

The Company actively promotes the development of distributed photovoltaic power generation in rural areas, continues to promote the healthy development of the environment and communities, builds a green ecosystem, provides assistance and support for the development of rural areas, brings tangible benefits to farmers, and implements the national carbon neutralization and rural revitalization strategy.



# 03

## Corporate Governance

- > “Three Boards” Governance
- > Strengthen Compliance and Risk Control Management
- > Investor Relations Management
- > Business Integrity and Compliance
- > Digital Governance
- > Led by Party Building

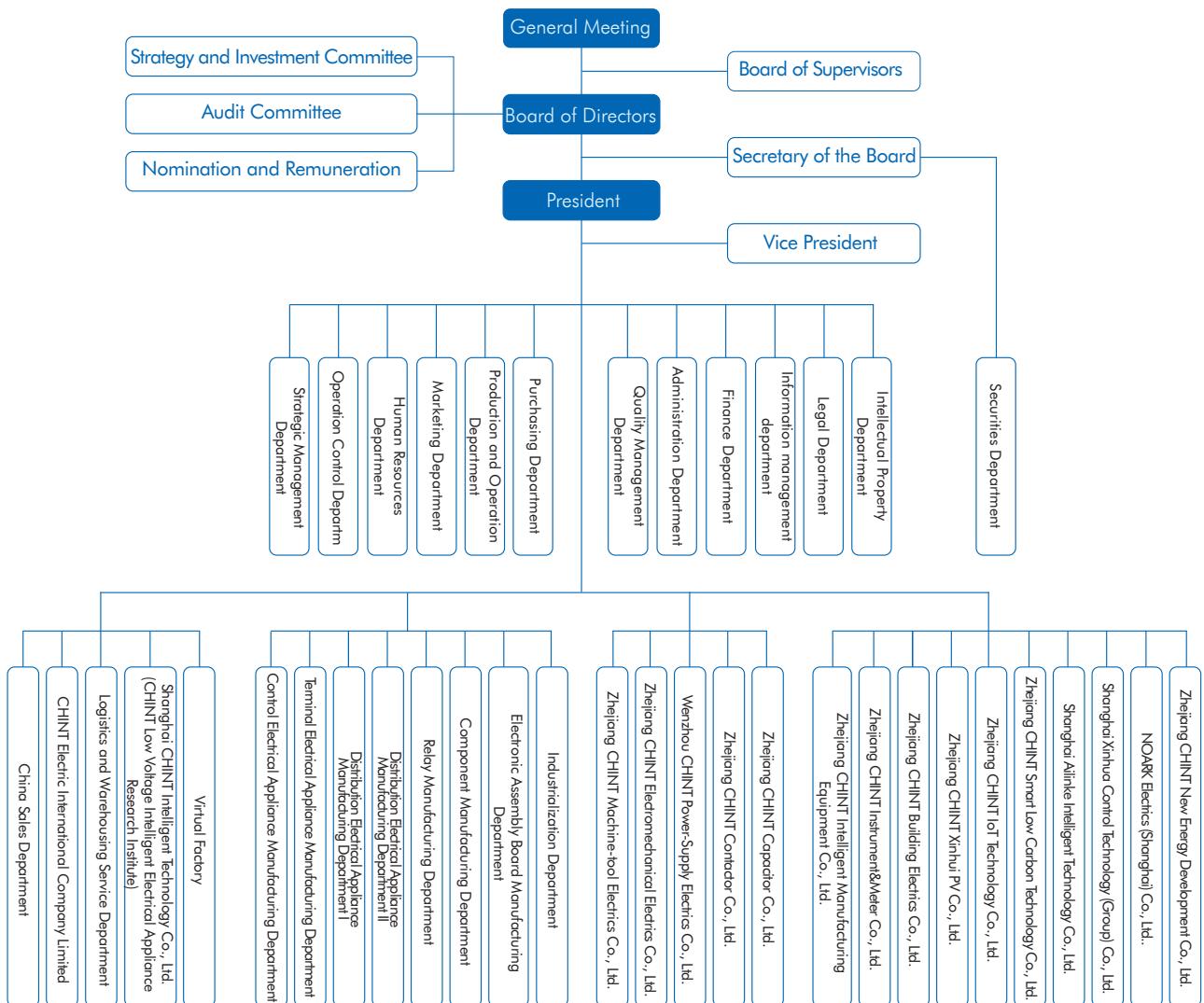




The Company formulated the Articles of Association in strict accordance with the Company Law, the Securities Law, the Rules Governing the Listing of Stocks on Shanghai Stock Exchange and other laws and regulations, and established a three-tier governance structure comprising the general meeting of shareholders, the board of directors and the governance layer in accordance with the law. Since its establishment, the Company has continuously improved internal management, formed a scientific and effective corporate governance system and work flow, and carried out fruitful system construction in terms of internal control, risk management, incentive and restraint, and information disclosure.

## "Three Boards" Governance

The Company fully draws on the advanced organizational management experience at home and abroad, establishes a sound internal system, continuously optimizes the organizational structure, continuously improves the efficiency of the Company's organizational management operations, and gives full play to the advantages of scale synergy.



## General Meeting

In 2023, the Company held a total of 6 general meetings of shareholders. The convening, holding and voting procedures of the shareholders' general meeting complied with the provisions of the "Company Law", the "Articles of Association" and the "Rules of Procedure for Shareholders' General Meeting", and were witnessed by lawyers on the spot who issued legal opinions on their legality. The Company has smooth communication channels with shareholders, treats all shareholders equally, and ensures that shareholders can fully exercise their rights, so that they have the right to know and participate in decision-making for major matters.

Convening of Meetings	Unit	2021	2022	2023
General Meeting	Times	2	4	6
Including: Annual General Meeting	Times	1	1	1
Extraordinary General Meeting	Times	1	3	5

## Board of Directors

The number and composition of the Board of Directors of the Company are in compliance with the requirements of laws and regulations, and the Directors of the Company are diligent and responsible. The Company has a total of 3 independent directors, which is in compliance with relevant regulations, and the independent directors do not hold any positions in the Company or related parties of shareholders. In 2023, the Company held a total of 14 board meetings, and the convening, holding and voting procedures of the meetings are in compliance with the provisions of the "Company Law", "Articles of Association" and "Rules of Procedures for the Board of Directors". The Board of Directors of the Company has established three special committees, namely, the Strategy and Investment Committee, the Audit Committee and the Nomination and Remuneration Committee, and formulated the terms of reference and implementation rules of each special committee, giving full play to their professional advantages, effectively ensuring the legitimacy, science and correctness of the collective decision-making of the Board of Directors, and reducing the operational risks of the Company.

Convening of Meetings	Unit	2021	2022	2023
Board of Directors	Times	11	10	14
Strategy and Investment Committee	Times	1	1	1
Audit Committee	Times	4	3	3
Nomination and Remuneration Committee	Times	2	2	1

The Company's board of directors consists of 9 directors, including 3 independent directors, accounting for 33.33%; The composition of the board of directors is based on the principles of "professionalism" and "diversity", and there are 2 female directors, accounting for 22.22%; The backgrounds of the directors include senior economists, lawyers, senior accountants, etc., providing invaluable support for the efficient and scientific operation of the Board of Directors.

Name	Gender	Age	Position	Whether he/she is the management of the Company	Whether he/she holds a position in a shareholder's entity	Professional Title/Vocational Certificate
Nan Cunhui	Male	61	Chairman	No	Yes	Senior Economist
Huang Shenjian	Male	65	Independent director	No	No	Senior Economist
Peng Xu	Female	52	Independent director	No	No	Professor
Lau Yulung	Male	61	Independent director	No	No	Senior Accountant
Zhu Xinmin	Male	59	Director	No	Yes	Senior Manager
Chen Guoliang	Male	61	Director	No	Yes	Senior Manager
Zhang Zhihuan	Female	49	Director	Yes	Yes	Senior Manager
Lu Chuan	Male	43	Director	No	Yes	China Legal Professional Qualification Certificate, New York State Bar Practicing Qualification, USA
Nan Er	Male	41	Director	Yes	Yes	-

## Board of Supervisors

The Board of Supervisors of the Company consists of three members, including one Chairman and one Employee Supervisor. In 2023, the Company held a total of 12 board meetings, and the convening, holding and voting procedures of the meetings are in compliance with the provisions of the "Company Law", the "Articles of Association" and the "Rules of Procedures for the Board of Supervisors". The Board of Supervisors conscientiously performs its duties, supervises the legality and compliance of the performance of duties by the Directors and senior management of the Company, and safeguards the legitimate rights and interests of shareholders.

Convening of Meetings	Unit	2021	2022	2023
Board of Supervisors	Times	5	8	12

# Strengthen Compliance and Risk Control Management



In order to enhance the Company's ability to respond to internal and external risks, the Company adheres to its strategic direction and continues to strengthen the construction of risk management and internal control systems. By introducing the risk control methodology to the management and business of the Company at all levels, it continuously improves the risk control system.

## System Construction

The Company attaches great importance to the front-end review of the system, and continues to optimize and improve the system. Through the establishment of a risk assessment mechanism before decision-making approval, it provides solid support for decision-making. During the procurement process, the Company strengthens the supervision of bidding and inquiry and price comparison to ensure the safety of the supply chain. In addition, the Company also comprehensively supervises and strengthens the effectiveness and applicability of the risk management and internal control system through various means such as special internal control evaluation, annual internal control evaluation, internal control self-evaluation of business departments, internal audit, and engagement of accounting firms to conduct audits.

## Three Lines of Defense

**Each business department of the Company constitutes the first line of defense for risk management**

**The Company's risk control, compliance, finance, quality, EHS, human resources and other departments cooperate to form the second line of defense**

**Disciplinary inspection, auditing and other "big supervision" departments act as the third line of defense**

The three lines of defense work together to ensure the efficient implementation and supervision of various risk management and internal control tasks. In terms of internal control system construction, the Company has successfully integrated risk control, compliance, safety, quality and other elements into various business processes and systems, created a comprehensive management system that integrates risk control compliance and the "three standards" quality system, and realized collaborative optimization of internal control.

# Investor Relations Management

## Authenticity and Transparency of Information Disclosure

CHINT Electrics has always adhered to the principle of true and transparent information disclosure, actively fulfilled its social responsibilities, maintained market fairness, and protected the rights and interests of investors. The Company strictly complies with relevant laws and regulations on information disclosure to ensure the accuracy, timeliness, completeness and fairness of periodic reports and temporary announcements. The Company pays attention to the timeliness of information disclosure, and at the same time ensures that other major production and operation matters are open and transparent, to provide investors with comprehensive and effective market information. Since its listing, the Company has continuously strengthened and improved the information disclosure system. According to relevant regulations and actual work needs of the China Securities Regulatory Commission and the Shanghai Stock Exchange, the Company has formulated a series of information disclosure systems and management measures, such as the "Accountability System for Major Errors in Annual Report Information Disclosure of Zhejiang CHINT Electrics Co., Ltd.", "Zhejiang CHINT Electrics Co., Ltd. Information Insider Registration System", etc. These systems clearly stipulate the responsibilities of independent directors, the board of directors, insiders and other parties, ensuring that all responsible units and responsible persons can perform their duties and ensure the unimpeded information disclosure channels from the institutional level. The Company's information disclosure channels include: the official website of Shanghai Stock Exchange, China Securities Journal, Securities Times, Shanghai Securities News, the Company's official website, WeChat public account, etc..

In 2023, the Company will continue to strengthen the initiative and accuracy of information disclosure, and disclose the Company's production and operation conditions, development strategies and other information to the market in a timely and complete manner, ensuring the authenticity and transparency of information disclosure.

## Enhance Investor Communication

CHINT Electrics has always placed investor relationship management in an important position, and is committed to establishing a stable and harmonious partnership with investors. In order to thoroughly implement the core principles of openness, fairness and impartiality in the securities market, and earnestly safeguard the legitimate rights and interests of investors, the Company continuously strengthens the interaction and communication with investors, promotes the Company's honest, self-disciplined and standardized operation, and continuously improves the management level of investor relations. To this end, the Company has formulated a series of policies and systems such as "Zhejiang CHINT Electrics Co., Ltd. Investor Relations Management System" and "Zhejiang CHINT Electrics Co., Ltd. Investor Visitor Reception System", aiming to deepen the capital market's understanding and support of the Company. At the same time, the Company continues to improve the investor rights protection mechanism, continuously improves the transparency and initiative of information disclosure, and further strengthens the professionalism and standardization of investor relations related work.



The Company has established multi-dimensional investor communication channels through performance briefings, centralized investor reception activities, institutional research, investor hotline and SSE e-interactive platform, actively promotes the maintenance of investor relations, and strives to protect the legitimate rights and interests of investors. The Company has opened an investor relations column on the official website to display the Company's regular reports, temporary announcements and other information, help investors understand the Company's operating information and financial data, and share the Company's latest progress with investors in a timely manner through WeChat public account and other multimedia means. CHINT actively carries out investor collective reception day activities, and fully communicates with investors on the Company's strategy, operation and financial status, actively solicits investors' opinions or suggestions, and feeds relevant information back to the management. Through the establishment of diversified communication channels, the Company maintains positive interaction and communication with investors, so that investors can fully understand the industry situation of the Company, maintain rational and objective expectations of the Company, and know the market expectations of the Company.

# Business Integrity and Compliance

CHINT Electrics resolutely implements honest business philosophy and business behaviors, strictly abides by the provisions of laws and regulations, and establishes a responsible business behavior management system in accordance with the guidance of the "Code of Conduct for Business Integrity and Compliance", covering the constraints of misconduct and fair business development, human rights and anti-forced labor and other matters.



## Prohibition of any misconduct

- Corruption
- Fraud
- Acts of complicity
- Coercive behavior
- Obstruction



## Do business fairly

- Fair competition
- Trade compliance
- Preventing insider dealing
- Avoiding conflicts of interest
- Anti-money laundering
- Anti-tax evasion



## Human rights and anti-forced labour

- Human rights
- Anti-forced labour
- Anti-child labour
- Working hours and remuneration
- Working environment
- Protection of conflict minerals



## Other honest and compliant business practices

- Data protection
- Information security
- Confidentiality
- Intellectual property protection
- Environmental and social responsibility

The Company prevents misconduct and illegal acts through integrity and compliance training, employee integrity and compliance due diligence and assessment, record keeping and joint actions, and monitors misconduct or violation of the compliance management system through reporting and investigation. When misconduct is discovered or a report is received, a workflow of investigation, response and correction will be initiated for the corresponding event.

## Prohibition of any misconduct

CHINT Electrics has zero tolerance for all misconduct, and has formed an effective internal control and supervision mechanism, as well as a whistleblower protection and incentive mechanism, to prevent, discover and correct any unethical, non-compliant, misconduct or violation of the law.

### Corruption

Require the employees not to engage in commercial bribery and corruption in any region for any reason or in any form, and commercial bribery in disguised form through gift entertainment, any fraudulent behavior by taking advantage of their positions, and corrupting public officials are prohibited.

### Fraud

Promise not to participate in any form of fraudulent behavior and maintain an honest and transparent cooperation atmosphere.

### Acts of complicity

Forbid employees to engage in purposeful arrangements or collusion by two or more parties to influence the behavior of the other party in an inappropriate manner to achieve improper purposes.

### Coercive behavior

Forbid employees to directly/indirectly injure, destroy, or threaten to injure/destroy any party and its property so as to affecting the behavior of that party.

### Obstruction

Forbid employees to obstructing or preventing relevant authorities or institutions from exercising their right to investigate for any reason or in any form, and forbid employees to intentionally destroy, forge, tamper with or conceal evidence that is important to the investigation, or make false statements to investigators.

## Anti-commercial bribery and anti-corruption system

CHINT Electrics has formulated management systems such as the "Anti-Corruption Management System", "Gift and Hospitality System", and "Conflict of Interest and Avoidance System" to effectively restrain itself and its own business behavior in the supply chain.

During the year, the Company thoroughly implemented professional ethics education for sales staff in its daily work, frequently reiterated and emphasized that sales staff must abide by the principles of anti-bribery, honesty, integrity, self-discipline and standardized operation in various big work meetings, and adopted various forms of education and training including publicity and seminars, aiming to continuously improving the professional ethics of the sales team.

### Case

In March 2023, the Company held a clean practice management publicity conference, aiming to abide by professional ethics and safeguard the Company's interests.



In November 2023, the Company held a special education activity on integrity warnings, and is committed to forming a clean and honest atmosphere of "dare not to be corrupt, cannot be corrupt, do not want to be corrupt, and cannot afford to be corrupt".



In 2023, the Company conducted a total of 7 anti-corruption training sessions

## Whistleblower Protection

CHINT Electrics attaches great importance to the protection of whistleblowers, and standardizes relevant work processes in accordance with the "Reporting and Inquiry System" established by the Company, and clarifies information retrieval authority to reduce the risk of information leakage. At the same time, the Company has established a compensation mechanism. If the whistleblower is retaliated against, the Company's human resources department will determine the compensation plan based on the investigation results and suggestions of the compliance department or the board of supervisors.

## Fair competition

CHINT Electrics attaches great importance to law-abiding and compliance, complies with applicable laws and regulations to carry out fair competition, adopts strict control measures for trade compliance, prevents insider trading, avoids conflicts of interest, combats money laundering and tax evasion, etc.. Meanwhile, CHINT Electrics requires business partners to abide by the same regulations and jointly establish a fair, transparent, legal and compliant business environment.

### Fair competition

Prohibit any unfair competition that damages the interests of consumers and the public, and consciously maintain a good market order.

### Trade compliance

Undertake to comply with applicable domestic and international trade compliance laws and regulations in the course of conducting business activities or transactions, and prohibit business activities or transactions with entities or individuals included in the export control list, embargoed countries or regions, sanctioned entities or individuals that may lead to violations of export control, sanctions-related laws and regulations and contractual obligations.

### Prevent insider trading

Forbid itself and business partners to use undisclosed information related to the issuer's operations, finances, or that has a significant impact on the market price of the issuer's securities to conduct transactions.

### Avoid conflicts of interest

Forbid itself and business partners to conduct personal financial transactions or other business transactions with companies or individuals with conflicts of interest, including direct or indirect consent or other conflicts of interest.

### Anti-money laundering

Promise to comply with all applicable anti-money laundering laws and regulations, not to use products and services for money laundering purposes, and not to get business transactions involved in money laundering.

### Anti-tax evasion

Undertake to comply with applicable tax laws and accounting, bookkeeping and financial reporting requirements relating to transactions and payments, and to pay taxes in accordance with the law.

## Human rights and anti-forced labour

CHINT abides by the "Universal Declaration of Human Rights", respects the personal rights of all internal and external employees, abides by the labor standards of the country and governments where the Company is located, opposes any form of forced labor and child labor, and incorporates these requirements into the Company's employee management system. At the same time, CHINT Electrics also requires business partners to comply with the same prohibitive requirements, and sets relevant assessment indicators in supplier management.

In 2023, the Company officially joined the United Nations Global Compact (UNGC)

## Other honest and compliant business practices

CHINT Electrics has standardized business practices related to data protection, information security, confidentiality, intellectual property protection, environmental and social responsibility through the establishment of relevant work systems.



## Digital Governance

CHINT Electric vigorously promotes the digital strategy of "Digital CHINT, Jingwei Project 2.0", plans to implement 10 digital transformation projects, and plans to build agile research and development capabilities and improve management capabilities through digitalization.

The focus of data governance work is on the two perspectives of "how to use" and "how to manage" data:

- 1) How to use data:** How to continuously mine the value of data, form data-driven business transformation and operation improvement, and solve the value problem of data;
- 2) How to manage data:** How to manage data as the core asset of the enterprise, including enterprise-level data model construction, data distribution flow and integration, as well as data governance domains such as data standards, data quality, master data metadata, and data security, as well as organizations, institutional processes, and technical governance support.

Further strengthen the information security protection system to ensure data security, focusing on three aspects:

**01** Improve and upgrade the IT infrastructure, upgrade the software and hardware firewall, and improve the security protection capability from the technical level;

**02** Strengthen key management and identity verification, gradually establish data asset catalogs and data access authorization processes, and strengthen security education, enhance security awareness of all employees, and improve data security and privacy protection capabilities from the management perspective;

**03** Strengthen security audits, discover potential safety hazards and security loopholes in a timely manner, and continue to improve.

During the reporting period, the Company completed a major upgrade of the OneERP system, established a unified data management platform (DPM), used data to empower operation and management, continued to improve, progressively realized "speaking with data, managing with data, making decisions with data, and innovating with data" and preliminarily formed a data management system framework.

Led by

Party Building



### Work philosophy

Innovation, Service, People-oriented and Effectiveness

### Work guidance

- Focus on high-quality ideological work and lead the right direction
- Focus on high-quality organization development and lay a solid foundation for development
- Focus on high-quality cooperation and exchanges, and polish the brand of party building
- Focus on the high-quality cultural charity and cultivate a red heritage

### Work planning

- Strengthen ideological work in an all-round way and constantly build a solid ideological foundation;
- Comprehensively strengthen party building leading mass building, and constantly gather the joint efforts of the party and the masses;
- Build a smart "party building + mass building" work matrix to improve new achievements in non-public sector party building work;
- Build a five-color assistance work system, and continue to build a characteristic brand in party building;
- Strengthen the standardization system of party building and improve the scientific level of work;
- Strengthen the party-mass cadre teams and improve the efficiency of party-mass work.

Staying True to  
Original Aspiration  
and Founding Mission



2023 is the first year to fully implement the spirit of the 20th National Congress of the Communist Party of China, and it is also a crucial year for the implementation of CHINT's "14th Five-Year Plan" development plan. With the strong support of the board of directors and the management team, and with the joint efforts of all grassroots party organizations and all party members, the Company's party committee has carried out in-depth theme education, constantly reformed the organization, constantly radiated a new atmosphere in the team of party members, and continuously made new breakthroughs in party building work, and effectively promoted the high-quality development of CHINT. The party committee has successively won many national honors such as "National Machinery Industry Unit that Upholds Fundamental Principles and Break New Ground in Ideological and Political Work".



2024 is the 75th anniversary of the founding of the People's Republic of China and the 40th anniversary of CHINT's entrepreneurship and innovation. The Company's party committee will implement the "double integration and double strong" project in depth, solidly promote the efficiency change, quality change, and power change of party building work, and provide a strong red impetus for CHINT's high-quality development.

# 04

## Responsible Governance

- > Strategic Approach to Social Responsibility
- > Strategic Objectives of Social Responsibility
- > Social Responsibility Management System
- > Stakeholder Communication
- > Management of Social Responsibility Issues
- > Social Responsibility Management Training

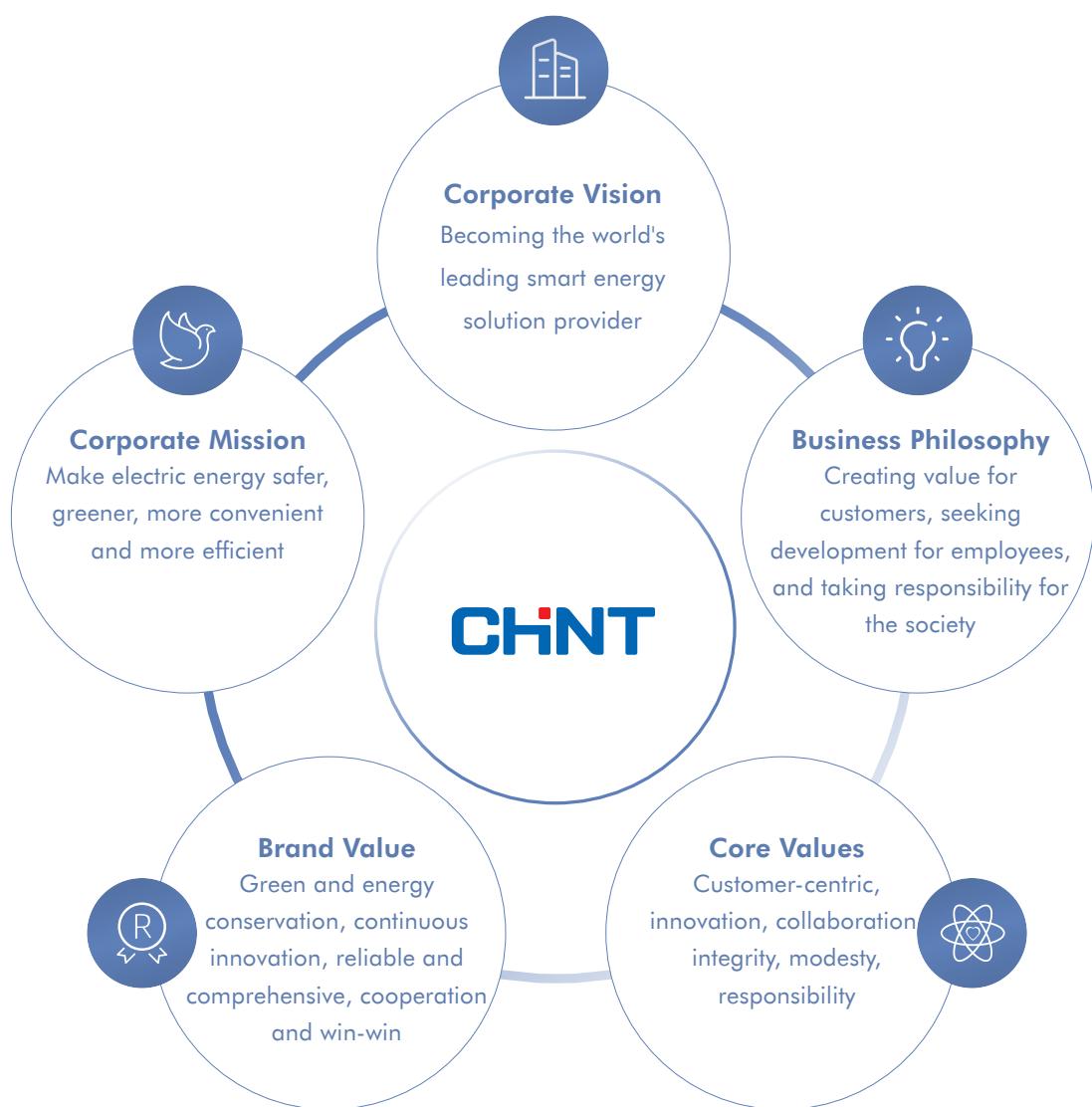




CHINT Electrics has established a sound social responsibility system management system and governance mechanism, and compiled and released social responsibility system management documents such as the "Social Responsibility Management Outline" and "Corporate Social Responsibility Strategic Plan".

Adhering to the corporate mission of "making electric energy safer, greener, more convenient and more efficient", the Company has established the vision of "becoming the world's leading smart energy solution provider" through systematic research on domestic and foreign macro situations, industry trends and market environments, and in-depth analysis of the Company's resources and capabilities.

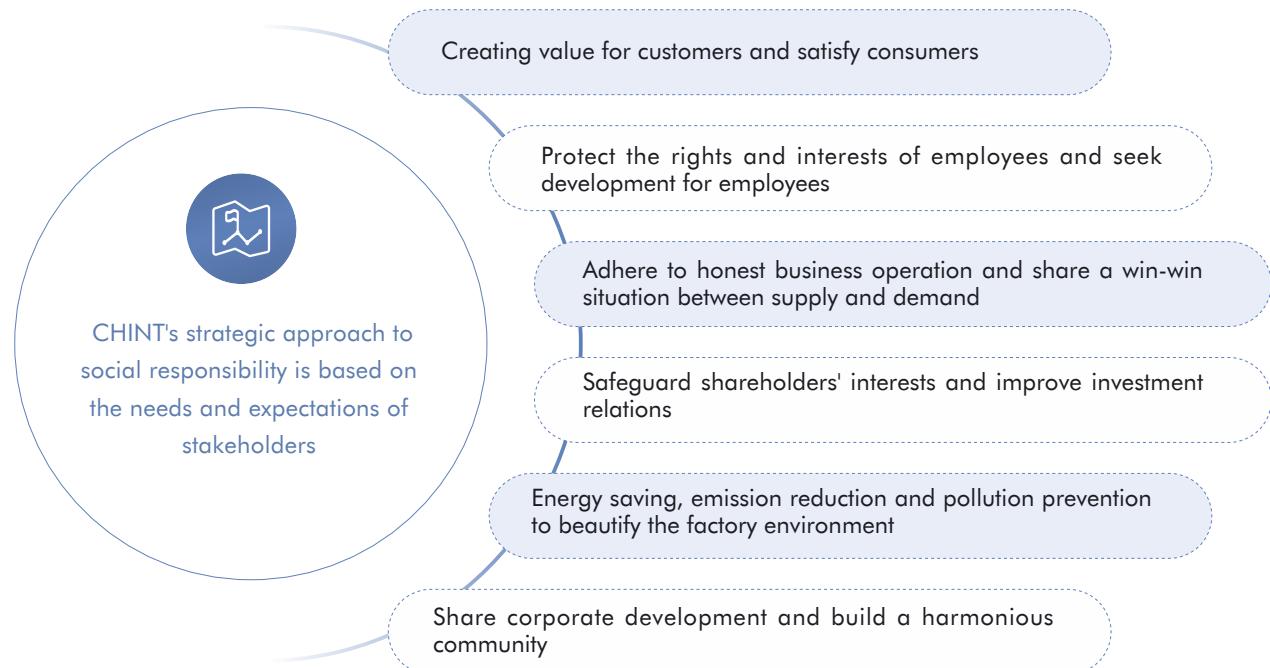
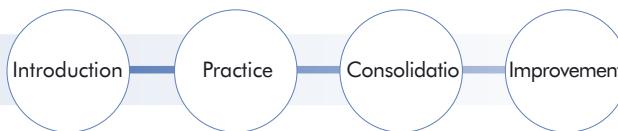
Corporate culture is the soul of an enterprise and the cohesiveness that gathers employees to work together. After more than 30 years of development, CHINT Electrics has gradually formed a unique corporate culture system, which is the value and code of conduct that all CHINT people abide by.



# Strategic Approach to Social Responsibility

In order to achieve the strategic objectives of corporate social responsibility, improve the performance of corporate social responsibility and maximize the social value of the enterprise, CHINT Electrics promotes the systematic and daily management of corporate social responsibility step by step and in stages. The Company promotes the social responsibility management system in four stages of "introduction, practice, consolidation and improvement", and gradually improves system maturity from baseline compliance level, system management level to responsibility maturity level.

## Four stages



# Strategic Objectives of Social Responsibility

Area	Content
CSR management mechanism	Build a sound corporate social responsibility management system to continuously improve and enhance social responsibility performance.
Consumer satisfaction	Strengthen product research and development, provide intelligent, reliable, safe and environmentally friendly, economical and applicable products, improve technical services and logistics systems, provide efficient, fast, convenient and satisfactory services, and continuously improve customer satisfaction.
Employee satisfaction	Respect the economic, social and cultural rights of employees, correctly handle labor relations, build a harmonious, suitable, safe and healthy working environment, pay attention to employees' career development and health and welfare protection, and realize the common development of the enterprise and employees.
Energy saving and environmental protection	Vigorously promote the energy, environment, and occupational health and safety management systems, actively advocate the concept of green and environmental protection, strengthen environmental protection, prevent pollution, promote the sustainable use of energy and resources, and increase the disclosure of environmental information.
Supply chain CSR management	Improve the evaluation mechanism for suppliers and distributors, actively influence the social responsibility management awareness of the supply chain, and promote the improvement of the management performance of social responsibility of partners.
Fair operation	Abide by business ethics, adhere to honest business operation, advocate fair competition, oppose bribery, dumping and monopoly, and create a harmonious business environment.
Social welfare	Actively repay the society, strive to contribute to public welfare, education and disaster relief in the region, and be a responsible corporate citizen.

# Social Responsibility Management System

## "4I" Model of Social Responsibility Management

Based on CHINT Electrics's vision, mission, values and overall strategic planning, the Company has established a "4I" model of social responsibility management, build a corporate social responsibility management system from four dimensions, namely Identification, Integration, Indicators and Improvement and Innovation.

### "4I" Management Model of Social Responsibility



#### Identification

- Identification of stakeholders
- Identification of core materialities
- Vision, mission, core values



#### Integration

- Social responsibility strategy
- Integration into the standard management system
- Embedded in daily operation



#### Improvement and Innovation

- Maintain communication with stakeholders, continuous improvement, and management innovation
- Responsible for the results and impact of the Company's operations



#### Indicators

- CSR performance monitoring system
- CSR system management mechanism
- CSR audit and evaluation mechanism

## Social Responsibility Performance Monitoring and Improvement

According to the social responsibility practice issues and priorities, combined with the expectations of stakeholders and the Company's operation practices, CHINT Electrics has established a social responsibility monitoring indicator system, carried out social responsibility performance monitoring, analysis and improvement, and continuously promoted the continuous improvement and optimization of the Company's social responsibility management practices.

In 2023, the Company incorporated some indicators of environmental management and safety management into the social responsibility monitoring indicator system. As of the end of the reporting period, the social responsibility monitoring index system has covered 33 important indicators.

## Social Responsibility Monitoring Indicator System

Theme	Serial number	Target indicators	Data source	times/ years
Social responsibility performance	1	Revenue from principal operations	Finance Department	1
	2	Tax amount	Finance Department	1
	3	Cash dividend	Finance Department	1
	4	Total number of employees (number of female employees)	Human Resources Department	1
Human rights	5	Employee satisfaction	Human Resources Department	1
	6	No major human rights violations occurred	Human Resources Department	1
	7	Timely handling rate of employee complaints and disputes	Human Resources Department	1
Labour practice	8	Timely signing rate of labor contracts	Human Resources Department	1
	9	No discrimination, forced labour and child labour event	Human Resources Department	1
	10	Employee working hours and leave execution rate	Human Resources Department	1
	11	Employee benefits and allowances, insurance coverage	Human Resources Department	1
	12	Timely payment rate of employees' wages	Human Resources Department	1

	13	Pay attention to the job turnover rate	Human Resources Department	1
Labour practice	14	Zero death, mass injury, explosion and serious injury accidents; frequency of minor injury accidents; zero fire accidents;	Production and Operation Department	1
	15	Incidence of occupational diseases	Production and Operation Department	1
	16	Per capita training hours	Human Resources Department	1
Environment	17	Zero pollution accidents	Production and Operation Department	1
	18	The harmless treatment rate of solid waste is 100%; exhaust gas, wastewater and noise at the boundary of the plant are discharged after meeting relevant standards; recovery and centralized transfer of waste liquid	Production and Operation Department	1
	19	Comprehensive energy consumption per 10,000 CNY output value	Production and Operation Department	1
Fair operation	20	Supplier satisfaction	Purchasing Department	1
	21	Product certification completion rate	CHINT Low - Voltage Intelligent Electrical Appliance Research Institute	1
	22	No patent infringement	Intellectual Property Department	1
	23	Timeliness of announcement	Securities Department	1
	24	Number of lost claims for contract breach	Legal Department	1
	25	Number of trade secrets infringed	Legal Department	1
	26	Customer satisfaction	Sales Department	1
Consumer response	27	First pass yield	Quality Management Department	1
	28	Pass rate in external supervision and spot check	Quality Management Department	1
	29	Market product failure rate	Quality Management Department	1
	30	Customer Net Promoter Score (NPS)	Customer Center	1
	31	Timeliness of delivery	Customer Center	1
Community engagement and development	32	Participation in public welfare	The Commonweal Foundation of CHINT	1
	33	Number of community communication	Party and the masses, trade union	1

# Stakeholder Communication

CHINT Electrics selects internal and external stakeholders that have an important impact on the Company's development based on factors such as daily operation and management, topic scope, and degree of influence. The Company has always attached great importance to close communication with key stakeholders and all sectors of society, forming a consensus on sustainable development, maximizing the Company's comprehensive value creation potential, and giving back to all stakeholders.

Stakeholders	Expectations and Requirements	Communication Means
Shareholders	Corporate governance Value creation Transparency Scientific and technological innovation	General meeting Information disclosure Investor investigation, interactive communication platform, roadshow Telephone, fax, e-mail
Regulatory Bodies	Compliant operation Tax payment according to law Job creation Economic development	Government-enterprise symposium Regulatory inspection Work report investigation
Employees	Fair employment Remuneration and benefits Health and safety Promotion and development	Workers' congress and trade union Career development, health and safety training Feedback mechanism, whistleblower protection mechanism Employee care activities



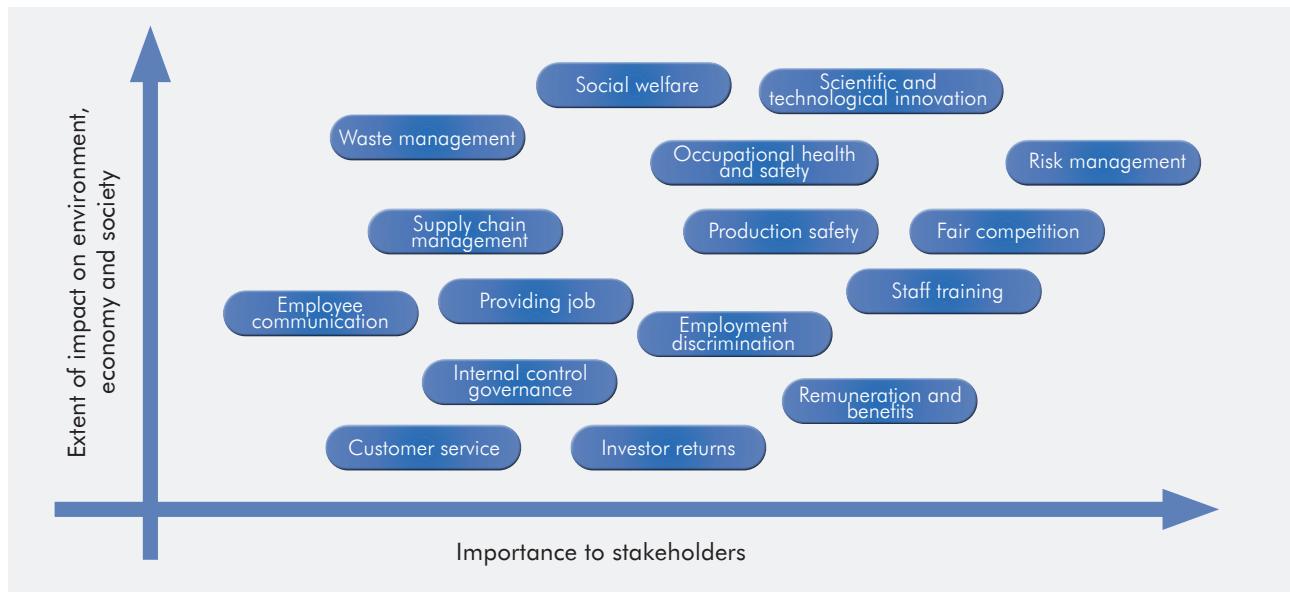
Stakeholders	Expectations and Requirements	Communication Means
Customers	Product safety Privacy protection Business ethics After-sales service	Product labeling and information disclosure Handling of consumer complaints and opinions Regular visits
Suppliers	Stable cooperation Honest operation	Regular communication Qualification review Supplier training
Partners	Fair competition Exchange and learning	Industry forum
Communities	Social welfare Social stability Focus on vulnerable groups	Targeted poverty alleviation Caring for students Material donation
Media	Benign interaction Transparency	Special interview Telephone interview

# Management of Social Responsibility Issues

## Issue Analysis Process

CHINT Electrics regards undertaking more social responsibilities as the part of the corporate culture and historical mission, and integrates them into the Company's overall development strategy, aiming to create economic benefits and achieve good social benefits. Referring to the Sustainability Reporting Guidelines (GRI 2021), Chinese Academy of Social Sciences, Guidelines for the Preparation of CSR Reports in China (CASS-ESG5.0) and other standards and policy requirements related to corporate social responsibility, the Company conducts analysis on substantive issues of sustainable development on the basis of sorting out its own business strategies and expectations of stakeholders, and strives to disclose relevant information in a more targeted manner.

<b>Issue identification</b>	Initially identify important industry issues and form an issue database by referring to the requirements of relevant standards at home and abroad, through expert consultation, industry benchmarking and other methods.
<b>Issue selection and ranking</b>	Collect opinions from stakeholders through questionnaires, interviews, training, seminars and other means. Initially screen substantive issues based on the opinions of all parties, and rank according to their importance.
<b>Issue review</b>	External experts provide suggestions on important issues and ranking, and relevant departments of the Company review the issues and ranking.



# Social Responsibility Management Training

In order to realize the effective implementation of the concept of social responsibility, CHINT Electrics insists on continuously improving its ability to fulfill its responsibilities with a modest and enterprising attitude, and cultivating a responsible corporate culture. In recent years, CHINT Electrics has normalized social responsibility training. Every year before the preparation of social responsibility report starts, it organizes special training, and invites social responsibility leaders, contacts, and social responsibility experts from the group headquarters and business departments to participate in the meeting, discussing issues such as social responsibility management and report preparation. CHINT held an open class on "ESG and Sustainable Business Strategic Thinking and Practice" on August 2, 2023, and invited Lv Jianzhong, director of GRI, and vice president of Shanghai Foreign Investment Association, to lecture on sustainable business strategy and practice modes, sustainable business leadership and other aspects, and a total of more than 400 people participated in the training online and offline. At the same time, the Company sent core managers to participate in the "United Nations Sustainable Development ESG Advanced Seminar" to systematically learn ESG investment, corporate sustainable development and other knowledge.



United Nations Advanced Seminar on ESG for Sustainable Development

## ESG Training

7.5 hours

Duration of ESG training activities organized by the Company

4 times

ESG training activities organized by the Company

578 person-times

participants in ESG training activities organized by the Company

36 hours

Total duration of ESG training activities organized by third parties

4 times

participation in third-party ESG training activities

6 person-times

participants in the third -party ESG training activities

# 05

## Environmental Responsibility

- > Environmental Management System
- > Energy Management and Resource Utilization
- > Emissions Management
- > New Energy Industry Layout Helps Green Development
- > Address Climate Change





# Environmental Management System

## Environmental Management System

CHINT Electrics always attaches great importance to the protection of the environment. In order to strengthen its own environmental management system, the Company has established an EHS management department and formulated management systems such as "Environmental Control Management", "Environmental Factors, Risk Opportunity Identification and Impact Assessment Management", covering energy management, resource management, emission management, carbon emissions management, etc.

The Company took the lead in passing the environmental management system certification in 2001. In 2023, the Company successfully renewed the certificate according to the requirements of the new version of the standard and continued to operate effectively.

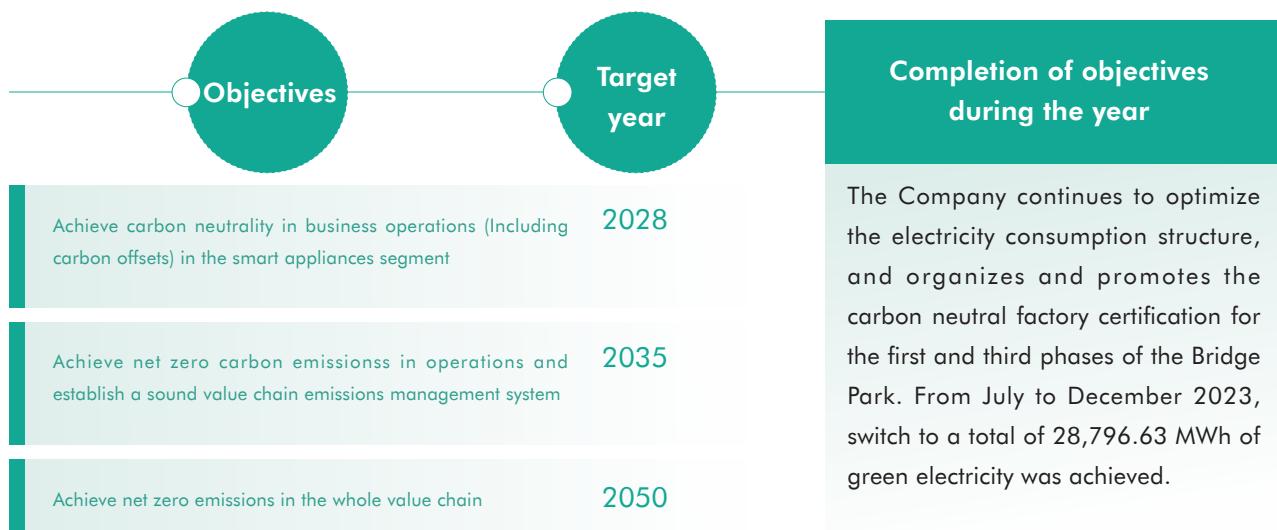
**3.73 million CNY**

Investment for environmental protection in 2023



Environmental Management System  
Certification

## Environmental Governance Objectives\ Commitments and Achievements during the Year





## Completion of objectives during the year

Zero pollution accidents

No environmental pollution incidents in the Company in 2023

100% harmless treatment rate of solid waste

Completed

Exhaust gas, waste water discharge, factory boundary noise meet the standards

All up to standard

Recovery and centralized transfer of waste liquid

Completed

## Environmental protection early warning and emergency measures

In order to strengthen the monitoring and prevention of environmental risk sources, effectively reduce the occurrence of environmental emergencies, and take effective measures in time and minimize environmental pollution when environmental emergencies occur. CHINT Electrics has established and improved the emergency mechanism for environmental pollution accidents, and formulated the "Emergency Plan for Environmental Emergencies" in accordance with the "Environmental Protection Law of the People's Republic of China", the "Emergency Response Law of the People's Republic of China" and other laws and regulations.

## Working principle

01

Put saving lives in the first place, prioritize environment

02

Unified leadership, classified management, and hierarchical responsibility

03

Enterprise self-rescue, territory-based, early disposal

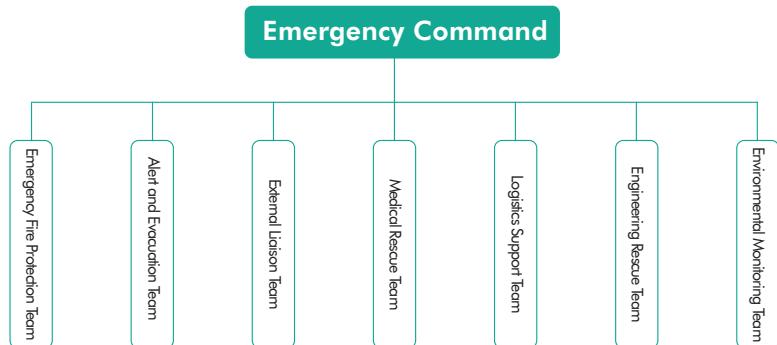
04

Integration of resources and joint disposal

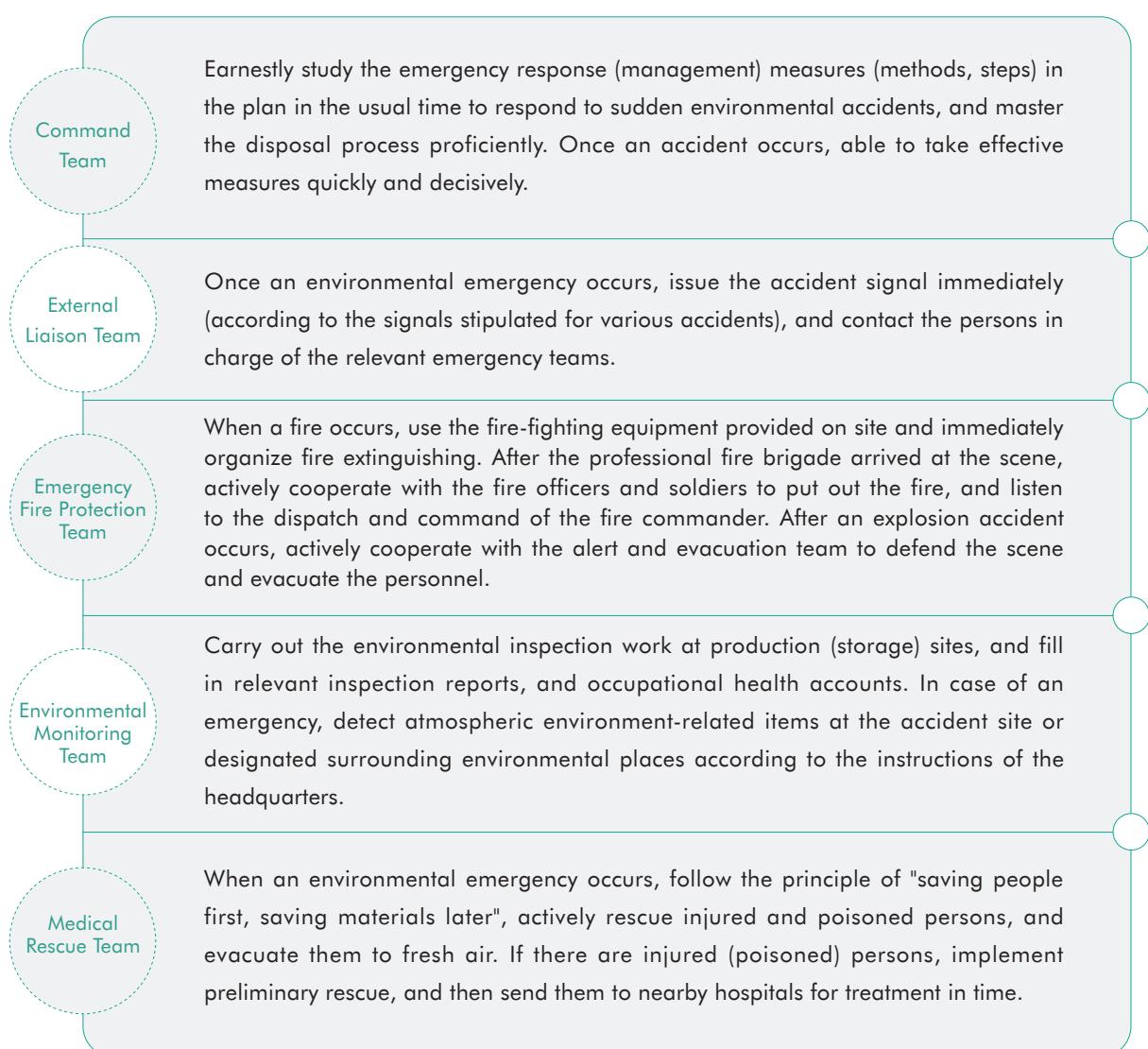
## Organizational Structure and Responsibilities

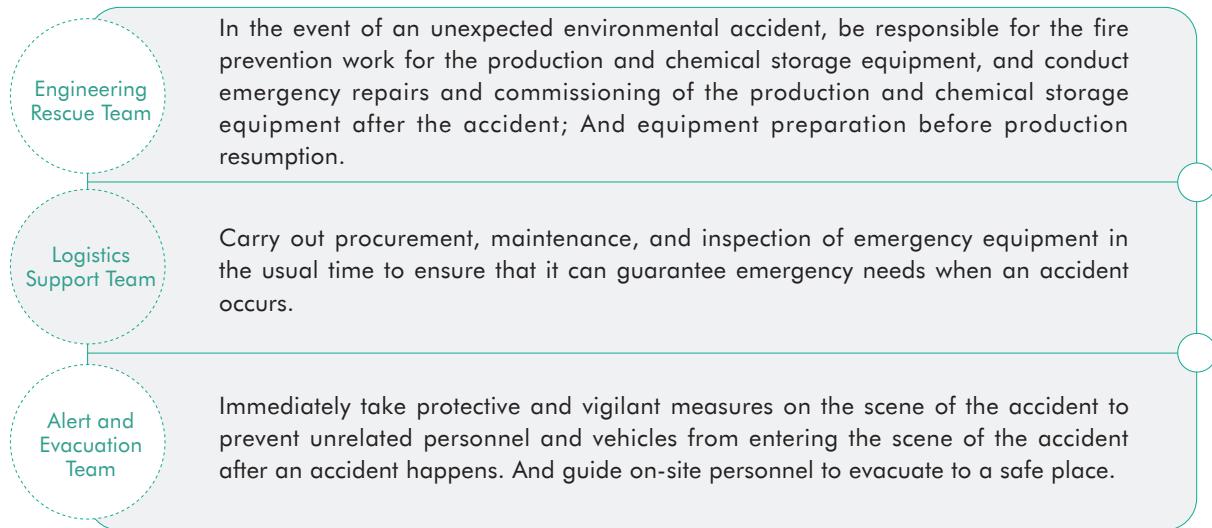
CHINT Electrics has established the "Emergency Rescue Command and Leading Group" as the command and leading organization in the event of an emergency in the Company, responsible for organizing and implementing emergency rescue work. In the event of an accident, an emergency rescue headquarters for environmental emergencies will be established based on the emergency rescue command and leading group. The vice president in charge of the Company's safety and environmental protection work is the director of the on-site headquarters, and the on-site emergency headquarters has various emergency teams, including emergency fire protection team, alert and evacuation team and other working teams.

## Emergency Organizational Framework for Environmental Emergencies



### Responsibilities of emergency rescue teams





## Emergency response capability building

According to the established environmental risk and environmental emergency management mechanism, CHINT Electrics regularly organizes emergency plan drills every year, invites relevant experts to train environmental safety in due course, exercises the emergency response ability of emergency personnel, and cultivates employees' ability to judge accident early warning and rescue themselves. In addition, the Company arranges full-time personnel to inspect, investigate and record all fire-fighting equipment, pumps and environmental safety hidden danger units every day, and establishes a special hidden danger investigation system for important holidays. Through the above measures, the Company's ability to deal with environmental emergencies is strengthened.

## Environmental Impact Assessment of New Projects

CHINT Electrics strictly implements the "three simultaneous" system of environmental protection for new, reconstruction and expansion projects, prepares environmental impact reports as required, obtains approval from the Ecological Environment Bureau, and implements various environmental protection measures, carries out environmental protection inspections and completes the "three simultaneous" acceptance accordingly. In 2023, the Company has successively completed the "three simultaneous" acceptance work including "Building an Advanced Manufacturing Base for Key Components of Industrial Electrical Appliances" and "Wenzhou CHINT Electrics Technology Co., Ltd. Reconstruction Project", and completed environmental impact report preparation and obtained approval for the "Zhejiang CHINT Electrics Co., Ltd. Annual Production of 500 Thermosetting and Thermoplastic Mold Construction Project" and "Zhejiang CHINT Electrics Co., Ltd. Annual Production of 210,000 Mold Construction Projects".

## Environmental Protection Training and Education

In 2023, CHINT Electric utilized "online and offline" methods to organize and carry out training on "Environmental Law Enforcement and Enterprise Law-abiding Overview", "Hazardous Waste Management", "Carbon Neutrality Knowledge Training", "Volatile Organic Compound Management", "ISO14064 Greenhouse Gas Basic Course Training" etc., and consolidate the training effect through EHS personnel "mutual lectures and mutual learning", EHS on-site "team knowledge publicity" and pre-shift and post-shift meetings. In addition, the Company carries out environmental protection publicity within the Company through channels such as public accounts, Company multimedia screens, and radio stations, and actively builds an environmental protection culture within the Company.

# Energy Management and Resource Utilization

## Energy Management

### Management System

The Company has been committed to energy conservation and carbon reduction, and has formulated a series of corporate energy-related standards such as the "Energy Management Manual", "Energy Monitoring and Control Management", and "Energy Review and Implementation Plan Management" in accordance with ISO50001: 2018 "Energy Management System Requirements" and in light of the actual situation. The Company issues and publishes the annual energy management system benchmarks, goals, indicators and energy management implementation plans at the beginning of each year, and each unit signs the "Energy Responsibility Letter" to clarify the content of responsibilities and promote their implementation to ensure the realization of annual energy management goals.



Energy Management System  
Certification

### Energy Identification and Monitoring

The energy consumed by CHINT Electrics in production and operation includes electricity, diesel and other energy. In 2015, the Company built an energy management platform, and continued to promote the construction of the Company's energy management system EMS, and expand the remaining points. At present, relying on the group's carbon management platform, each park gradually improves its own platform construction, optimizes the monitoring management of major energy-consuming equipment, and collects and analyzes various energy data such as electricity and diesel in real time.



Energy Management Platform

Project	Unit	2021	2022	2023
Diesel consumption star	Liter	7,056	38,091	7,621
Gasoline consumption star	Liter	79,460	56,170	61,636
Purchased electricity	MWh	68,700	65,872	69,584

## Energy Saving Measures

CHINT Electrics actively responds to the “dual-carbon” policy, and reduces energy consumption by optimizing production and operation processes, replacing high-energy-consuming equipment, promoting equipment transformation and upgrading, recycling medium boxes, and advocating paperless office. At the same time, relying on its own business advantages, the Company uses renewable energy to supply power for the Company's factory areas, further reducing the consumption of traditional energy.

## Use of New Energy

In order to meet the goal of carbon neutrality in operation in 2028, CHINT Electrics has formulated a carbon neutrality roadmap for factories, and is committed to continuously optimizing the electricity consumption structure, increasing the proportion of green electricity, and reducing carbon emissions. At present, the living area of the Company's factory area has been equipped with rooftop photovoltaic facilities to continuously supply energy to the factory area. In 2023, the total power generation was 2,319.40 MWh, accounting for 3% of the total electricity consumption.

## Energy Audit

In order to further meet the requirements of the energy management system, the Company carried out internal audits of the energy management system in 2023, and carried out quarterly inspections of energy management standards in 13 key energy-consuming units.

### Case

### Optimize the production process and reduce the use of packaging materials

In 2023, the Company gave up improving the medium box structure of Magnolia series products and added a lock tongue structure, so that the medium box can still meet customers' size requirements for packaging without plastic packaging. Due to the reduction in the use of sealing machines and plastic sealing machines, it is estimated that electricity cost of about 6,000 CNY will be saved each year.

**2,319.40MWh**

Total Power Generation in 2023

**3%**

in the total electricity consumption

## Water Resources Management

CHINT Electrics regularly conducts inspections of water pipes, water equipment and sanitary ware, and timely discovers and controls leakage. It actively introduces advanced water-saving equipment, such as delayed water storage devices, induction urinals, induction faucets and other water-saving appliances, and optimizes the technological process to reduce the use of water resources.

In 2023, the Company's total water consumption was 495,600 tons.

## Green Packaging

In order to reduce the impact of packaging on the environment and reduce resource consumption, CHINT Electrics has established approval process control for packaging management, and formulated and released two enterprise standard measures Q/ZTDJ 1001-2022 "Product Packaging Technical Conditions" and Q/ZTD "0210-2023 Product Packaging Structure Design and Pattern Drawing Specifications", aiming to improve the overall versatility of packaging materials and improve the utilization rate of resources.

According to statistics, in 2023, technicians submitted a total of 2,190 packaging solutions, including 1,096 new packaging solutions, with a saving rate of up to 50%.

## Strategy

Establish a unified material library for product packaging, and give priority to the existing packaging in the packaging library, which can reduce the design and production of packaging materials.

Standardize the types of packaging materials, use recyclable and degradable materials, promote the recycling of resources, and help reduce the impact on the environment.

Unify manufacturing and printing process, use offset printing and flexo printing, which use less ink and solvent, is more environmentally friendly, and consumes less energy.

# Emission Management

## Wastewater Management

CHINT Electrics formulates and strictly abides by the "Environmental Control Management" standard to achieve rain and sewage diversion. The coverage of the wastewater pipe network in each park must meet the requirement of 100% waste water collection. The Company conducts monthly inspections on the rain and sewage diversion in each park; The Company's domestic sewage is pretreated by septic tanks/grease traps, merged into domestic sewage treatment stations for treatment, and included in the municipal sewage pipe network after reaching the standard; The Company cleaned the grease trap and septic tank in a timely manner, and promptly rectified and repaired the abnormalities found. In addition, in order to further reduce wastewater generation, the Company has installed sensor faucets and posted water conservation slogans on hand sinks and public bulletin boards to encourage employees to save water resources.

## Exhaust Gas Management

CHINT Electrics formulates and strictly abides by the "Environmental Control Management" standard, introduces environmental awareness design concepts in the process of product development, design, improvement, etc., follows green and ecological design principles such as resource saving and low toxicity, and reduces negative environmental impacts; when each unit of the Company discharges exhaust gas, it designs and installs exhaust gas treatment facilities in accordance with relevant rectification requirements and ensures effective operation, to reduce pollution or avoid unorganized emissions and ensure that emissions meet standards; Through process improvement and green substitution of chemicals, the Company gradually promotes UV insulation paint, replaces oil-based paint with water-based paint, and transforms VOCs-related low-efficiency waste gas facilities into activated carbon adsorption so as to continuously reduce volatile organic compound waste gas emissions.

## Waste Management

CHINT Electrics has changed the traditional management concept of waste material disposal, turning from the concept of "garbage disposal" to the concept of "value recycling". The Company innovates the disposal means and methods of waste materials, and has formulated the "Environmental Control Management" standard, classifying, collecting and sorting out solid wastes in accordance with the principles of reduction, recycling, and harmlessness. Part of the production solid waste is reused in production after treatment, achieving reduction; Solid wastes that can be used as resources are uniformly sold after sorting to make full use of residual value; For solid waste without recycling value, it signs disposal contracts with professional qualified units to achieve harmless disposal.

## Hazardous Waste Management

CHINT Electrics standardizes the management of hazardous waste, and clarifies the Company's management responsibilities and management requirements in the management of waste gas, wastewater, and solid waste; The Company investigates and identifies hazardous waste types according to the 2021 edition of the "National Catalogue of Hazardous Wastes", completes the formulation of management plans and the classified collection and disposal of solid wastes filed by the government, establishes new internet-connected video surveillance in hazardous waste warehouses, and entrusts the government's Environmental Management Office to collect and dispose of domestic waste. For hazardous wastes, it has signed hazardous waste disposal agreements with qualified units. In 2023, the Company entrusted the disposal of hazardous waste, emulsification waste liquid, waste mineral oil, waste circuit board and material analysis waste liquid, etc., totaling 62 tons.

## Noise Management

The Company conducts EHS review when purchasing equipment, sets strict requirements on noise limits, and adopts measures such as purchasing low-noise advanced equipment. Meanwhile, noise emissions are reduced for noise sources through physical partition walls, installation of sound-absorbing materials, shock absorption, frequency conversion and other measures. The Company's factory boundary noise meets the GB12348 standard "emission standard for industrial enterprises noise at boundary".

CHINT Electrics entrusted Zhejiang Jiulan Testing Technology Co., Ltd. to monitor the waste water, waste gas, and noise in the park in May 2023. The results showed that the waste water, waste gas, and noise in the park all met relevant emission standards.

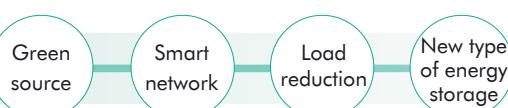
Indicator	Unit	2023
Wastewater discharge	Ton	45,000.00
Nitrogen oxides (NOx)	Ton	49.22
Sulphur oxides (SOx)	Ton	12.43
Persistent organic pollutants (POP)	Ton	/
Particulate emissions (PIM)	Ton	1.16
Volatile organic compounds (VOCs)	Ton	2.03
Hazardous air pollutants (HAP)	Ton	/
General wastes	Ton	29,210.77
Hazardous wastes	Ton	14.93
Waste recycling	Ton	17,716.00



# New Energy Industry Layout Helps Green Development

Under the "dual carbon" goals, CHINT Electrics actively builds a new power system with new energy as the main body, leading to new technologies, new formats, and new models of application scenarios such as "green source, smart network, load reduction, and new type of energy storage" and helping the country to realize the "dual carbon" goals.

## New power system



### Green Source: base itself on photovoltaics, comprehensively deploy clean energy

On the supply side of energy power generation, CHINT Electrics has comprehensively deployed various clean energy sources such as photovoltaics, biomass, wind power, and combined cooling, heating and power. Among them, it has invested and built more than 30GW of global photovoltaic power plants, and built more than 1.2 million household photovoltaic power plants nationwide. It is the first household rooftop photovoltaic system enterprise in the industry to win the "Made in Zhejiang" brand certification.

Household Photovoltaic Solutions



### Smart Network: digital intelligence technology helps the construction of new power grid systems

CHINT Electrics has made every effort to create smart transformer area solutions for the distribution Internet of Things, which integrates smart terminal equipment such as distribution products, power quality products, smart instruments and various sensors, and realizes the comprehensive perception, data fusion and intelligent application of the distribution network and meets the needs of lean management of the distribution network. The stability and flexibility of the grid is enhanced through smart grid solutions, thereby consuming a high proportion of renewable energy, ensuring safe and reliable supply of energy and power, and thus reducing energy costs for enterprises, and helping the industry continue to reduce carbon emissions.

### Load Reduction: energy efficiency management for end users, whole-process control of carbon assets

CHINT Electrics provides high-quality regional energy solutions for the user side, aiming to the lowest carbon emissions. According to local energy policies and natural resource endowments, it adopts multi-energy complementation and equips reasonable energy storage systems such as cold storage, heat storage, and electricity storage, to provide end users with comprehensive energy services such as heat, electricity, and cooling.

Multi-energy complementation with renewable energy as the main part greatly reduces the dependence on fossil energy; cooling, heating and power coordination with energy storage as the core achieves flexible adjustment and improves energy efficiency; The whole-process energy efficiency management and control with the cloud platform as the core ensures the efficient operation of the project throughout the life cycle.

### New Type of Energy Storage: new energy storage technology solves the problem of new energy consumption

CHINT Electrics's energy storage technology and system solutions include new energy consumption solutions, user-side peak shaving solutions, power generation-side auxiliary service solutions and micro-grid solutions.

- **New energy consumption solutions:** reduce wind and solar power curtailment, cooperate with grid peak regulation, and smooth output of new energy power generation;
- **User-side peak shaving solutions:** peak shaving arbitrage, demand adjustment, delaying system capacity increase;
- **Power generation-side auxiliary service solutions:** improve AVG regulation performance and reduce the failure rate of generator sets;
- **Micro-grid solutions:** backup power supply and photovoltaic power generation for self-use.

# Address Climate Change

## Governance

CHINT Electrics has formed a linkage mechanism through research institute, EHS and various industrial companies, providing a strong organizational guarantee for the "double carbon" work.

### Research Institute

Responsible for the Company's "dual-carbon" strategic direction and policy formulation, platform construction and technological innovation research, and take the lead in organizing the development of overall and annual target of the Company's carbon neutrality, factory carbon neutrality certification, and the promotion plan for product carbon footprint certification work.

### EHS

Responsible for the collection, statistical analysis and release of carbon emissions data of the Company such as energy consumption, and guide the emission reduction targets and measures of various industrial companies.

### Industrial company

Responsible for implementing the centralized "dual-carbon" management department to collect, statistically analyze carbon emissions data as required, and implementing special work such as emission reduction targets, zero-carbon park certification, and product carbon footprint certification.

## Strategy

The physical and transformational risks brought by climate change to CHINT Electrics's business will have a potential impact on the Company's operations and financial conditions. At the same time, under the influence of international trends and national strategic orientation, climate change can also stimulate the Company's business innovation, create opportunities, and drive the Company's transformation to a low-carbon economic development model.

The Company has formulated climate risk management procedures based on policies and industry characteristics, and developed measures to reduce energy consumption in production and operation and promote the application of renewable energy; In order to achieve effective management and response to its own climate risks.

## Risk Management

CHINT Electrics treats climate risks management prudently, and manages risks and opportunities in accordance with the process of identification, analysis, and response.

### Identification of risks and opportunities

The Company's internal employees and external experts cooperate to identify and screen climate change risks and opportunities based on the Company's operating status, industry, society and other external environments.

### Risk and opportunity response plan

Design effective and feasible response plans for the identified risks and opportunities.

Type of risk	Risk events	Potential impact	Response measures
Physical risks	Acute events: typhoons, rainstorms and other extreme weather	Delays in construction periods and rising costs; Damage to related assets and increased operating and maintenance costs; Rising safety hazards	Formulate emergency plans for extreme weather, establish flood control and typhoon prevention mechanisms, actively carry out emergency drills, and improve safety emergency response capabilities; Regularly inspect related systems and equipment
	Long-term chronic phenomena: climate change, rising temperature, rising sea level, etc.	Increased operation and maintenance costs; Shortened service life of the equipment; Increased health hazards and poor working conditions of employees	Fully consider the potential impact on future operations, avoid project construction in relevant areas in advance and reduce potential losses
Transition risks	Reputation risks: The public's consumption preference continues to shift to low-carbon but the Company fails to effectively reduce carbon emissions in production and operation	Unable to meet customers' expectations for the Company's products and services, and declining operating income	Actively display the brand image of low-carbon environmental protection, energy saving and emission reduction

Types of Opportunities	Potential impact	Response measures
Energy sources	Use low-cost energy to reduce operation costs	Formulate a carbon neutrality roadmap, continue to optimize the electricity consumption structure, increase the proportion of green electricity, and reduce operating costs
Products and services	The increase in market demand for photovoltaic products has led to an increase in corporate income	As a new energy enterprise, CHINT invested in the construction of large-scale ground photovoltaic power stations and distributed household photovoltaic power stations earlier in China, adapted measures to local conditions, innovatively developed "photovoltaic+" industrial models such as desert-photovoltaic complementation, fishery-photovoltaic complementation, agriculture-forestry-photovoltaic complementation.

**Case****CHINT Smart Carbon Cloud Platform is launched to improve the Company carbon management**

In order to improve the Company carbon management and accelerate the realization of low-carbon transformation, CHINT Smart Carbon Cloud Platform was launched in 2023, using data to drive the improvement of energy saving and carbon reduction work efficiency. CHINT Smart Carbon Cloud Platform covers multiple operating modules and formulates a one-stop comprehensive carbon reduction solution for enterprises.

**Carbon accounting (mapping "carbon emissions" assets)**

- Automatic collection of live data with intelligent metering equipment, real-time calculation and visual analysis of carbon emissions from each emission source
- Position the major part of emission and improve data quality
- Provide data support for formulating scientific and customized carbon reduction solutions

**Carbon emissions reduction (identify "carbon reduction" path)**

- Complete the automatic generation of preliminary solutions from "emission reduction effectiveness test" to "carbon emissions reduction" online
- Complete the planning the pace of enterprise carbon reduction to formulating customized "carbon emissions reduction" plans offline, helping enterprises efficiently achieve carbon emissions reduction goals.

**Carbon Asset Carbon Certification (promote "low carbon" business)**

- Product carbon footprint life cycle carbon reduction analysis
- Dynamic management of carbon asset budgets such as employee carbon performance
- Linking carbon trading, performance management and carbon finance and other services
- One-click report generation, quick verification and certification

## Case

## Zero-Carbon Parks Construction

The Company has been committed to the strategic layout of zero-carbon parks, organized and promoted the carbon-neutral factory certification of the first and third phases of the Bridge Park, and carbon emissions is offset by purchasing VCS wind power and I-REC wind power, and a total of 28,796.63 MWh of green electricity was achieved..

In 2024, the Company officially obtained the zero-carbon park verification certificate issued by TUV.



Zero Carbon Park Verification  
Certificate



Carbon Offset Certificate



## Indicators and goals

As the world's leading provider of smart energy solutions, CHINT Electrics has always practiced the concept of sustainable development, integrated the national "dual carbon" goals into the corporate development strategy, and formulated the carbon neutrality goal of the smart electrical sector based on the actual situation of the Company, promising to achieve carbon neutrality in business operations (including carbon offsets) by 2028, achieve net zero carbon emissions in operations and establish a complete value chain emissions management system by 2035, and achieve net zero emissions in the whole value chain by 2050.

Indicator	Unit	2023
Direct greenhouse gas emissions (Scope 1)	Tonne CO2 equivalent	160.44
Indirect greenhouse gas emissions (Scope 2) (without carbon offsets)	Tonne CO2 equivalent	39,683.64
Indirect greenhouse gas emissions (Scope 2) (with carbon offsets)	Tonne CO2 equivalent	23,260.92
Greenhouse gas emissions (without carbon offsets)	Tonne CO2 equivalent	39,844.08
Greenhouse gas emissions (with carbon offsets)	Tonne CO2 equivalent	23,421.36

Note: 1. The data of this year covers the Company's five major production parks including Bridge Park, Industrial Control Park and Panshi Park, as well as some dormitory buildings and office buildings;  
 2. Direct greenhouse gas emissions (Scope 1) are calculated with reference to the "Accounting Methods and Reporting Guidelines for Greenhouse Gas Emissions of Public Building Operators (Enterprises) (Trial)";  
 3. The calculation of indirect greenhouse gas emissions (Scope 2) uses the national grid average emission factor of 0.5703 t CO2/MWh multiplied by purchased electricity in the "Notice on the Management of Greenhouse Gas Emission Reports of Enterprises in the Power Generation Industry from 2023 to 2025" issued by the Ministry of Ecology and Environment in 2023.



# 06

## Employee Responsibility

- > Employment
- > Occupational Health and Production Safety





# Employment

## Compliant Employment

### Employment Management

CHINT Electrics adheres to the principle of people-oriented and is committed to creating a diverse, friendly and inclusive environment for every employee. The Company has formulated the "Employment Management System" in accordance with the "Labor Law of the People's Republic of China" and other relevant laws and regulations, which clearly prohibits the use of child labor, forced labor, workplace discrimination, harassment and other violations of laws and regulations. In order to effectively implement the provisions of relevant systems, the Company conducts professional training for recruited management personnel and security personnel, and has formed a complaint mechanism for employees who can complain and report in the first place, if any child labor or forced labor is found.

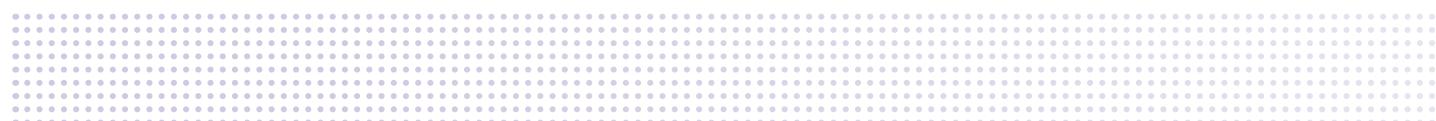
#### Case

### CHINT Electrics was selected into the list of "Top Employers in China" for two consecutive years

CHINT has been selected into the list of "Top Employers in China" released by the Top Employers Institute for two consecutive years. We believe that we have the responsibility to share our knowledge and experience in talent development strategy to promote the progress of the industry and the whole society.



Compliant Employment Training



## Diversity and Equal Opportunities

CHINT Electrics provides employees with rich support and opportunities, abides by the talent development strategy of equality between men and women, and creates a diverse and open corporate environment.



### Employee diversity

CHINT Electrics provides equal opportunities for all employees regardless of gender, and has established a "zero discrimination" employee recruitment and promotion mechanism to create a non-discriminatory working environment. The Company continues to cultivate female managers and encourage continuous development of women.

### Inclusive and open culture

As a global company operating in more than 140 countries and regions, CHINT Electrics adheres to equal pay for equal work, "zero tolerance" for violence and sexual harassment, and creates an open, inclusive, and safe corporate culture.

### Employee diversity

CHINT Electrics regularly organizes efficiency surveys and employee symposiums to strengthen communication between superiors and subordinates and listen to the ideas of every employee. In addition, the Company actively cooperates with the UNGC to embed diversity and inclusiveness into the Company's operations and culture through various activities, high-level roundtable forums and other content output.



Type	Classification	Unit	2023
Number of employees by employment type	Total number of active employees	Person	13,891
	Labor contract signing rate	%	100
Number of employees by gender	Male employees	Person	8,109
	Female employees	Person	5,782
Number of employees by region	Employees in China's Mainland	Person	13,891
	Overseas and Hong Kong, Macau and Taiwan employees	Person	0
By ethnicity	Han nationality	Person	12,966
	Other minority nationality	Person	924
	Overseas (including Hong Kong, Macau and Taiwan)	Person	1
Number of employees by academic qualifications	Others	Person	613
	High school and below	Person	7,254
	Junior college	Person	2,349
	Undergraduate	Person	3,200
	Master's degree and above	Person	464
	Ph.D.	Person	11

## Employee Welfare & Care

CHINT Electrics implements employee welfare and care promotion in line with "We always believe that the employees are good before the enterprise can be good; the employees are stable before development of the enterprise can be stable" from the directions of employees' ideological dynamics, protection of rights and interests, people's livelihood issues, physical and mental health, and skill improvement.



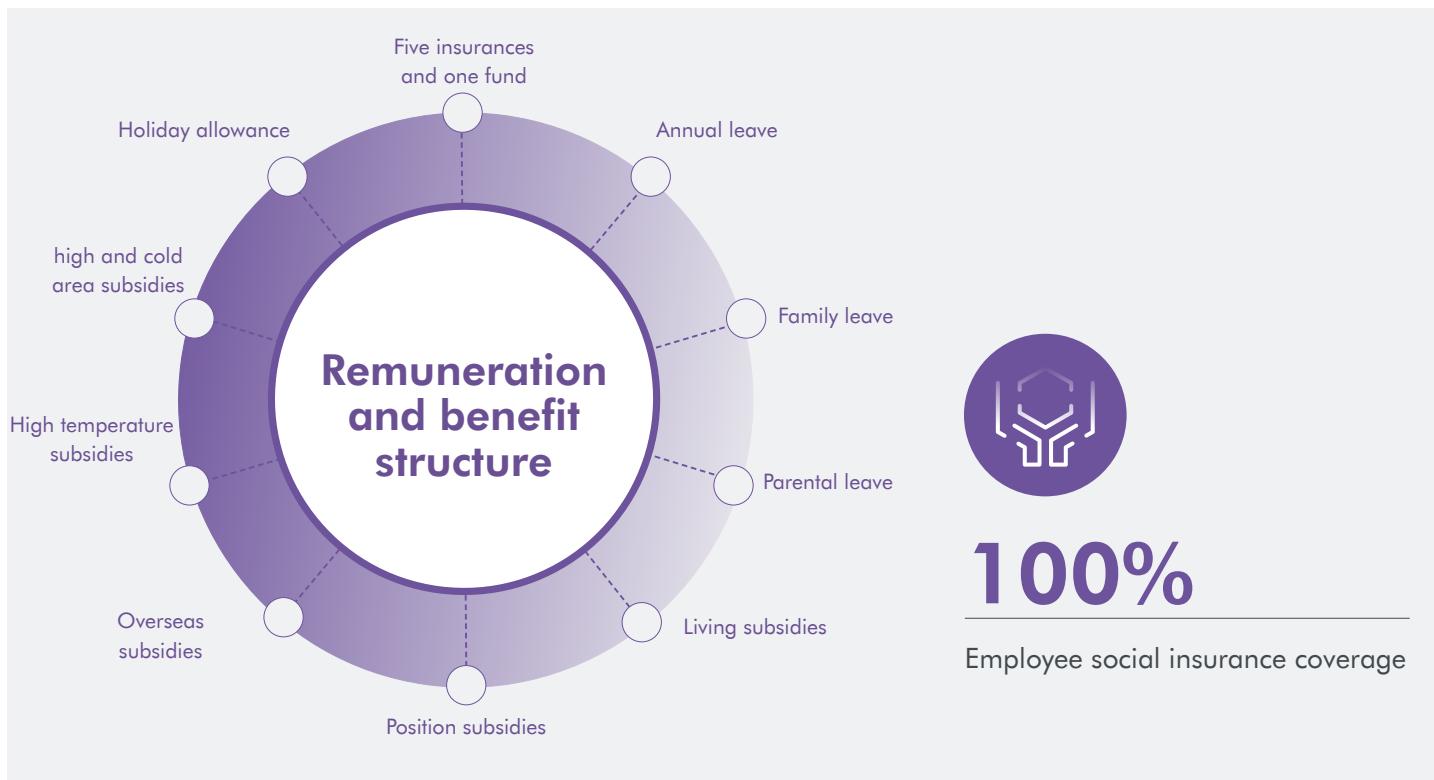
### Democratic Management

CHINT Electrics listens to the voice of every employee and actively builds multiple feedback channels for employee opinions and suggestions. The Company collects employees' opinions and suggestions through the employee representative meeting. At the same time, it has set up sections in the intranet interactive community such as "Fresh Information, Through Train, CHINT People, CHINT Vitality, Circle Life, and Heart Talk". Employees can leave words about problems encountered in their daily work and life in the relevant sections. The Company has arranged special management personnel to reply and follow up employees' messages, and solve employees' problems and difficulties in a timely manner.

### Remuneration and Benefit System

CHINT Electrics follows the remuneration concept of "attracting, motivating and retaining talents who meet the Company's future development requirements by taking performance contribution as the core, post value as the basis, competency level as the yardstick", and has formulated "Compensation Management" and "Attendance and Salary Payment Management" and other related systems based on the industry characteristics and the Company's business operation situation, and improved the Company's incentive structure space.

CHINT Electrics pays five insurances and one fund for all employees, implements a paid leave system, enabling employees to fully enjoy a series of paid leaves such as annual leave, family leave, and parental leave, and sets up incentive holidays according to the working years in the Company. In addition, the Company has established various subsidies such as living allowances, post subsidies, overseas subsidies, high temperature subsidies, high and cold area subsidies, holiday allowance, etc., and has built staff dormitories and staff canteens, creating a warm and happy growth environment for employees.



## Employee Caring

CHINT Electrics cares about the physical and mental health of employees in an all-round way, carries out various employee activities from time to time, and provides entertainment and leisure places for employees, continuously improving the happiness of employees. In addition, the Company has the "CHINT Happiness Psychological Volunteer Association" composed of CHINT psychological counselors and employees who are keen on public welfare, which is used to guide employees to establish an active and healthy working style and lifestyle. The association provides employees with psychological knowledge, psychological assistance and other services.



Four Season Warmth Campaign



Summer Camp for Children of Employees

CHINT Electrics pays attention to the formulation and protection of women's rights and interests. It stipulates that female employees have the rights to maternity leave, breastfeeding leave, and parental leave. It also provides special nursery rooms for female employees, and male employees also enjoy nursing leave and parental leave.

**10,618** people

Entitled to paid leave during the year

**104,594** days

Total duration of paid leave during the year

**79** people

Entitled to pregnancy leave during the year

**360** days

Total duration of pregnancy leave during the year



# Training and Development

## Career Development Channels

CHINT Electrics has established a sound career development and employee training mechanism, and earnestly implemented a series of management systems including "Personnel Appointment and Removal Management", "Professional Qualification Management" and "Technician Qualification Management" to build the multi-level career development paths including management channel, professional channels, technician channel, enabling employees to independently choose the development path according to their own responsibilities and work characteristics.

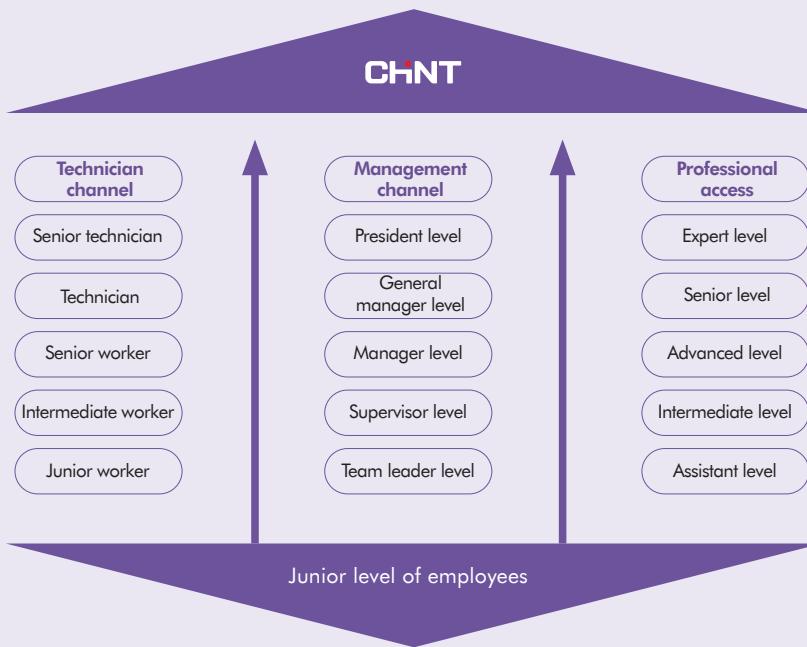
### Development channel-multi-gradient, self-selected M/P/S development channel

#### Let every employee have "hope"

Through the establishment of career development paths, employees see the hope of common development with the Company. The Company shares the achievements of its development, motivates employees in a long-term manner, and improve employees' cohesiveness in the Company.

#### Let every "hopeful" employee "have a goal"

Under the new career management model, by clarifying the Company's ability requirements for employees at different stages of career development, combined with career development goals, employees are motivated to improve their ability and pursue career development.



## Vocational training system

With the advancement of the "one cloud, two networks" strategy and the in-depth exploration of digital and intelligent transformation, CHINT Electrics leads the industry with excellent technical strength, and has formed multi-scenario application solutions in the field of intelligent manufacturing. It has established the "14th Five-Year Plan" strategy, takes digital intelligence upgrading as the goal, strengthens the cultivation of digital talents, and continues to empower talents to help enterprise transformation and upgrading. CHINT Electrics fully integrates and utilizes internal and external training resources, relies on the Zhipei Cloud platform and the five major training/learning centers, and carries out customized training programs for all levels and types of talents, forming a top-down full-coverage one-stop talent development and training structure.

## Management Channel Training Framework

Management channel training: Build a full-career training system  
to empower the talent pipeline

1-3 years of on-campus recruited employee "Young Eagle Training Camp" and "Morning Star Project"

3-5 years of youth backbone "Flying Eagle Training Camp"

Newly promoted supervisors and managers "New Promotion Training"

Manager-level "Elite Eagle Training Camp"

Manager-level "Elite Eagle Training Camp"



The opening ceremony of the 2023 Young Eagle Training Camp "Youth Has Dreams and Moves Forward Bravely"



The opening ceremony of the 2023 Flying Eagle Training Camp and the first lesson "Leadership Without Position"



2023 Majestic Eagle Training Camp  
"Overcoming Five Obstacles to Teamwork"

## Professional channel: build a full-channel professional center to support all-round development

In order to help employees continuously strengthen the professional capabilities required for career development, CHINT Electrics has established professional training centers such as "ETC Charging Workshop", "Marketing Empowerment Training Center", and "Intelligent Logistics Training Center" for different core businesses to provide professional skill training, helping employees develop in an all-round way. Through a comprehensive curriculum system and systematic professional knowledge learning, the employees improve their professional quality and consolidate the professional foundation of their positions, thereby empowering employees to enhance their own value, stimulate their job innovation capabilities, and providing a steady stream of talent supply for the development of the enterprise.



In 2023, the intelligent logistics training center carried out "customer complaint handling" training



In 2023, the lean manufacturing training center carried out "TPM staff productive maintenance"



2023 quality empowerment learning center quality digital training camp opening ceremony

## New Marketing Employee Training Program

In order to establish a positive professional attitude of new employees, breed automatic and spontaneous internal driving force, cultivate the necessary professional abilities, and improve the execution of the work process and other work abilities, CHINT Electrics provides courses on "CHINT Enterprise Development and Corporate Culture", "Safety Awareness", "Quality Awareness Training for New Employees", "Personnel Management System", "Enterprise Compliance and Confidentiality", "Professional Work Ethics" etc.



## AR Empowerment

In order to create technical marketing talents, support the Company's development strategy, and strengthen employees' personal abilities, the Company carried out a series of training related to "AR Empowerment" in 2023, which was carried out in the form of online lectures, using examinations instead of training, with a total of more than 600 participants, using 5 examinations instead of training.



## "Challenger" Program

In order to unearth high-potential talents, build a talent pipeline, and create a marketing reserve, CHINT Electrics launched the "Challenger" program for the sales department in China. Through online and offline lectures, workshops, practical feedback and other forms, students' understanding of business has been effectively improved.



## Technical channel: Open up craftsman training channel to help intelligent manufacturing

- CHINT Electrics launches the Future Star Program for higher vocational college students, and is committed to cultivating new technical talents;
- Carry out maintenance technical training camps for key technicians to build a stable and efficient team of maintenance technical workers;
- Carry out the Sunflower Program for front-line team leaders, and further build a talent pool for outstanding team leaders and supervisors;
- Through the establishment of public training bases for high-skilled talents and "master workshops", different talent development systems are designed for front-line blue-collar workers, key technicians and great craftsmen.



2023 Sunflower Program-CraftsmanClass closing ceremony

## Training in 2023

**274,785** people

trained during the year

**17.93** hours

Average training hours during the year

**249,052** hours

Total training hours during the year

**4.251** million CNY

Invested in training for the year

With the advancement of the digital empowerment process, and for better digital learning experience, CHINT Electrics has built the CHINT Zhipei Cloud Platform from the end of 2021, supplemented by a complete internal trainer management system and course resource library. It promotes the building of the internal trainer team and continuously improve the course resource library. CHINT Zhipei Cloud Platform completed a comprehensive migration in June 2022, realizing large-scale, personalized and intelligent development.

### Scale

Relying on the Zhipei Cloud Platform, the Company realizes the O2O digital training model of online courses + offline training + activities + examinations + evaluations. Since its operation, it currently has more than 13,000 user, more than 2,000 online and offline courses, more than 230 training programs, and more than 70 special open courses.

### Personalized

By customizing course resources, classes, and special topic release scopes, unique learning content can be provided for thousands of people, effectively creating an exclusive learning platform for trainees.

### Intelligent

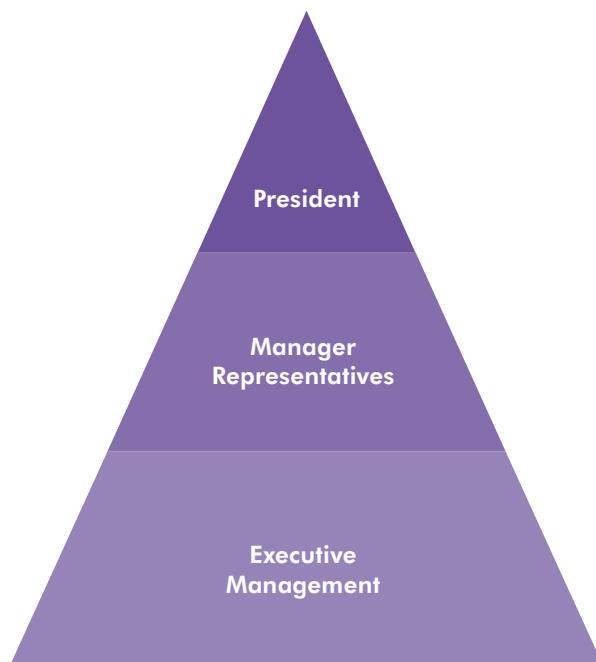
Realize the synchronization between the online learning platform and the Company's SF system, protect the security of employee information, automatically maintain and update personnel status information, achieve the consistency between personnel data and company information, and ensure real-time and accurate of learning data for the trainees.

# Occupational Health and Production Safety

## Occupational Health and Safety Management System (EHS)

CHINT Electrics actively promotes the occupational health and safety management system, and has established a three-level management structure consisting of the Company's president, manager representatives and executive management. Among them, manager representatives are mainly composed of employees from the production and operation department, responsible for development of occupational health and safety systems and safety review etc. At present, more than 20 EHS management systems have been formed, such as "Safety Production Responsibility System", "Safety Hazard and Inspection Management" and "Related Party Management", covering safety culture, safety risk prevention and rectification, emergency handling, occupational disease prevention and other EHS-related content.

### EHS Management System Levels



**27,638,300 CNY**

Safety investment



Occupational Health and Safety Management System Certificate

In 2023, in order to further standardize EHS management, CHINT Electrics revised a total of 10 management standards including EHS inspection and labor protective equipment management, and obtained the ISO45001 occupational health and safety management system certification in 2023.

## Safety Culture

CHINT Electrics implements the concept of production safety, carries out multi-level and all-round safety publicity and training, enhances employees' awareness of production safety, and forms its own safety culture. During the reporting period, the Company compiled a safety culture manual for employees and sent 31 tweets on related topics with the help of the EHS management official account; Organized and carried out 10 EHS publicity and education activities with the themes of "traffic safety", "micro-video of safety operating procedures", and " Embracing the Asian Games, promoting health and Guaranteeing Safety"; Conducted 202 EHS professional training sessions such as emergency rescue, occupational health, and large-scale training for employees, with a total of 12,265 participants

**90%**

Safety training coverage

**338** hours

Total duration of safety training

Safety training



## 2023 EHS Professional Training

**12,265** participants

In production safety training

**100%**

Coverage of safety management personnel participating in production safety training

**338** hours

Total training hours for production safety

**737** core management personnel

Participating in production safety training

**2** hours

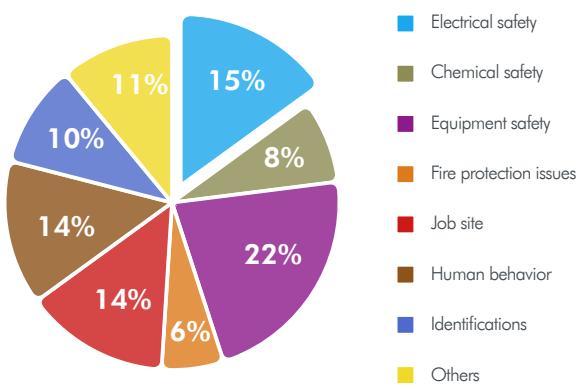
Average hours of production safety training

**11,528** ordinary employees

Participating in production safety training

## Safety Risks Identification and Rectification

The Company carries out EHS risks identification through a combination of internal inspection and the third-party review, and timely tracks and rectifies the problems found. For internal inspection, the Company has established an EHS "four-level inspection" working mechanism (workshop, department, manufacturing unit, company) to achieve full coverage of safety inspections in all production and operation areas of the Company.



## 2023 Safety Inspection

**108**

Self-inspections

**99** people

Potential safety hazards found in third-party inspection

**1**

Third-party inspection

**1,882**

Rectifications during the year

**1,783**

Potential safety hazards found in self-inspections

## Emergency Management

The Company has uniformly updated 55 special plans and 61 emergency response plans, and supplemented and sorted out the list of emergency supplies with emergency handling as the core based on the hazards, the types of injuries involved, and the types of operations and sites of each unit according to the new version of the "Guidelines for the Preparation of Emergency Plans for Production Safety Accidents", and in accordance with the principles of compliance with laws and regulations, compliance with reality, and emphasis on actual results. The list of emergency supplies has set up 11 workplaces, and suitable and comprehensive emergency supplies are allocated for each place. In order to implement the emergency response plan in an orderly manner, the Company completed a total of 103 emergency drills on fire protection, safety, environmental protection, and occupational health this year, with 5,451 participants.



**103**

Emergency drills completed during the year, covering fire, safety, environmental protection, occupational health etc.

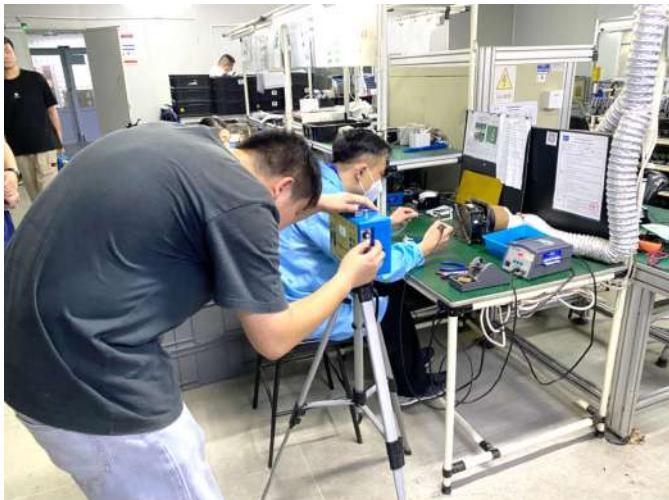
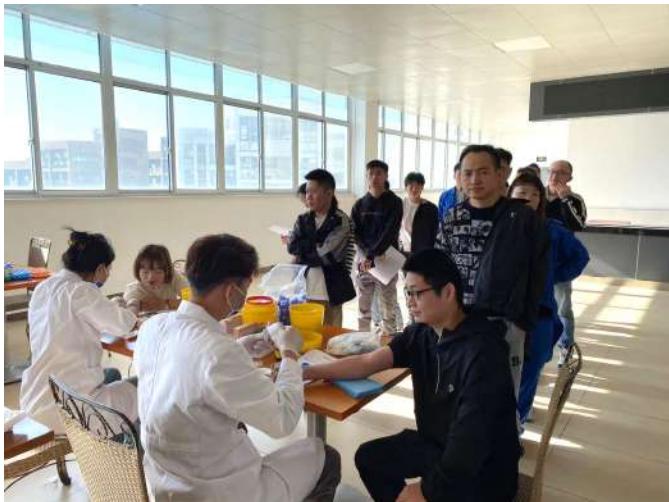
**5,451**

Participants

## Prevention and Control of Occupational Diseases

CHINT Electrics dynamically manages the physical examination of employees who are exposed to occupational hazards from the dimensions of process monitoring, PPE management, basic files, and industrial hygiene, and effectively protects the occupational health of employees and reduces the risk of occupational disease hazards by continuously improving the on-site operating environment. As of the end of the reporting period, the physical examination rate of CHINT Electrics employees was 100%, and the incidence of occupational diseases among employees was zero.

Process monitoring	CHINT Electrics organized a total of 394 occupational health pre-job, on-job, and off-job physical examinations during 2023, and no occupational diseases and occupational contraindications were found. In August, CHINT invited a third-party to test the Company's 109 testing points for occupational disease hazards, and the results showed that all sites met the requirements of national standards.
PPE management	Based on the new GB 39800.1 "Specification for the Provision of Personal Protective Equipment" and the Company's management status, CHINT Electrics revised and improved the "Labor Protective Equipment Management", to further clarify the requirements for labor protection equipment acceptance and training. In addition, the Company tried and verified the effect of customized filter-type earplugs, and promoted them to employees in parts stamping and welding workshops and powder rooms. The earplugs can effectively divide frequency and reduce noise, avoiding false wearing and over-protection.
Basic files	CHINT Electrics has established a monitoring information ledger for the company employees exposed to occupational hazards, dynamically monitors the occupational health of employees in the positions exposed to occupational hazards, and carries out the annual application of the Company's occupational hazard projects in accordance with the law.
Industrial hygiene	CHINT Electrics has achieved noise reduction in the terminal digital workshops by adding vibration-proof rubber pads, sound-proof cotton, optimizing the blowing method of the vibration disk, and replacing the push cylinder with a buffer cylinder. Through the above measures, the workshop noise has dropped from an initial average of 82.6 dB to 77.9 dB; For the noise control for the metal spraying positions of the capacitor company, the Company has completed the construction and installation of the sound insulation rooms, which has reduced the noise from an initial average of 92.3 dB to 77.8 dB, effectively improving the working environment of employees.



**2023 Occupational Disease  
Prevention and Control**

**2.18** million CNY

Investment in prevention and control of occupational diseases

**100%**

Notification rate of occupational hazards

**100%**

Physical examination rate

**0**

New occupational patient in the year



# 07

## Partner Responsibility

- > Responsibility for Customers
- > Responsible Supply Chain Management



RESPONSIBLE  
GOVERNANCE

ENVIRONMENTAL  
RESPONSIBILITY

EMPLOYEE  
RESPONSIBILITY

PARTNER  
RESPONSIBILITY

SOCIAL  
WELFARE

OUTLOOK  
PROSPECT

APPENDIX

# Responsibility for Customers

CHINT Electric understands and attaches great importance to the diverse needs of customers, and is committed to providing high-efficiency and high-safety products through innovative technologies and designs. Our products and services have been widely recognized in the industry for their reliability and sense of responsibility, and have won the trust and support of many customers. With continuous technological innovation and high-quality service, CHINT Electric continues to receive positive feedback and praise from customers.

## R&D MANAGEMENT

### Development and Innovation

#### Technological innovation mechanism

As a global industry leader, CHINT Electric actively implements the international R&D layout, builds a world-class R&D center with influence, competitiveness and its own unique advantages, and provides smarter, lower-carbon, and more reliable overall system solutions for new power systems. It continues to promote R&D and innovation. In practice, we are committed to cultivating both international and local technical compound talents. By the end of 2023, the company has formed four global R&D centers in North America, Europe, Asia Pacific, and Asia Africa, with 2,278 R&D personnel, accounting for 16.40% of the total number of employees.

2023 Number of R&D personnel

**2,278** persons

Number of R&D personnel

**16.40%**

Ratio of researchers to total number of employees



**The company's product research direction****Specific plan****01**

Research and application of leading-edge technologies, including digital twin technologies such as sensors, communications, and virtual simulation; artificial intelligence technologies such as computer vision, machine learning, and big data; and special detection technologies such as insulation resistance, leakage current, and grounding resistance.

**02**

Promote the research and application of leading green and low-carbon technologies, including product carbon footprint certification, green product design evaluation, green supply chain evaluation, carbon trading technology certification, green factory evaluation and other environmental protection certifications

**03**

Realize localization substitution including independent research and development of chip technology, and solve more "stuck neck" technologies

**04**

Research and breakthroughs in new materials and new processes, including research and application of new materials such as graphene, nanocrystal, amorphous nanocrystal, as well as research and application of new processes such as heat treatment, amorphous special processes, and magnetic material domain characterization processes

**05**

Technology research that deeply anchors industries and market segments, including non-invasive load identification technology, arc fault identification technology, circuit breaker health status monitoring technology in the power industry; energy routers, DC2500V-3000V DC technology, solid-state technology in the new energy industry; communicable and comprehensive intelligent technology, remote control and other technologies in the communication and data center industry; as well as frequency conversion, reactance, soft start and other technologies in the fundamental energy and process industries

This company has many product core technologies and key process technologies to ensure the smooth implementation of the research plan.

### The core technologies and key process technologies of CHINT electrical products



#### A well-established R&D data platform

Make the research and development of new products quickly learn from the past mature technologies, thereby improving the efficiency and success rate of research and development



#### Simulation platform and advanced test platform

In the process of product development, technologies such as structure, dynamics, heat, electromagnetic and tolerance simulation analysis are applied to simulate the working mechanism and operating conditions of low-voltage electrical appliances, position and optimize products, and improve product reliability and success rate.



#### Self-developed new generation of low-voltage smart electrical appliances

It has reached and partially surpassed the international advanced level, and many products have been successfully incubated and taken root in development, forming a series of perfect intelligent power distribution and control system solutions, actively promoting industry technology and industrial development.

### Major technological innovation achievements

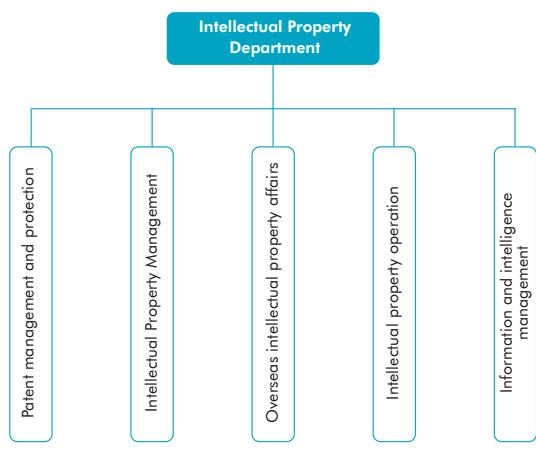
- The project of "Innovative Design and Application of Miniature Circuit Breakers that Allow Intelligent Manufacturing" won the first prize of Zhejiang Machinery Industry Science and Technology Award;
- "NA1P-2000/3200 universal circuit breakers" won the third prize of Zhejiang Machinery Industry Science and Technology Award;
- It is the only one in Wenzhou that has been certified by the Department of Science and Technology of Zhejiang declare as the leading enterprise of science and technology in Zhejiang Province
- Certified by the Ministry of Industry and Information Technology as a national industrial design center;
- 40 products of this company has passed the provincial level appraisal, including 1 at internationally leading technical level, 34 at internationally advanced level, and 5 at domestically leading level, thus achieving a "zero" breakthrough in the company's products to reach internationally leading technical level. This supports the application of scientific and technological research achievements, the career development of scientific and technological talents, the identification of high-tech enterprise, and bidding etc.

## Honorary Achievements



## Protection of Intellectual Property Rights

CHINT Electric has always attached great importance to the management of intellectual property rights, and has set up a first-level intellectual property rights department for this purpose, which is responsible for promoting the creation, use, protection, management and service of intellectual property rights. CHINT Electric is one of the first enterprises in China to pass the certification of intellectual property rights management system. In recent years, the company has implemented a patent quality improvement project in depth. Through effective operation and continuous improvement, it has promoted the high-quality development of intellectual property rights and cultivated high-value intellectual property rights, so that the company's quality and benefits of intellectual property rights have been further improved.



### Number of intellectual property rights

**1,330** pieces

Number of patent applications during the year

**369** pieces

Number of invention patent applications during the year

More than **6,000** pieces

Cumulative number of granted patents

**877** pieces

Number of patents granted during the year

**7**

Cumulative number of Chinese patent awards

Intellectual Property Rights  
Management System Certification

## Protection of Information Security and Privacy

**CHINT Electric had no customer privacy leaks in 2023.** and Privacy

Ensuring customer information security is an important part of CHINT Electric's fulfillment of customer responsibilities. The company strictly abides by the relevant laws and regulations of our country, and refers to the "Guidelines for the Identification of Important Data and Core Data in the Industrial Field", "Measures for the Management of Data Security in the Industrial and Information Field" and other industrial standards. A number of management systems such as the "Information Security Management System", "Information Security Incident and Emergency Management Specifications", and "Information Security Risk Assessment Management Specifications" have been prepared, standardizing the organizational process of information security management.

### Privacy Policy

During this year, the Company updated its privacy policy to clearly explain the Company's handling of personal information acquisition, use, retention, transfer and other matters, which can be found on the Company's official website (<https://www.CHINT.net/privacy>)

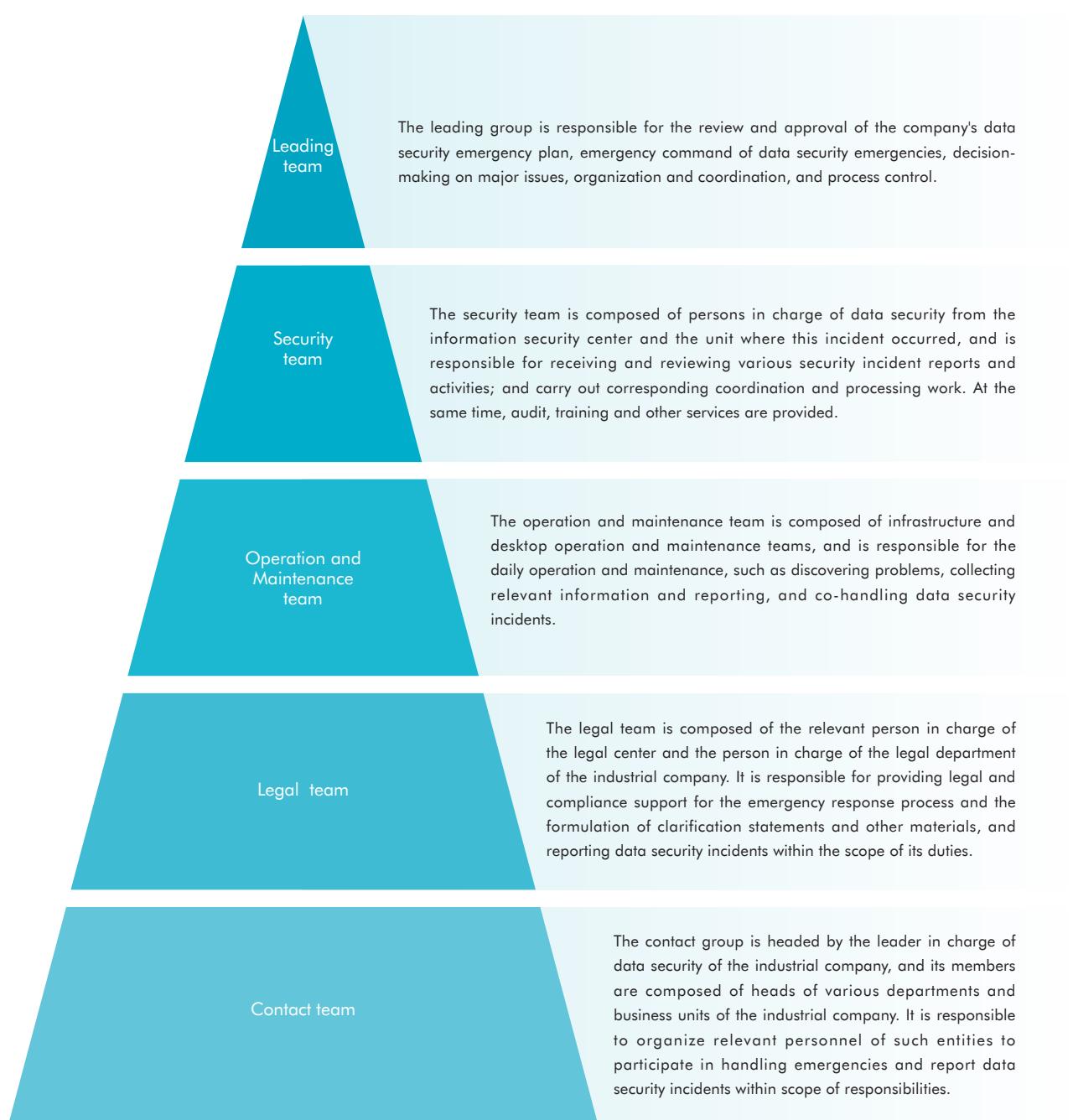
### Information Security and Privacy Protection Measures

- Take Effective Technical Means to Ensure Information Security
- CHINT Electric's official website discloses its privacy protection policies
- Develop contingency plans for data leaks
- Set up information access rights and clarify the scope of information contact by personnel at all levels and units
- The consent of the data entity will be sought through the privacy policy before collecting personal information
- Confidentiality agreement and Data Transmission Standard Contract will be signed with third parties before data transmission is carried out with them
- Collection and retention of personal data in accordance with the Privacy Policy
- A procurement cloud platform has been created for suppliers and business partners, and user consent will be solicited through a privacy policy before collecting personal information.
- Regularly carry out information security risk assessment and audit of enterprise information security protection system, and issue audit reports

## Contingency Plan for Data Leak Incidents

In order to implement the requirements of relevant laws, regulations and policy documents such as the "Data Security Law of the People's Republic of China", CHINT Electric has formulated the "Emergency Plan for Data Leakage Incidents" system to prevent and reduce the damage and harm caused by data leakage incidents.

In order to establish and improve the company's emergency working mechanism for information leakage incidents and enhance emergency response capabilities, CHINT Electric has established an emergency organizational structure with the leading group as the command level and the emergency response working group as the executive level.



## Emergency Response Process

### Prepare

Establish an emergency response system for data leakage incidents, clarify the counterpart contacts of each unit, establish a list of responders, implement security response communication tools, regularly conduct emergency drills in accordance with these detailed rules, evaluate the effectiveness of drills and make revisions to the detailed rules.

### Detect

After the emergency implementation rules are activated, the nature and cause of the incident shall be confirmed as soon as possible, including data authenticity verification, scope of influence confirmation, and leakage cause analysis.

### Contain

According to analysis of the cause of leakage, different strategies are formulated to reduce the impact of leakage incidents.

### Eradicate

Verify the root causes and vulnerabilities that cause data security incidents, and eradicate hazards by strengthening security policies and vulnerability repair measures.

### Recover

Restore services and businesses interrupted by this security incident, back up relevant data, and carry out continuous monitoring of resumed businesses.

### Track

After the emergency response work is completed, track the operation status of the restored system and business, and establish tracking documents; Evaluate the whole process of emergency response, and put forward suggestions for optimizing the emergency response process and rules; Prepare emergency response summary report; Carry out follow-up and handling of emergencies that have initiated accountability and judicial procedures.

## Privacy and data security training

CHINT Electric has carried out a total of 5 information security awareness trainings and 7 confidentiality trainings, including account password complexity training and phishing email training, covering the entire production and intelligent personnel of CHINT Electric. In addition, the Company launched a week-long network security publicity week to improve employees' safety awareness and effectively reduce the number of frauds.

**443** persons

Number of trainees

**664.5** hours

Total training hours

## Responsible Marketing

CHINT Electric always adheres to the core principle of "honesty", adheres to the marketing practice concept of "responsibility first", strictly abides by the provisions of laws and regulations, and provides all customers with products and services that meet their needs with a sincere and true attitude.

## Customer Service

### Quality Management

CHINT Electric obtained the first quality management system certification in 2001. This system has been operating effectively for more than 20 years. Internal audits, management reviews and other activities are carried out every year to evaluate the effectiveness and compliance of this system and continuously improve the management level of this system.

CHINT Electric attaches great importance to the needs of customers, and has won the trust of customers with high-quality products and excellent service. The company simulated the actual installation and use of customers, and refined the test standards and evaluation system based on the whole life cycle of customers' use, so as to respond to customer needs more quickly and provide customers with more satisfactory products. In addition, in order to eliminate the pain points of customer experience and improve customers' experience of use of products, the company's front, middle and back offices jointly visit and investigate the working conditions of special applications of customers' products in the industry, and identify possible problems in the actual application of products, so as to promote the improvement of product applicability within the organization, so as to meet the needs of customers in special application conditions.

**100%**

Product qualification rate

**0%**

Proportion of all products sold or shipped subject to recalls for safety and health reasons

### Customer Satisfaction

CHINT Electric always adheres to the service concept of "customer first", and continues to pay attention to the cooperation experience of dealers, distributors, end customers and other customers. The company provides standardized services through the customer center, among which, the customer service department of the customer center is responsible for consulting and answering customer questions; the platform support is responsible for the construction of the process and the construction of a systematic platform; the operational support is responsible for relevant data operation and experience management, and guarantees customer service experience through process empowerment and data monitoring. The company also provides professional after-sales tracking services. The customer center will conduct telephone return visits to customers after the service to understand whether the customer is satisfied with the service, as well as the suggestions and requirements put forward by the customer, so as to achieve a closed loop of service. At the same time, the company mainly promotes quarterly NPS and annual comprehensive satisfaction survey and tracking, simultaneously improves internal research and improvement processes, and forms a closed-loop mechanism for internal problems as a supplement, so as to promote the solution and closed-loop handling of problems related to each service node.

## Responding to Customer Complaints

The customer center has a standard processing flow for handling customer complaints and quality incidents, including information collection, transmission, tracking and collaborative processing. When the company receives customer complaints and other information, it will immediately handle them, and adopt differentiated services according to the attributes and importance of the information. Later, relevant technical service engineers will connect the customer to obtain customer appeals and verify the cause of the incident, and then connect the company's responsible department to formulate solutions. Relevant technical service engineers are responsible for negotiating with customers. In case of client losses caused by the company, the company will compensate the same after review and confirmation.

Complaints about product quality

The after-sales department will set up a quality incident handling team dedicated to handle product quality information, assess economic losses and impacts, and issue quality incident handling plans.

Complaints against service dissatisfaction

The customer service department will conduct caring inspections and questionnaire surveys on customers, collect customer opinions and suggestions for improvement, and conduct internal review of service engineers and take rectification measures.

**716** pieces

Number of product and service complaints

**100%**

Customer Complaint Response Rate

**100%**

Customer Complaint Solution Rate

**85** points

Customer Satisfaction

## Loss prevention and compensation mechanism

CHINT Electric has formulated a strict information importance level response mechanism to respond to and follow up customer requirements within one hour. For expedited and urgent information, this Company will generate preliminary analysis results within one working day, and if quality problems are involved, the Quality Management Department will report to the Quality Incident Handling and Accountability Committee; For special quality and safety risk issues with significant impact, the quality incident handling working group will report to the relevant leaders of the group, and organize review, investigation and disposal; For products or services that pose a threat to customers' lives or property, the Company has an independent disposal team to ensure follow-up within 15 minutes.

## Negative customer health and safety incidents during the reporting period

CHINT Electric has always adhered to the work instruction that "safety compliance is the red line", conscientiously implemented national, provincial and municipal laws and regulations on safety, and established a safety production committee to bring safety work into the important agenda of enterprise management. Up to the end of the reporting period, there was no incident in which the Company's production and operation activities endangered the health and safety of customers.

# Responsible Supply Chain Management

## Supplier Management

CHINT Electric currently has 410 suppliers as well as market customers all over the world, with a wide range of supply chain coverage. To this end, this company has formulated Q/ZTDG0503 "Production Materials Suppliers Management" and other systems, forming a complete supply chain management system. The company continues to promote the integration of ESG concepts into the supplier evaluation mechanism, and strives to build a sustainable supply chain.

## Development and Innovation

Technological innovation mechanism

Category	Definition	Review content
Potential Suppliers	Namely, suppliers that have passed the baseline audit;	Supplier qualification is mainly audited. "Potential suppliers" generally have passed the ISO9001 quality management system, ISO14001 environmental management system, and QC080000 hazardous substance process management system certification.
Temporary Suppliers	Suppliers passing site admittance audit, batch trial production, and review and approval	At present, a number of ESG indicators have been included, involving anti-child labor, minimum wage guarantee, safety management, quality management, environmental management, and information security management, etc.
Qualified Suppliers	Suppliers who have been supplying in batches for 6 months, with a supply amount of 1 million Yuan or more, during which the industrial performance evaluation is OK or better, and have passed the review and approval	Mainly grading the product quality, delivery, service and cost of the suppliers, based on which the qualified suppliers are divided into ordinary suppliers, yellow suppliers and green suppliers.

## Supplier evaluation

CHINT Electric evaluates suppliers on a monthly and annual basis. The monthly evaluation forms four rating results: excellent, good, qualified and unqualified through quality score, delivery score, service score, cost score and bonus item score. The procurement department evaluates the supplier's qualification level based on the supplier's audit results and the average performance score in the past 12 months, and judges whether the Suppliers meet the upgrade qualification. The Company conducts regular audits on suppliers every year, and if the supplier audit results are poor, the Company will give the supplier 3 months to rectify, and then conduct supplier review and recalculate the comprehensive score.

### Qualified Supplier Assessment Qualification Grades and Application Results

Qualified Supplier Qualification Grade	Composite score of review	Result application
Ordinary	> 70 points	Maintaining the status quo
	< 70 points	Cancellation of business, termination of cooperation
Yellow	> 80 points	Maintaining the status quo
	70 points ≤ score < 80 points	Lowered to ordinary qualification, reduced by 10% of its total supply in the previous year
	< 70 points	Cancellation of business, termination of cooperation
Green	> 85 points	Maintaining the status quo
	80 points ≤ score < 85 points	Lowered to yellow qualification, reduced by 10% of its total supply in the previous year
	70 points ≤ score < 80 points	Lowered to ordinary qualification and reduced by 15% of its total supply in the previous year
	< 70 points	Cancellation of business, termination of cooperation

## Termination of Supplier Eligibility

CHINT Electric's "Production Material Supplier Management" clearly stipulates the termination of supplier qualifications. If the supplier has major problems such as dishonesty, major quality problems, and unqualified evaluation results, the cooperation will be terminated after review by relevant departments and approval by the vice president in charge.

## Responsible Supply Chain

### Conflict minerals

CHINT Electric actively creates a fair, just and sunny business environment to fully protect the legitimate rights and interests of suppliers. The Company always adheres to the procurement of conflict-free minerals, and has signed the "Conflict-free Minerals Commitment Letter" with suppliers, specifying that "conflict minerals" from conflict mining areas in the Democratic Republic of the Congo and its surrounding areas, as well as areas controlled by military forces will not be used. In addition, the Company also requires suppliers to develop and implement mineral conflict policies including responsible procurement commitments and communicate them to lower-level suppliers.

### Honest Supply Chain

In accordance with the Code of Honesty and Compliance Business Conduct and the Code of Honesty and Compliance Business Partners, this Company requires business partners to abide by business ethics, fair sales and marketing practices, intellectual property rights protection and other guidelines, resolutely resist any misconduct, consciously sign the Letter of Commitment for Honesty and Compliance, and accept due diligence investigation, risk assessment, continuous supervision and regular training from the Company.



## Promote the coordinated development of upstream and downstream industrial chains

### Building a Green Supply Chain

CHINT Electric improves suppliers' social responsibility, green and low-carbon management awareness and capabilities through supplier conferences, knowledge training, and on-site guidance, so as to promote the sustainable development of the industrial chains.

#### Phased targets for carbon reduction of suppliers

- All suppliers complete carbon inventory and verification;
- TOP100 suppliers reduce operational carbon emissions by 50%;
- More than 70% carbon neutralization factory certification for core suppliers;
- All suppliers realize tram distribution.

#### Supplier carbon reduction plan

- Suppliers sign a zero-carbon commitment letter and set carbon reduction targets;
- Open up CHINT Zero-Carbon Consulting for suppliers;
- Promote carbon inventory and verification of core suppliers;
- Promotes carbon leg certification for core suppliers.

#### Preliminary establishment of green supplier evaluation mechanism

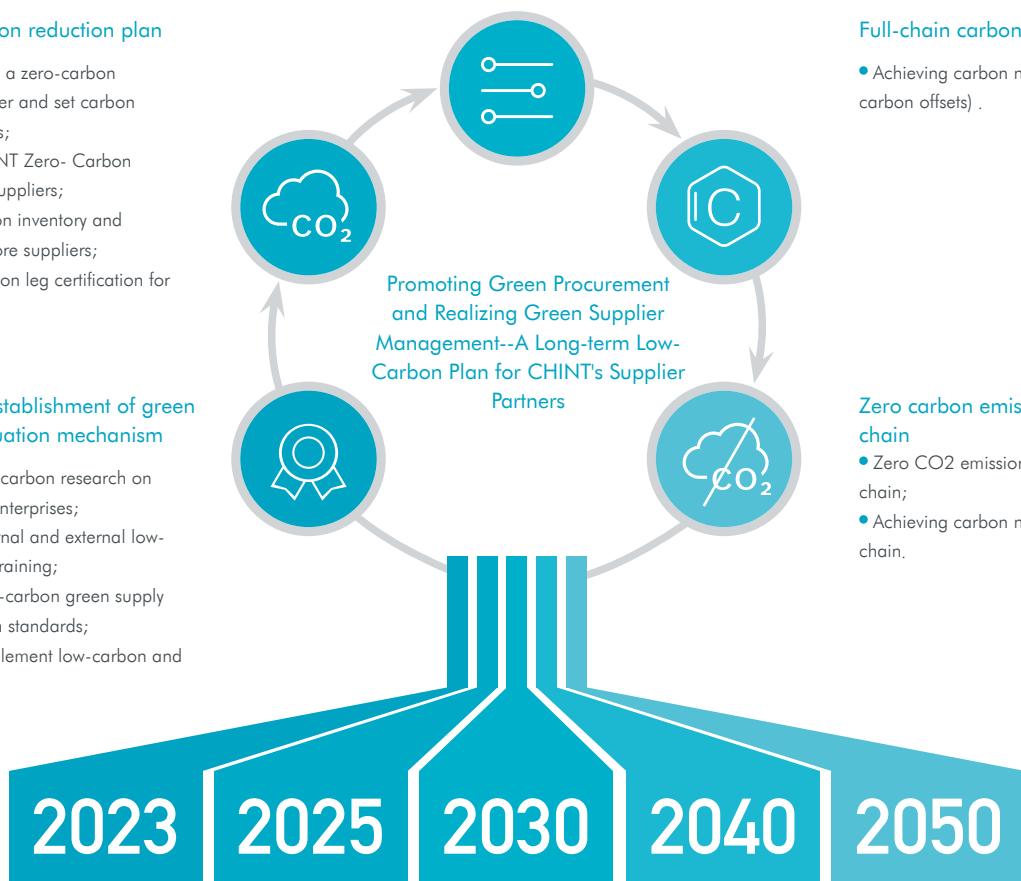
- Carry out low-carbon research on benchmarking enterprises;
- Carry out internal and external low-carbon special training;
- Formulate low-carbon green supply chain evaluation standards;
- Gradually implement low-carbon and green.

#### Full-chain carbon neutralization

- Achieving carbon neutralization (with carbon offsets) .

#### Zero carbon emissions in the whole chain

- Zero CO<sub>2</sub> emission in the whole supply chain;
- Achieving carbon neutral in the supply chain.



## CHINT Electric Holds 2023 Supplier Conference

In August 2023, CHINT Electric's smart electrical appliance sector held a supplier conference with the theme of "new supply pattern, co-winning new future". CHINT and many suppliers face the current market situation, base themselves on the current situation, strengthen tackling difficulties, and jointly discuss new measures for supply innovation management under the new pattern, and jointly build a "supply chain community with a shared future". A total of 356 supplier partners attended the event.



This company has signed a digital construction cooperation agreement with suppliers to drive the digital construction of suppliers.

Keeping up with the pace of CHINT's digital construction

Zhengtai Digital Construction Planning

PLM、MDM、APS、ERP、MES、TMS、etc.

Integration and connection

CHINT



SRM CHINT  
Procurement  
Cloud Platform

Subsidy standard

Promotion and application for  
100 enterprises

30%

10 demonstration sample  
enterprises

50%

SCM、ERP、MES TMS、etc.

SRM platform is a bridge for CHINT and supplier partners to carry out system integration and innovation integration.

Supplier Construction Direction

## Channel assistance in China

CHINT Electric improves suppliers' social responsibility, green and low-carbon management awareness and capabilities through supplier conferences, knowledge training, and on-site guidance, so as to promote the sustainable development of the industrial chains.

### Realize full coverage of management assistance for distributors above designated size

For the 12 dealers that have not carried out management assistance and have a scale of more than 80 million CNY, CHINT Electric adopts the project system to implement the six aspects of comprehensive management assistance: "marketing, comprehensive operation, human resources, financial management, order logistics, and information construction".

### Special management assistance for backbone distributors

For dealers who have not carried out management assistance and have a scale of 30-80 million CNY, according to the internal management evaluation results of dealers, and communicating with the regional development department, select 8 dealers of them, and adopt the project system to implement two special important basic modules for management assistance: "financial management" and "order logistics".

## Assistance training

**Distributor "new generation" training:** In order to improve the management level of such distributor personnel. CHINT Electric invites candidate responsible persons of distributors to its headquarter, to conduct a new generation training session through company visits, intensive lectures, and interactive seminars, etc..

**Training of new employees of distributors:** For new employees of distributors, CHINT will carry out four training sessions for new employees in batches, with "Introduction to CHINT Group", "Low Voltage Product Knowledge", "Excel Primary Application", "Enterprise 6S Management" and "Business Etiquette" as the main courses, so as to improve the ability and quality of new employees of distributors.

**Special training for dealer job skills and marketing digitalization promotion:** According to the status quo of dealer orders, logistics, finance, administrative personnel and other job skills, combined with CHINT's marketing digitalization promotion, 10 special skills training sessions will be carried out to improve job performance.

**Training of middle-level backbone personnel of dealers:** For middle-level backbone personnel of dealers, CHINT launched one training session with "Management Cognition", "Performance Management", and "Communication and Conflict Management" as the main courses to cultivate the management ability and professional level of such personnel.

**Training implementation and inspection led by the regional business development department:** According to the needs of dealers in product technology, sales skills, and target plan management, etc., CHINT Electric has expanded some objects according to each region and independently carried out 40 training sessions as planned. The support team of the headquarter has provided support and conducted inspection.

## Case

**New Achievements of Astronergy in Romania**

In February 2023, Astronergy reached a consensus with its partners to provide EPC and operation and maintenance services for Econergy's 86MW photovoltaic power generation project in Oradea, Romania. This project has been completed in the second half of 2023. CHINT New Energy and its partners have delivered the works on time with the highest quality standards to support Econergy's long-term sustainable renewable energy development goals.

After this photovoltaic power station is put into use, it is expected to generate 109.8 million kWh of clean electricity per year, meet the green energy needs of 64,818 households, and reduce carbon dioxide emissions by 73,000 tons per year.



## Case

**Astronergy signed the first photovoltaic EPC and operation and maintenance project in Sweden**

In 2023, CHINT Electric and its partners provide EPC and operation and maintenance services for a 64MWp ground photovoltaic power plant in HaLLstavik, Sweden. The owner of this project is ALight Energy, a well-known clean energy developer and independent power producer in Sweden. The signing ceremony of the project was held at the Swedish headquarter of ALight Energy.



The project covers an area of 71 hectares and has an installed capacity of 64MWp. After being connected to the grid, it will become the ground photovoltaic project with the largest single unit capacity in Sweden. It is expected to transmit 6.3 million kWh of clean energy to the local power grid every year, meeting the electricity demands of more than 12,600 Swedish households, and achieve carbon dioxide emission reduction of about 18,300 tons.

**Case****New Achievements of Astronergy in Germany**

In recent years, the German government has actively promoted the transformation of energy structure and continuously increased its support for the solar energy industry. In September 2023, the EPC service jointly provided by Astronergy's overseas team and its partners for the Tützpatz 79 MWp agricultural photovoltaic complementary power station project in Germany officially started. This project covers an area of about 93 hectares. It adopts the complementary mode of agriculture and photovoltaic power station. While generating electricity by the panels, agricultural planting and livestock breeding are carried out under the panels, providing clean energy and green agricultural products for the local area.

Astronergy fully participates in the construction of the Tützpatz project, applies the valuable experience and technology accumulated by the Splendid Photovoltaic Project in the field of agricultural and photovoltaic complementarity over the years to the European market, strives to realize the intensive use of land, maximizes the economic and social benefits per unit of land area, and makes green energy shared by the world, while helping Germany's renewable energy transformation.



# 08

## Social Welfare

- > Social Welfare
- > Promote progress of the industry
- > Promote employment





## Social Welfare

**Unite "government, enterprises, people, society" and other forces to jointly cultivate brand public welfare projects**

Comprehensively promoting rural revitalization and achieving common prosperity requires the concerted efforts of the government, enterprises, social organizations and other parties to make precise efforts. From 2022, The Commonweal Foundation of CHINT focuses on the "Light Warming Thousands of Households" project to renovate old lines and upgrade lighting for families in need in rural areas, eliminate potential safety hazards in electricity use, improve the family lighting environment, and enhance life happiness. After piloting more than 100 households in Ruili Village, Wenzhou City and Shimen Town, Jiangshan City, in June 2023, the "Light Warming Thousands of Families" project stepped out of Zhejiang for the first time and was launched in Chongqing, attracting State Power Investment Corporation Chongqing Electric Power Co., Ltd. and State Grid Chongqing Electric Power Company to have joined in. This has also received strong support from the Chongqing Young League Committee and local governments at all levels. Local Young League volunteers and professional electrician volunteers formed a project execution team to be responsible for the preliminary research and line transformation of 2,000 assisted families in 20 villages and towns, thus forming a cross-border alliance of the government, enterprises, non-governmental forces and social organizations, enriching and improving the connotation of the "Light Warming Thousands of Families" project, and forming an ecological closed loop of multi-party linkage. This project has enabled household photovoltaic to achieve zero breakthroughs in Chongqing, enhanced the communication and interaction between CHINT and local parties, and demonstrated the social value of CHINT.



Cooperate with the government, state-owned enterprises, private enterprises, social organizations, etc. to launch the "Light Warming Thousands of Families" project in Chongqing

### Explore the new path of "one industry, one fund" and build a new model platform of public welfare

With "one industry, one fund" as the grip point, The Commonweal Foundation of CHINT actively explores a new model for upstream and downstream industrial chains, distributors, agents and partners to participate in public welfare, and builds a public welfare cooperation platform. In May 2023, CHINT Aneng Digital Energy (Zhejiang) Co., Ltd. established CHINT Aneng's "one kWh" special public welfare fund at The Commonweal Foundation of CHINT. As of the end of the reporting period, a total of 12 units participated in the public welfare fund, with a total donation of more than 7 million Yuan. The donated funds have been used to support education, assistance to families in distress and rural revitalization projects in Henan, Anhui, Shanxi, Shandong and other places.

## Gather all little strengths and convey CHINT's great love

In order to help enterprises fulfill their social responsibilities, in 2023, The Commonweal Foundation of CHINT and Tumeng Education jointly launched the "CHINT Career Enlightenment Course" public welfare project. CHINT volunteer employees serve students in Xinjiang, Jiangxi, Gansu and other regions as "Dream Enjoyment Home" members to share career stories and enlighten their careers with personal experience. Since the project was launched in July, nearly 20 volunteers have participated in it. The course covers more than 6,200 teachers and students. They have completed two lectures and shared with the students the professional form and skill requirements of the production manager of CHINT Terminal Electrical Appliance Manufacturing Department, as well as the secret to realize career dreams. The course has been unanimously recognized by teachers and students.

## Steadily promote existing public welfare projects

Case	Education assistance	Enhance the spread and influence of Chinese civilization
	<p>CHINT Electric continues to pay attention to cultural and educational undertakings to promote the improvement of cultural literacy. Since 2009, The Commonweal Foundation of CHINT has paid attention to education assistance, and has successively established scholarship projects such as "CHINT · Du Bincheng Outstanding Poor Students Scholarship", "CHINT Excellence Award" and "CHINT Learning Progress Award", covering Shaanxi, Gansu, Ningxia, Wenzhou, etc. Nearly 30 colleges and universities in many places have helped more than 3,000 outstanding students from poor families realize their academic dreams.</p> 	<p>CHINT Electric has always kept in mind the "inheriting the excellent traditional Chinese culture" and "enhancing the influence of the spread of Chinese civilization" proposed by the 20th National Congress of the Communist Party of China to help spread the excellent traditional Chinese culture. Up to now, The Commonweal Foundation of CHINT has donated a total of 26.1 million Yuan to the Nanhuaijin Humanities Public Welfare Foundation, which will be used for "Guixin · Nanhuaijin Rural Education Sharing Session", "Chinese Studies Series Lectures", traditional culture training and other Nanhuaijin culture. There have been more than 200 activities and training courses such as project inheritance, academic exchanges and mutual visits, research lectures, etc., benefiting more than 70,000 person-times online and offline.</p>
	 <p>"One KWT" Public Welfare Accompanying Learning Lights Up Dreams</p>	 <p>"One kilowatt-hour" public welfare project donated to Xunzhai Central Primary School</p>
		<p>In May 2023, CHINT Aneng Digital Energy (Zhejiang) Co., Ltd. established CHINT Aneng's "one kWh" special public welfare fund in The Commonweal Foundation of CHINT.</p>

## Promote Progress of the Industry

The construction of new energy systems is accelerating, new quality productivity is competing to burst out, and the electrical industry is accelerating its transformation and upgrading to high-end, low-carbon, and digital intelligence. As a leading domestic brand, CHINT Electric adheres to the route of "standardization leading high-quality development" and insists on independent innovation, benchmarking against world-class standards, and continues to deepen the fields of intelligent power distribution and green and low-carbon, and has participated in a total of 21 standardization committees and associations including the National Building Electrical Device Standardization Technical Committee, the National Electrical Safety Standardization Technical Committee, and the General Low Voltage Electrical Appliances Branch of China Electrical Appliance Industry Association organize. This company also promoted and participated in the preparation of 16 installation and application standards, including a number of national key standards such as "Low Voltage Electrical Devices Part 8-1: Functional Energy Efficiency". This standard enables my country to implement simultaneously the latest and most advanced international energy efficiency standards, and produces certain social and economic benefits. The T/ZZB 0016-2022 "Miniature Circuit Breaker" group standard drafted by CHINT won the title of "Zhejiang Standard" in 2023, and it is also the first company in Yueqing to win this honor.

In addition, CHINT Electric has always paid attention to the development and innovation of the electrical industry. In 2023, The Commonwealth Foundation of CHINT and the Standardization Working Committee of the China Electrical Appliance Industry Association jointly issued the "Electrical Standards-CHINT Innovation Award" to reward the industry elites with outstanding contributions to research on standardization innovation in the electrical industry in 2022. In May 2023, CHINT Electric successfully won the title of "The Most Influential Brand in the Low-Voltage Electrical Appliance Industry of the Aiwei Award", which is also an affirmation and recognition of the company's brand value and market influence.

In the future, CHINT will continue to focus on standardization compilation, implementation and promotion etc., and find a starting point from itself and the industry, and cooperate with upstream and downstream partners to jointly promote the comprehensive upgrade of safety, intelligence and green industry in China's electrical industry, and make greater contributions to the high-quality and sustainable development of my country's electrical industry.

### Case Strategic cooperation between CHINT Xinhui and Wuxi Inspection, Testing and Certification Research Institute

CHINT Electric has signed a cooperation agreement with Wuxi Inspection, Testing and Certification Research Institute, and will conduct all-round mutually beneficial cooperation in the research and development and formulation of product standards, research and development of testing instruments and equipment, high-end quality certification of CHINT Xinhui products, zero-carbon factories, green factory evaluation, and post-doctoral workstation co-construction, and in other fields of national quality infrastructure (NQI) and scientific research.

### Case Strategic cooperation agreement signed by CHINT Electric and JD.com

CHINT and JD.com will continue to deepen cooperation in the field of digital supply chain of industrial products and industrial Internet services, aimed to rely on JD Industry's efficient digital and intelligent social supply chain, digital technology service capabilities, and CHINT Electric's complete and mature omnichannel coverage system, to create a deep integration of physical networks and online models, build an efficient and intelligent digital customer service system, and continue to explore more cooperation opportunities in the fields of digital supply chains and intelligent manufacturing that are of common concern to each other, and jointly build a new ecology of digital and intelligent marketing.

## Promote Employment

Talents are the most powerful "power source" of enterprises. CHINT Electric achieves the goal of "seeking specialization but not full coverage", breaks regional boundaries, and introduces all kinds of talents from all over the country through multiple channels. The company actively participates in talent introduction activities organized by local governments, and goes to Beijing, Xi'an, Yunnan, Guangxi, Jiangxi, Lishui and Jinhua to attract talents.

CHINT Electric's college recruitment covers nearly 100 colleges and universities across the country, distributed in Zhejiang, Hunan, Henan, Jiangxi, Chongqing, Chengdu and other places. This company attracts college students to join CHINT through college recruitment activities such as talent fairs and youth forums, and has long-term college-enterprise cooperation with many universities such as Zhejiang University, Xi'an Jiaotong University, Hunan University, Central South University, etc.

In 2023, 2,834 blue-collar technicians have been recruited, including 928 from the society, 220 from the 23rd session of college recruitment, and 93 from the 24th autumn recruitment.

**2,834** persons

2023 Blue-collar Technician Recruitment

**928** persons

2023 Social Recruitment

**220** persons

23rd college recruitment

**93** persons

24th Autumn Recruitment



China · Wenzhou "Thousands of Enterprises and Hundreds of Colleges" Talent Cooperation Butting Conference



Signing Ceremony of Intelligent Electrical Modern Industry College



Campus Recruitment-Talent Fair Events

R&D is one of the symbols of the enduring core strength and follow-up vitality of an enterprise. CHINT Electric attaches great importance to the excavation and training of R&D personnel, implements a competitive salary strategy for R&D personnel, matches the salary system for professional channel promotion, and provides for employee needs. Comprehensive salary and benefits and other strategies are committed to building a high-level scientific and technological talent team of CHINT Electric. In 2023, the company has 2,278 R&D personnel, accounting for 16.4% of all employees.

**2,278** persons

2023 R&D personnel of the company

# OUTLOOK PROSPECT

At present, my country's energy demand continues to maintain rigid growth. My country will unify energy transformation and safety, unswervingly follow the high-quality development path of ecological priority, green and low carbon development, accelerate the construction of a new energy system, and promote the construction of a new green, low-carbon and co-winning model. We will actively and steadily promote carbon peaking and carbon neutralization.

The government work report points out that we should strengthen the construction of ecological civilization and promote green and low-carbon development. It is necessary not only to vigorously develop a green and low-carbon economy, but also to actively and steadily promote the peak of carbon emissions and carbon neutralization. Solidly carry out the "Ten Actions for Reaching the Carbon Peak". Improve carbon emissions statistics, accounting and verification capabilities, establish a carbon footprint management system, expand the coverage of the national carbon market industry, promote the development and utilization of distributed energy, develop new energy storage, promote the use of green electricity and international mutual recognition, and ensure the energy demand for economic and social development.

With the acceleration of the energy production and consumption revolution, new comprehensive energy formats such as photovoltaic + energy storage, distributed regional energy, and multi-energy complementarity will become a new development trend. Based on the status quo of resource endowment, energy, and industrial structure, CHINT seizes major historic opportunities, anchors "carbon neutralization", actively promotes green manufacturing and intelligent manufacturing, accelerates the pace of industrial digital construction, and vigorously implements the overall carbon-neutral solution of "green source, smart network, load reduction, and new storage" with new energy (e.g. "photovoltaic + energy storage") as the main body. Through supply-side structural reforms, help achieve the goals of carbon peaking and carbon neutralization as scheduled.

Facing the future, CHINT Electric will continue to deepen the power and new energy industry, devote itself to building green and safe factories, comprehensively promote green manufacturing, increase the research and development of advanced energy-saving and environmental protection technologies, processes and equipment, and jointly serve thousands of households, all walks of life, parks and cities to create a better ecological environment. Contribute CHINT's green energy low-carbon technology products and electrical digital and intelligent solutions, and strive to build an efficient, clean, low-carbon and circular green manufacturing system.



RESPONSIBLE  
GOVERNANCE

ENVIRONMENTAL  
RESPONSIBILITY

EMPLOYEE  
RESPONSIBILITY

PARTNER  
RESPONSIBILITY

SOCIAL  
WELFARE

OUTLOOK  
PROSPECT

APPENDIX



# APPENDIX

## KEY PERFORMANCE TABLE

### Governance Performance

Topics	Quantitative term	Unit	2021	2022	2023
Corporate Governance	Number of men on the Board	Person	8	7	7
	Number of women on the Board	Person	1	2	2
	Number of Independent Non-executive Directors	Person	3	3	3
	Proportion of external directors	%	33.33	33.33	33.33
	Number of general meetings	Times	2	4	6
	Including Annual General Meeting	Times	1	1	1
	Extraordinary General Meeting	Times	1	3	5
	Number of Board Meetings	Times	11	10	14
	Strategy and Investment Committee	Times	1	1	1
	Audit Committee	Times	4	3	3
	Nomination and Remuneration Committee	Times	2	2	1
	Number of meetings of the Board of Supervisors	Times	5	8	12
Information Disclosure	Compliance training number of participants	Person	-	-	106
	Investor Interchange Meeting	Times	-	-	15
	Teleconference	Times	-	-	3
	Roadshow	Times	-	-	89
ESG Governance	Answer to investment questions online	Times	-	-	88
	Duration of ESG training activities organized by the Company	Hours	-	-	7.5
	Number of ESG training activities organized by the Company	Times	-	-	4
	Number of participants in ESG training activities organized by the Company	Person-times	-	-	578

Topics	Quantitative term	Unit	2021	2022	2023
ESG Governance	Total duration of third-party ESG training activities participated	Hours	-	-	36
	Number of third-party ESG training activities participated	Times	-	-	4
	Attendance at third-party ESG training activities	Person	-	-	6
Honesty and Compliance Business Conduct	Number of effective reports of corruption incidents	Piece	-	-	0
	Effective Reporting and Handling Rate of Corruption Incidents	%	-	-	0
	Total number of anti-corruption trainings	Times			7
Information Security and Data Governance	Number of participants	Person	-	-	443
	Total training hours	Hours	-	-	664.5

## Environmental Performance

Topics	Quantitative term	Unit	2021	2022	2023
Environmental Management	Total investment in environmental protection	10k CNY	805.00	371.00	373.00
Energy Management and Resource Utilization	Diesel consumption	Liter	7,056.00	38,090.60	7,620.50
	Gasoline consumption	Liter	79,460.00	56,170.00	61,636.30
	Solar power generation (self-use)	KWh	2,343,000.00	2,157,000.00	2,319,398.69
	Purchased electricity	KWh	68,700,000.00	65,871,900.00	69,583,800.00
	Total water consumption	Ton	517,744.00	491,695.00	495,631.00
Addressing Climate Change	Direct GHG Emissions (Scope 1)	Tones of CO2 equivalent	199.36	230.21	160.44
	Indirect GHG emissions (Scope 2) (without carbon offsets) (without carbon offsets)	Tones of CO2 equivalent	39,179.61	37,566.74	39,683.64
	Total greenhouse gas emissions (without carbon offsets)	Tones of CO2 equivalent	39,378.97	37,796.95	39,844.08

### Notes:

- The data of energy management, resource utilization and climate change response for the year cover the Company's five major production parks including Daqiao Industrial Park, Industrial Control Park and Panshi Park, as well as some dormitory buildings and office buildings;
- Direct greenhouse gas emissions (Scope 1) are calculated with reference to the Accounting Methods and Reporting Guidelines for Greenhouse Gas Emissions of Public Building Operating Units (Enterprises) (Trial);
- The calculation of indirect greenhouse gas emissions (Scope 2) uses the "Notice on Good Management of Greenhouse Gas Emission Reports of Enterprises in the Power Generation Industry from 2023 to 2025" issued by the Ministry of Ecology and Environment in 2023. The average emission factor of the national power grid is 0.5703t CO2/MWh multiplied by purchased electricity.

## Social Performance

Topics	Type	Quantitative term	Unit	2021	2022	2023
Compliance Employment	Number of employees by employment type	Contract worker	Person	15,418	15,061	13,891
		Labor contract signing rate	%	100	100	100
	Number of Employees by Gender	Male employees	Person	8,910	8,730	8,109
		Female employees	Person	6,508	6,331	5,782
	Number of Employees by Age	60 and above	Person	14	13	10
		50-59	Person	377	416	394
		40-49	Person	2,576	2,821	2,882
		30-39	Person	7,098	7,005	6,467
		20-29	Person	5,025	4,613	4,015
		19 and below	Person	328	193	123
	Number of Employees by Level	Core management personnel	Person	156	150	176
		Middle management	Person	182	140	142
		Basic management personnel	Person	222	177	139
	Number of Employees by Region	Employees in Mainland China	Person	15,414	15,054	13,891
		Overseas and Hong Kong, Macau and Taiwan employees	Person	4	7	1
Employee Qualification	By ethnicity	Han nationality	Person	14,351	14,008	12,966
		Ethnic minorities	Person	1,063	1,046	924
		Overseas and Hong Kong, Macau and Taiwan employees	Person	4	7	1
	Number of employees by academic qualification	Others	Person	841	783	613
		High school and below	Person	9,220	8,601	7,254
		Junior college	Person	2,459	2,412	2,349
		Undergraduate	Person	2,572	2,909	3,200
		Master's degree and above	Personnel	320	349	464
		Ph.D.	Person	6	7	11

Topics	Type	Quantitative term	Unit	2021	2022	2023
Employee Benefits	Social insurance coverage	-	%	100	100	100
	Paid leave	Number of persons entitled to pregnancy leave throughout the year	Person	-	54	79
		Total duration of pregnancy leave throughout the year	Days	-	183	360
	Employee Satisfaction	-	%	82.00	82.30	84.70
Employee Benefits	Total number of trainees of the year	-	Person-times	-	333,125	274,785
	Average training hours of the year	-	Hours	-	265,140.92	249,051.53
	Amount invested in training 1 of the year	-	CNY Ten thousand	-	252.78	425.07
	Total Average Training Hours of Employees by Gender	Male employees	Hours	-	2.63	22.45
		Female employees	Hours	-	3.10	11.59
	Total Average Training Hours of Employees by Employee Category	Regular employees	Hours	-	2.69	14.04
		Core management personnel	Hours	-	9.43	39.95
		Middle management and technical backbone	Hours	-	3.76	33.24
		Basic management and technical staff	Hours	-	3.56	36.45

**Notes:**

- Employee data only cover the parent company;
- The training data in 2023 is quite different from the training data in 2022, due to the different calculation methods. In 2023, it will be calculated as "the total number of training hours of this category of personnel/the number of people in this category". In 2022, the calculation method is "the total number of hours of this type of personnel/the number of training participants of this type of personnel, resulting in a low value".

Topics	Quantitative term	Unit	2021	2022	2023
Occupational Health and Safety	Annual Major Production Safety Accidents	Rise	0	0	0
	Notification rate of occupational hazards	%	100	100	100
	Physical examination coverage	%	100	100	100
	Own employee death on duty	Personnel	0	0	0
	Occupational injury insurance coverage for employees	%	100	100	100
	Investment in Safety Production Training	CNY	43,400	65,980	62,740
	Total number of participants in safety production training	Person-times	7,109	10,342	12,265
	Total training hours for production safety	Hours	383	495	338
	Average hours of safe production training	Hours	2	2	2
	Coverage of safety management personnel participating in safe production training	%	100	100	100
	Number of core management personnel participating in safe production training	Person-times	565	587	737
	Ordinary employees participating in safe production training	Person-times	6,544	9,755	11,528
	Total number of emergency drills	Times	64	62	103
	Among them, about the fire	Times	25	12	17
	About Flood Control	Times	10	12	17
Product Safety and Quality Management	Total amount of safety investment	Ten thousand CNY	2,685.23	2,642.33	2,763.83
	Number of self-tests	Times	179	82	108
	Number of third-party inspections	Times	1	1	1
	Self-inspection found potential safety hazards	Pcs	1,571	1,356	1,783
	Safety hazards found by third-party inspection	Pcs	57	78	99
	Number of rectification during the year	Pcs	1,628	1,434	1,882

Topics	Indicator	Indicator	Unit	2021	2022	2023
R&D Management	Intellectual Property Rights	Number of patent applications in the year	Piece	831	1,101	1,330
		Number of invention patent applications in the year	Piece	182	338	369
		Number of patents granted in the year	Piece	764	831	877
		Cumulative number of Chinese patent awards	Piece	7	7	7
		Cumulative number of trademark applications	Piece	746	816	863
		Cumulative number of trademark registrations	Piece	465	589	659
	R&D	Number of R&D personnel	Person	1,757	1,869	2,278
		Ratio of researchers to total number of employees	%	11.4	12.4	16.4
Occupational Health and Safety	Customer Complaints & Customer Satisfaction	Number of complaints for product and service	Piece	677	684	716
		Customer Complaint Response Rate	%	100	100	100
		Customer Complaint solution Rate	%	100	100	100
		Customer Satisfaction	Grade	-	85	85
	Customer Privacy Protection	Number of customer privacy protection trainings	Times	13	10	11
		Number of complaints received due to leakage of customer information	Times	0	0	0
		Number of information security incidents	Times	0	0	0

Topics	Indicator	Unit	2021	2022	2023
Product quality	Product qualification rate	%	100	100	100
	Number of products recycled due to safety and health problem	Piece	0	0	0
	Proportion of total products sold or shipped subject to recovery for safety and health reasons	%	0	0	0

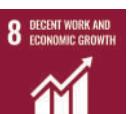
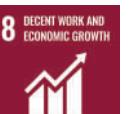
Topics	Quantitative term	Unit	2021	2022	2023
Supply Chain Management	Total number of suppliers	Pcs	329	447	410
	Percentage of new suppliers screened using ESG elements	%	100	100	100
	Number of Important Suppliers with Quality Management System Certification (ISO9001)	Pcs	-	-	305
	Number of Important Suppliers with Occupational Health and Safety Management System Certification (ISO45001)	entity	-	-	91
	Number of key suppliers certified by the Environmental Management System (ISO14001)	entity	-	-	116
	Proportion of suppliers who have signed Sunshine Cooperation Agreement (or Letter of Commitment)	%	100	100	100
	Number of suppliers reviewed and evaluated with cooperation during the year	entity	-	-	397
	Number of suppliers disqualified	entity	25	14	40
	Number of suppliers with cooperation terminated due to environmental or social reason in the year	entity	0	0	0

Category	Unit	Amount of social donations
Social Welfare by The Commonwealth Foundation of CHINT	Ten thousand CNY	2,129.50
Education assistance	Ten thousand CNY	749.38
Rural Revitalization	Ten thousand CNY	706.46
Cultural Inheritance	Ten thousand CNY	637.66
Industry-driven	Ten thousand CNY	36.00

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